BALOCHISTAN GENDER PARITY REPORT

2024

Health

Demographics

Economic Participation & Opportunities

Education

Justice & Governance

BALOCHISTAN GENDER PARITY REPORT 2024

By: Fizza Behzad Sethi

Disclaimer

The Balochistan Gender Parity Report 2024 is based on official data provided by Government Departments/Bodies, including Federal, Provincial and District-level offices. While, the team has verified data to the fullest extent possible, the responsibility of accuracy lies with the original providers of data.

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Message from the Chief Minister, Balochistan

A society cannot flourish when systemic barriers hold back half of its population. The Government of Balochistan is committed to ensuring that women have equal access to opportunities, resources, and decision-making platforms. Gender equality is not just a matter of social justice; it is essential for economic prosperity, governance, and sustainable development.

The Balochistan Gender Parity Report, the province's first comprehensive gender analysis, is an important initiative toward bridging gender gaps and informing policies that uphold women's rights. By systematically examining gender disparities across key areas, this report provides an evidence-based approach to strengthening gender equity initiatives at the provincial level.

The government is actively working to ensure women's economic inclusion, political participation, access to quality healthcare and education, and protection from violence and discrimination. Through targeted programs, legislative reforms, and institutional support, we aim to create an environment where women and girls in Balochistan can thrive.

I commend the Balochistan Commission on the Status of Women for this vital effort and express my gratitude to UN Women and all contributors for their commitment to gender equality. I am confident that this report will serve as a guiding document for policymakers, civil society, and development partners in advancing gender-responsive governance in Balochistan.

Mir Sarfaraz Bugti
Chief Minister Balochistan

PREFACE

The development of a society is deeply connected to the well-being and empowerment of its people. In Balochistan, where socio-economic challenges are pronounced, ensuring gender parity is an ethical and strategic necessity for sustainable development. The first Balochistan Gender Parity Report is a milestone in our efforts to address gender disparities and advance women's empowerment in the province.

This report provides a comprehensive analysis of gender disparities across 206 indicators, covering six thematic areas: Demographics, Health, Education, Economic Participation, Governance & Justice, and Legislative Framework. By highlighting the gender gaps that persist in these critical areas, the report presents an evidence-based foundation for policymakers, researchers, and development partners to shape gender-responsive interventions.

The Balochistan Commission on the Status of Women (BCSW) has worked tirelessly to compile this report, with technical and financial support from UN Women. This partnership underscores the shared commitment of both the provincial government and the international community to gender equality. The data and analysis presented in this report will serve as a key reference for monitoring policy implementation, guiding gender-responsive decision-making, and ensuring that Balochistan progresses toward its national and international commitments, including the Sustainable Development Goals (SDGs) and Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

I sincerely thank all government departments and stakeholders who contributed to this report. The findings and recommendations will be valuable in our continued journey toward an inclusive, equitable, and prosperous Balochistan.

Fauzia Shaheen
Chairperson
Balochistan Commission on the Status of Women

MESSAGE FROM ADVISOR TO THE CHIEF MINISTER

Empowering women is not merely a matter of justice; it is a vital investment in the future of Balochistan. Today, as we unveil the province's inaugural Gender Parity Report, we take a crucial step toward uncovering and dismantling the obstacles that prevent women from achieving their full potential.

This report sheds light on significant gender disparities and offers actionable recommendations that will inform and guide our future policies and initiatives. The Women Development Department is dedicated to collaborating with key stakeholders to enhance institutional frameworks, elevate service delivery, and ensure that women are fully engaged in every aspect of life in Balochistan.

As I extend my heartfelt congratulations on this landmark achievement. Let us unite our efforts and strive to create an inclusive society that empowers every woman to thrive and contribute to the progress of our Province.
Together, let us build a Balochistan where gender parity is not just a dream but a tangible reality for all.

Dr. Rubaba Khan Buledi
Advisor to the Chief Minister on Women Development

MESSAGE FROM CHIEF SECRETARY, BALOCHISTAN

Gender equality is a cornerstone of good governance, social progress, and economic development. In line with the Government of Balochistan's commitment to fostering an inclusive society, this first-ever Balochistan Gender Parity Report offers valuable insights into the status of women in the province.

The data-driven approach of this report will support evidence-based policymaking, identify areas requiring urgent intervention, and help track progress in implementing gender-responsive programs. By addressing disparities in education, healthcare, economic participation, and legal protection, we can pave the way for a more inclusive and equitable Balochistan.

I appreciate the efforts of the Balochistan Commission on the Status of Women and its partners in compiling this critical report. It is now our collective responsibility—as government officials, policymakers, and civil society actors—to ensure that the findings translate into meaningful action.

Shakeel Qadir Khan
Chief Secretary Balochistan

MESSAGE FROM UN WOMEN

I, congratulate all stakeholders on releasing the **Balochistan Gender Parity Report 2025**, highlighting the province's achievements, challenges, and opportunities in gender advancement. Gender equality is not merely a goal, rather a basic human right that is essential for justice, dignity and fairness. It cannot be compromised on and is crucial to achieving an inclusive and sustainable future.

As we approach the end mark of the 2030 Agenda, we appreciate the fact that progress was attempted, but quite a bit of work is left undone. **Sustainable Development Goal 5 (SDG 5)** is the declaration of intent made by the global community to "achieve gender equality and empower all women and girls," and a confirmation that we need to do much more to change the rhetoric into actual change. Undeniably, women and girls must not be left behind as their empowerment is not simply a social justice issue, but an important factor for economic development, stability and peace.

Balochistan, a province with rich cultural history and enormous socio-economic opportunities, is currently at **a pivotal point in its development process**. The evidence collected in this report, however, shows that persistent gender gaps obstruct development – especially in education, health, economic and political participation, and governance. Although women constitute almost half of the population, their active and equal participation in the society at large is still controlled by numerous obstacles. To realize the province's true potential, women and girls must be given opportunities, resources, and places in decision-making processes.

The information showcased in this report illustrates both the progress made and the necessary actions needed to be taken. Positive trends include increased **CNIC registration among the young women and rising enrolment of girls in non-formal education systems**. These trends indicate the positive impact of proactive measures, and the policy reforms initiated. Nonetheless, economic participation, digital access, and political participation poses significant challenges. The gaps between men and women in relation to participation in the labour market, financial services, and positions of authority demand deliberate and forceful steps to remove barriers that prevent women's empowerment and women's access to equal opportunities.

This report is the result of a collaborative effort between **UN Women, the Government of Balochistan** through **Balochistan Commission on Status of Women (BCSW) and Women Development Department (WDD)**, with contributions from a vibrant and committed team. It provides a **data-driven, in-depth overview** of the conditions influencing the lives of women and girls in Balochistan today. By leveraging this evidence, we can design and implement targeted strategies that **champion women's rights and advance gender parity** in every sphere of life. Through **strategic partnerships, advocacy, and innovative programming**, we remain steadfast

in our commitment to ensuring that the pro-women agenda continues to move forward in Balochistan.

Change is only possible through the efforts of many parties working together. I urge all stakeholders, including government agencies, the private sector, civil society, and international organizations, to utilize the findings of this report as a springboard for practical action. Gender equality is not an end in itself; it is one of the many prerequisites for sustainable peace, human development, and economic growth. Now is the time to transform our pledges into effective actions that have real, substantial, and meaningful results.

Finally, I want to speak directly to the **women and girls of Balochistan**: you are the backbone of this province—**its past, its present, and its future**. Your contributions, whether within your homes, fields, schools, workplaces, or leadership roles, are invaluable. You have faced adversity with **resilience, strength, and determination**. Despite the challenges, you continue to strive, inspire, and break barriers. Your dreams matter, and it is your right to pursue them without limitations. As you forge ahead, **pass this unwavering spirit to the next generation**—especially to your daughters—so they, too, can walk confidently towards a future defined by equality and opportunity.

We stand with you in this journey, committed to building a **brighter, more equitable future** for all women and girls in **Balochistan and across Pakistan**. This report is not just a reflection of where we stand—it is a **roadmap for the future**. Let us use it as a foundation for meaningful progress, ensuring that **every woman and girl can realize her full potential** in a society that values and upholds gender equality.

Jamshed Kazi
Country Representative
UN Women - Pakistan

MESSAGE FROM WOMEN DEVELOPMENT DEPARTMENT

Empowering women is not just about fairness it is about unlocking the full potential of Balochistan's human capital. As we launch the province's first Gender Parity Report, we take a significant step toward identifying and addressing the barriers that hold women back from realizing their full potential.

This report highlights critical gender disparities and provides recommendations that will help shape future policies and programs. The Women Development Department is committed to working alongside key stakeholders to strengthen institutional mechanisms, improve service delivery, and ensure the full participation of women in all spheres of life.

The department is pleased to extend its support to the data collection process relating to the gender based violence component and harassment at workplace .The statistics portray a picture of institutional services provided to the women effected by GBV in the province.

I congratulate the Balochistan Commission on the Status of Women on this historic achievement and extend my sincere appreciation to UN Women for their technical and financial support. Let us all work together to create a Balochistan where gender parity is not just an aspiration, but a reality.

Saira Atta
Secretary - Women Development Department,
Balochistan

Acknowledgements

This report aims to provide significant insights and establish a baseline for achieving gender parity in the provinces. We hope the findings and recommendations will serve as a valuable resource for policymakers, stakeholders, and advocates working towards a more equitable future for all. Together, we can make meaningful strides towards gender parity in Balochistan and beyond.

Abbreviations And Acronyms

A2F: Access to Finance
AIG: Additional Inspector General of Police
ALC: Alternate Learning Centers
ANC: Antenatal Care
APV: Assistant Provincial Veterinary
ART: Antiretroviral Therapy
BESP: Balochistan Education Sector Plan

BISP: Benazir Income Support Program
BRSP: Balochistan Rural Support Programme
BS: Basic Scale (e.g., BS-19, BS-18, BS-17, etc.)
CNIC: Computerized National Identity Card
CRVS: Civil Registration and Vital Statistics

DD: Demographic Dividend
DHS: Demographic and Health Surveys
DIG: Deputy Inspector General of Police
DPI: Digital Payment Index
EU: European Union
FIA: Federal Investigation Agency
G2Ps: Government-to-Person Payments
GHS: Global Health Security
GHSS: Global Health Sector Strategies
GPI: Gender Parity Index
GRASP: Growth for Rural Advancement and Sustainable Progress
HIV: Human Immunodeficiency Virus
IGP: Inspector General of Police
ILO: International Labour Organization
ICT: Information and Communication Technology

LBW: Low Birth Weight

LFS: Labour Force Survey
LMICs: Low- and Middle-Income Countries
MATRC: Model Addiction Treatment and Rehabilitation Centers
MDG: Millennium Development Goal
MICS: Multiple Indicator Cluster Survey

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MICS: Multiple Indicator Cluster Survey

NADRA: National Database and Registration Authority
NIC: National Incubation Center
OECD: Organization for Economic Cooperation and Development
PHCP: Population & Housing Census of Pakistan
PLC: Pakistan Penal Code
PNC: Postnatal Care
PSDP: Public Sector Development Programme
SBP: State Bank of Pakistan
SBBCW: Shaheed Benazir Bhutto Women Crisis Centers
SDG: Sustainable Development Goal
SECP: Securities and Exchange Commission of Pakistan
SMEs: Small and Medium Enterprises

SSP: Senior Superintendent of Police
STR: Student-Teacher Ratio
TIP: Trafficking in Persons
UNDP: United Nations Development Programme
UNESCO: United Nations Educational, Scientific and Cultural Organization
UNESCAP: United Nations Economic and Social Commission for Asia and the Pacific
UNTOC: United Nations Convention against Transnational Organized Crime
VAW: Violence Against Women

WEE: Women's Economic Empowerment
WEF: World Economic Forum
WHO: World Health Organization

Executive summary

Demographics

The Population and Housing Census 2023 recorded Balochistan's population at 14.89 million, comprising 52.15% men, 47.8% women, and 765 transgender persons. The majority, 69%, reside in rural areas, while 31% live in urban areas. Quetta district houses 17.4% of the population, making it the most populous, whereas Harnai contributes only 0.86%, the smallest share.

In the working-age group (15–64 years), males (3.6 million) slightly outnumber females (3.4 million), highlighting a critical demographic cohort for economic productivity. The youth population (5–24 years) also exhibits male dominance, with 3.7 million males compared to 3.4 million females.

Marital status data reflects gendered patterns; 57.9% of never-married individuals aged 15 and above are male, while 77.6% of widowed persons are female, underscoring the higher prevalence of widowhood among women. Persons with disabilities (PWDs) account for 8.6% of males and 8.4% of females, with rural areas reporting higher incidences.

Housing ownership shows a stark gender disparity; 97% of housing units are owned by men, leaving only 3% owned by women. Gwadar district records the highest share of female ownership at 5.9%. In terms of household composition, nearly all men (97.61%) and women (97.48%) reside in regular households, with homelessness affecting a negligible percentage of the population.

CNIC registrations reveal positive trends for minors, with boys' registrations surging by 273.4% and girls' by 335.3% from 2022 to 2023. However, adult registrations declined significantly, dropping by 12.8% for men and 31.2% for women. Transgender registrations remained exceedingly low.

Exposure to technology and mass media highlights gender disparities. In 2023, 84.2% of mobile subscriptions were held by men, compared to only 15.8% by women, although female subscriptions grew by 7.03% from 2022. Internet usage remains low, with only 15% of men and 2.9% of women reporting weekly use. Urban areas show better parity than rural ones, but significant gaps persist across all regions.

These demographic insights reveal systemic challenges and opportunities for policy interventions aimed at fostering gender-inclusive development in Balochistan. Bridging gender gaps in housing, technology, and education is crucial for unlocking the province's potential and achieving sustainable growth.

Health

Healthcare is one of the basic indicators that determines the wellbeing and quality of life experienced by individuals and communities and Balochistan's progress in this sector reflects the

province's commitment to enhancing access and equity. In 2023, the Government of Balochistan allocated Rs. 29.7 billion to healthcare, Rs. 10.7 billion for ongoing projects under PSDP.

Key health indicators reveal significant challenges in addressing health outcomes. Life expectancy at birth stands at 63.5 years, while the total fertility rate remains high at 4.0. The maternal mortality ratio (MMR) is recorded at 298 per 100,000 live births, and infant mortality and under-5 mortality rates are at 66 per 1,000 live births.

Balochistan's healthcare system comprises 1,562 facilities, of which Basic Health Units (BHUs) represent 50.3%, dispensaries 32.4%, Rural Health Centres (RHCs) 7.3%, and hospitals 3.5%. Notably, the number of RHCs increased by 15.8% in 2023, while BHUs saw a slight decline of 1.53%.

However, workforce dynamics show a mixed picture. The number of MBBS doctors rose by 5.0%, reaching 8,445, with women comprising 39.1% of the total, a 4.9% improvement over the previous year. However, the decline in the number of female nurses by 33.5% (from 1,255 to 835) is concerning and points to a critical gap in healthcare delivery.

Encouraging trends were seen in maternal and child health. Antenatal care visits increased by 9.5%, with anaemia among pregnant women reducing by 13.1%. Immunization campaigns showed significant progress, with 251,344 doses of tetanus toxoid administered to pregnant women. Facility-based live births grew by 8.19%, although normal deliveries saw a proportional decrease.

Despite these advancements, healthcare resources remain unevenly distributed, with Quetta Division enjoying better access and facilities, while remote areas such as Rakhshan and Zhob struggle with persistent shortages. Addressing these disparities remains essential for equitable healthcare outcomes in the province.

Education

Education is a cornerstone for individual and societal development, acting as a bridge to gender equality and economic empowerment. In Balochistan, however, educational disparities reflect systemic challenges and gendered inequities. The literacy rate in the province stands at 54.5% as of 2023, with a significant gender gap: 69.4% for males and 36.8% for females. Gross enrolment ratios at primary, middle, and matriculation levels show incremental progress but highlight gender discrepancies, with female enrolment trailing significantly behind males.

Out of the 15,168 schools in the province, 22.1% were non-functional in 2023, and a staggering number of primary schools (1,817) remained shelter less. Girls' schools were disproportionately affected by inadequate infrastructure, with limited access to essential facilities such as drinking water, sanitation, and electricity. Female teachers comprised only 38.7% of the workforce, amplifying barriers to female education, particularly in rural areas. The student-teacher ratio in girls' primary schools averaged 23.7, but disparities across districts were evident.

The survival rate to grade 5 was alarmingly low, particularly for girls at 30.3%, with transition rates to middle school at 58.7% for girls compared to 62.9% for boys. Non-formal education centres emerged as critical alternatives, serving predominantly girls, with 57,053 female students enrolled compared to 20,169 male students in 2023.

Despite incremental gains, systemic barriers such as early dropouts, socio-economic pressures, and cultural constraints continue to impede progress. Addressing these challenges requires targeted investments in infrastructure, female teacher recruitment, and community-based educational initiatives. Efforts like the Balochistan Education Sector Plan and Ehsaas Education Stipend have shown promise but require scale and consistency to bridge gender gaps effectively. Comprehensive reforms are essential to unlock Balochistan's educational potential and achieve gender parity in literacy and learning outcomes.

Economic Participation & Opportunities

Economic participation and opportunities are integral to the advancement of Balochistan. However, stark gender disparities persist across various domains, limiting the region's growth potential and inclusive development. The Labour Force Survey 2020-21 highlights significant gender imbalances in labour force participation, employment, and access to resources.

In Balochistan, the civilian LFPR stood at 40.4%, with males contributing 34.9% and females only 5.5%. Urban female participation was slightly higher than rural, though it remained considerably low at around 10-15%. Employment rates reflect similar trends, with 83.9% of rural males and 16.1% of rural females employed, compared to 94.3% of males and only 5.7% of females in urban areas. Unemployment rates further reveal disparities, particularly in urban settings, where female unemployment stood at 1.6% compared to 6.1% for males. The economic inclusion of women in wage categories demonstrates a significant gap. While 67.3% of males earned over Rs. 15,001, only 3.5% of females did.

Financial inclusion is another critical challenge. Women own only 14.8% of deposit accounts in Balochistan, compared to 85.2% owned by men. Similarly, access to branchless banking remains limited, with women's participation significantly trailing behind men's. These disparities extend to land and vehicle ownership, where women face systemic barriers due to cultural and institutional constraints.

Efforts to address these inequalities include training initiatives such as the BRACE program, where female participation reached 48.2%. However, a pronounced gender divide persists in technical fields and high-demand sectors like technology and agriculture. Women predominantly engage in traditional low-paying skills, such as tailoring and embroidery, further constraining their economic potential.

To foster inclusive growth, targeted interventions are essential to enhance women's access to education, skills, and resources. Addressing socio-cultural barriers, improving infrastructure, and implementing gender-responsive policies will be critical to empowering women and driving sustainable development in Balochistan.

Governance & Access to Justice

Governance and justice in Balochistan reveal a landscape defined by progress tempered with persistent challenges. Despite efforts in increasing women's representation across sectors, entrenched disparities underscore the need for continued attention. In the Balochistan Assembly, women held just 17% of seats, reflecting the gendered barriers that limit women's political engagement across the province. During the 2022 local government elections, the GPI stood at 0.77 for voter registration, illustrating the underrepresentation of women in electoral processes. Despite this, over 2,400 women secured reserved seats, demonstrating their growing influence within structured frameworks. However, only 0.47% of women contested and won general seats, revealing that cultural and institutional hurdles continue to stifle women's broader participation in governance.

Access to justice, though evolving, remains troubled with inequities. In 2023, the number of reported cases of violence against women fell by 11.36% compared to the previous year. While this decline may suggest progress, the persistence of crimes such as trafficking, which increased by 20%, and the normalization of domestic violence in both rural and urban areas, points to deeper societal issues. Women's limited representation within the justice system exacerbates these challenges. Of the 180 senior police officers, only two are women. While women constitute only 2.66% of officers from IP to Constable ranks and within the prosecution service, female representation is a mere 12.4%. These figures underscore the systemic obstacles women face in accessing leadership roles in institutions meant to uphold their rights.

Efforts to address these gaps are evident in initiatives such as the Women's Helpline, which saw a 159% increase in complaints between 2022 and 2023, reflecting greater awareness and trust in available resources. Legal aid services for women also expanded, with more cases supported in 2023 compared to the previous year. However, the judicial system's capacity to address gender-based violence remains constrained by the lack of trauma-informed training and insufficient support services for survivors. Furthermore, informal justice systems, while accessible, often fail to align with human rights standards, perpetuating discriminatory practices.

The narrative of governance and justice in Balochistan thus toggles between progress and the pressing need for systemic reform. Gender-responsive governance frameworks and targeted interventions remain crucial to addressing the inequalities that persist, ensuring that the voices of women and marginalized communities are not only heard but heeded in the corridors of power and justice.

INTRODUCTION

Gender Equality and Development

Gender equality is a fundamental human right and a pressing issue crucial for a peaceful, affluent, and sustainable global society. However, the current approach to gender equality seems to be diluted, tokenistic or is devoid of practical application, which leads to significant disparities in how various organisations address this problem. A clear understanding of this conceptual relationship impedes achieving gender equality to meet the aims of sustainable social systems that may remain unsuccessful.

During the overlapping crises of COVID-19, the environmental catastrophe, escalating financial and political instability, and the advancement of gender parity have not only stalled but have started to regress. Even well-established liberties and safeguards, such as reproductive rights and protection from gender-based violence, are threatened by a rising reaction against women's rights across the globe. Progress is lagging in several areas, including but not limited to time spent on unpaid care and domestic labour, decision-making about sexual and reproductive health.

It's important to recognise the progress made in recent decades towards gender equality. While the globe has made progress, there is still work to be done.[1] Like many countries, Pakistan is a United Nations (UN) member state that accepted the 17 Sustainable Development Goals (SDGs) in 2015 as its national development plan. It is fully committed to the 2030 Agenda for Sustainable Development. The overarching theme of the agenda is to "leave no one behind."[2] However it is important to highlight and acknowledge that reaching gender equality by 20230 is a challenging goal. Progress so far, six years before the 2030 deadline for achieving the goals, has been too slow, particularly on gender equality.[3]

> "Despite some progress, the world is falling far short on gender equality targets; achieving SDG 5 demands immediate action, more ambitious finance and much better data."
>
> Progress On The Sustainable Development Goals; The Gender Snapshot 2024

Progress is generally insufficient, particularly given delays on certain structural issues such as gender sensitivity of laws, policies and budgets. Social norms still perpetuate discrimination, preventing women from being on the same footing as men. Women's access to political and management positions, as well as their ability to make choices in sexual and reproductive health, remains particularly low. Violence against women is pervasive, and harmful practices, such as child marriage and female genital mutilation, have serious impacts on girls, despite their decline in recent decades.[4]

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[1] (The World Bank in Gender, 2022)
[2] (Ministry of Planning, Development & Special Initiatives, 2022)
[3] (Progress On The Sustainable Development Goals; The Gender Snapshot 2024, 2024)
[4] ibid

Furthermore, Pakistan is a signatory to various international frameworks and platforms committed to safeguarding gender equality, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and Beijing Platform for Action (BPfA). Besides all these commitments, the country ranked 145th out of 146 countries and an index of 0.57 per the Global Gender Gap Report 2024, highlighting the alarming gender disparities. The regression in the ranking from the previous year is largely driven by setbacks in the Political Empowerment dimension. According to this report, gender disparity was highest in the sphere of political empowerment, where women held only 6.3 percent of ministerial and only 19.3 percent of parliamentary seats. The gender gap in literacy is around 67 percent. In the Economic Participation and Opportunity subindex, Pakistan stands among the group of economies with the lowest levels of economic parity having only 36 percent gender parity.[5]

However, Pakistan has made great strides over the last several years by increasing funding for gender equality programs and initiating targeted projects. The National Gender Policy Framework (NGPF) was established by the Government of Pakistan's Ministry of Planning, Development, and Special Initiatives (MoPD&SI) to realize a gender-responsive community that provides equal opportunity for women and men in all spheres of life. NGPF has six overarching objectives with corresponding strategic priorities that will help bring about gender parity in Pakistan. It is encouraging that the federal government has recognized the absence of a national narrative during the last decades and has responded with this framework.

Challenges for Gender Equity in Pakistan

Gender equity refers to the fair and equal treatment of individuals regardless of gender. In Pakistan, however, significant challenges exist in achieving gender equity and social & cultural norms being one of the major challenges. Socio-cultural practices in some regions consider women leaving home unacceptable, which leads to women and girls being denied education and employment opportunities.[6] These norms also firmly establish women's primary role as that within the home, caring for the family and raising children. Studying and working is seen as a detriment of domestic arrangements within the home and a "perceived risk to family honour". Social and cultural practices also influence women's refusal to inherit and own real estate. [7]

Another challenge is the lack of legal protection for women and girls. According to a report by the Human Rights Commission of Pakistan (HRCP), the laws that are intended to protect women and girls from violence and discrimination are often not fully enforced, and instances of abuse go unreported or unprosecuted.[8] The report also notes that the abuse and/or violence goes unreported due to the reluctance of women and girls, often due to a perceived social stigma and a lack of faith in the justice system.

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[5] (Global Gender Gap Report, 2024)
[6] (Asian Development Bank, 2016)
[7] (National Gender Development Framework, 2022)
[8] (HRCP, 2018)

The limited political representation of women poses yet another challenge to achieving gender equity in Pakistan.[9] This underrepresentation of women in government limits their ability to influence policy decisions and advocate for gender-equity initiatives.

The situation of gender inequality is particularly dire in Balochistan. Women in the province are face significant marginalisation, with limited access to health & education, economic opportunities, and decision-making processes.[10] These disparities are exacerbated by socio-cultural practices which further restrict women's autonomy and opportunities.

Gender Equality in Balochistan: Unique Challenges

Balochistan is the largest province of Pakistan by land area but constitutes only 6% of the country's population. Despite being rich in resources, the province has remained underdeveloped, with multifaceted, widespread, and deep poverty, and it has struggled to translate its potential into improved socio-economic conditions for its people, particularly women.

The province faces many challenges in its pursuit of sustainable development, most notably in achieving equality, parity and justice for women. Female literacy rate in the province remains below 10%, 83% of the school-age girls do not receive formal education, and women make up less than 20% of enrolled students in higher education institutions.[11] In terms of health indicators, the maternal mortality rate (MMR) in the province is 298 deaths per 100,000 live births (the national average is 186), 38% of the population's contraceptive needs are unmet, and many women and children still suffer from higher rates of malnutrition.[12] Lastly, access to justice for women who are victims of domestic violence, sexual assault, and honor killings is still a persistent issue in the province.

The provincial assembly of Balochistan has enacted several legislations to address violence against women and children such as the Domestic Violence (Prevention and Protection) Act, 2014, the Balochistan Commission on the status of Women Act, 2017, and the Balochistan Harassment of Women at the Workplace Act, 2016.[13] Despite these legislations, gender-based violence, honor killings, harassment against women at workplaces, and child marriages remain rampant problems in the

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[9] (Inter-Parliamentary Union, 2020)

[10] (Nawaz, 2022)

[11] Pakistan Bureau of Statistics. (2023). *Education Statistics in Balochistan: A Gender Perspective*. Islamabad, Pakistan.

[12] World Health Organization. (2023). *Pakistan Maternal Mortality Report*. Retrieved from https://www.who.int/pakistan; UNICEF. (2023). *State of Maternal and Child Health in Balochistan*. Retrieved from https://www.unicef.org/pakistan

[13] Provincial Assembly of Balochistan. (2014). *The Domestic Violence (Prevention and Protection) Act*. Quetta, Pakistan; Provincial Assembly of Balochistan. (2017). *The Child Marriage Restraint Act*. Quetta, Pakistan; Provincial Assembly of Balochistan. (2016). *The Harassment of Women at the Workplace Act*. Quetta, Pakistan.

province. It is difficult to accurately assess the rate of all these crimes as gender-disaggregated data at the provincial level is not fully available.

The provincial government has also taken other key measures and initiatives such as the pending Prohibition of Child Marriage Bill, the draft Women's Access to Property Bill, and the creation of the Provincial Commission on the Status of Women. However, these legal measures would require a strong civil society and local government enforcement to be fully effective. There are also initiatives from the international organizations such as the United Nations Development Program (UNDP) which has introduced programs such as the Gender Justice Committees, mobile Gender Desks, and Access to Justice Advisory Groups.[14] Although such policy and legal steps have been taken at the higher level, grassroots and community level awareness and engagement remains significantly neglected. This is particularly true of rural areas where basic necessities of life such as water and food are missing, leading to higher levels of malnutrition among women and children. Provision of basic necessities, including but not limited to health and education resources, are indispensable for targeting women's empowerment. At the same time, involving women at the political and policy levels will bring these issues to the forefront.

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[14] Nguyen, V. (2024, May 30). *Changing the status quo for gender justice in Balochistan*. UNDP Pakistan. https://www.undp.org/pakistan/blog/changing-status-quo-gender-justice-balochistan

Gender-wise Flood Damage Assessment

In Pakistan, flash floods have caused unprecedented destruction in a natural and humanitarian crisis. Women farmers in flood-prone regions are particularly vulnerable due to their heavy involvement in agriculture. Pakistan ranked first in Asia on a climate-agriculture-gender inequality hotspot index compiled by CGIAR experts, according to a recent study.[1] In particular, Punjab and Khyber Pakhtunkhwa provinces were the most damaged by the flood in 2022. Rice and oil seed production are significant in these areas, making women farmers in these regions highly susceptible to the effects of floods. In flood-affected areas, there have been reports of increased gender-based violence against women and girls. This is likely due to displacement, loss of homes and assets, and disruption of social norms and support systems. Back in the floods of 2010, a study found that women and girls in flood-affected areas were at increased risk of sexual and gender-based violence (SGBV) due to overcrowded living conditions and lack of privacy in displacement camps.[2] Furthermore, the study revealed that women and girls were also at risk of SGBV when collecting firewood and water or using latrines in communal areas. This highlights the need for resilient rehabilitation and rebuilding in the country, especially for the vulnerable population, including women farmers and pregnant women, who are among the most negatively impacted by climate change.[19]

[1] (Ministry of Planning, Development & Special Initiatives, 2022)
[2] (ILO, 2011)

Gender mainstreaming

Governments around the world agreed in 1995 during the Beijing Platform for Action that gender mainstreaming is one of the key pillars of achieving development goals.[15] Gender Mainstreaming, also known as Gender and Development (GAD) mainstreaming, refers to the incorporation of gender

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[15] Moser, C., & Moser, A. (2005). Gender mainstreaming since Beijing: A review of success and limitations in international institutions. *Gender & Development*, 13(2), 11–22. https://doi.org/10.1080/13552070512331332283

perspectives, making the impact of development projects on gender equality and gender parity more visible and incorporating the role and participation of women and girls in social life. [16],[17]

> *"mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels"*
> UN Economic and Social Council

Gender mainstreaming requires changing institutional structures, culture, and practices, so that gender concerns become essential rather than peripheral problems and concerns. The "mainstream" is a network of interconnected dominant ideas, beliefs, practices, institutions, and organizations that decide "who gets what" in a society.[18]

The goal of gender mainstreaming is not limited to preventing discrimination against women, it also demands analysing the existing inequities and then crafting policies to remedy and reverse the processes that gave rise to them. The establishment of an effective gender mainstreaming plan requires both a political commitment to gender equality and a legally supportive environment.[19]

It integrates gender views into all an institution's policies, initiatives, functions, and procedures, bringing women's rights and authorization from the fringes to mainstream decision-making. With this in mind, we can see how gender mainstreaming helps move us closer to our eventual objective of achieving gender parity.

It benefits people's lives by eliminating discriminatory laws, conventions, and practices that hold back women and girls and prevents them from reaching their full potential. Women worldwide face increased health and safety concerns, less political representation, and less opportunity to participate in the global economy.

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[16] Waal, M. de. (2006). Evaluating gender mainstreaming in development projects. *Development in Practice*, *16*(2), 209–214. https://doi.org/10.1080/09614520600562454

[17] (European Institute for Gender Equality, 2019)

[18] (Gender Mainstreaming | Philippine Commission on Women)

[19] (Why Gender Mainstreaming is Critical for Effective Government Policy, 2019)

DIMENSIONS OF GENDER MAINSTREAMING

GENDER MAINSTREAMING STRATEGY	DIMENSIONS	CONDITIONS	METHODS AND TOOLS	RESULTS
• Political Commitment • Legal Framework	• Equal Representation of women and men • Gender perspective in the content of policies	• Implementation plan • Structures • Resources • Accountability mechanism • Knowledge generation • Gender expertise • Stakeholders involvement	• Analysis • Budgeting • Evaluation • Indicators • Statistics • Instit. transformation	• Better policy making • Better functioning institutions • More effective process

Source: European Institute for Gender Equality

In the context of gender mainstreaming in Pakistan, it is impossible to view public policy theory and practice indifferently. While the country's mode of development has evolved through the implementation of governance reforms, or at least the implementation of ideas of democracy and liberalization, gender mainstreaming in theory remains a distant phenomenon.

Since the 1980s, various government reforms have brought the anticipated increase in the representation of women, but the socio-economic conditions have still not been met. In this regard, while public policies in Pakistan are able to increase overall women's representation, these measures are still not enough to address the deep-rooted social structure in society, as policies and legislation are far from addressing the lived realities of women at large.[20]

Legislations such as the Article 25 of the constitution, "All citizens are equal before law and are entitled to equal protection of law and there shall be no discrimination on the basis of sex alone," and Article 27, "No citizen otherwise qualified for employment in the services of Pakistan shall be discriminated against on the basis of race, religion, cast or sex" are seen as steps towards women's empowerment, but remain inadequate due to their poor implementation. Resultantly, Pakistani women are still unable to realise their potential, and also face persistent institutional barriers.

The Importance of Gender-Disaggregated Data

Data is an important starting point for addressing the gender gap. Gender-disaggregated data is defined as any form of statistical evidence that can be further analysed separately for men and

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[20] (Zafar, 2013)

women.[21] Policy practitioners have gradually recognised the importance of 'gender disaggregated data' particularly because it provides a nuanced view of the social landscape for any relevant intervention. The data stipulates how any strategy will divergently impact the genders, offering intuition into adjudging whether the end results are in tandem with the actual lived realities of men and women.[22]

The potential of deriving evidence-based strategies and solutions relies on whether the data collected can provide an overarching view of all gender-specific outcomes. Notwithstanding the reality that social circumstances lead to different living standards, opportunities and unequal access to economic resources, it is even more important that gender-disaggregated data pave the way for overcoming the inconsistencies in policy making and thus promote women's empowerment.

Policymakers need access to gender-specific data and information to conduct an accurate needs assessment and formulate effective evidence-based responses and policies. Such data collection and analysis is essential within the policymaking process, preferably spanning many years for monitoring developments and making adjustments. Despite some progress in collection, the lack of data remains a major challenge. This obscures the reality that women and girls experience in many dimensions of the 2030 Agenda and the extent of gender inequality remains the great unknown.[23]

Finally, it is essential to increase public workers' knowledge and understanding via training and educational programs. They are necessary for getting gender statistics since they enable the assessment of gender gaps on various social and economic indicators. There's more to gender statistics than just sex breakdowns. However, just because we have data broken down by gender doesn't mean that the underlying ideas, classifications, and data generation techniques are designed to accurately represent how men and women are treated in our society.

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[21] (Mazurana, 2012)

[22] Ibid

[23] (Progress On The Sustainable Development Goals; The Gender Snapshot 2024, 2024)

Balochistan Gender Parity Report; Methodology & Framework

In response to Prime Minister Shabaz Sharif's directive to all provinces for the preparation of comprehensive gender parity reports, this report on Balochistan has been developed to provide an in-depth analysis of gender equality challenges and progress. It aligns with federal efforts to systematically address gender disparities through evidence-based policy interventions.

Gender parity is a cross-cutting concept encompassing almost all spheres of human activity. In order to organise the efforts into one cohesive and conceptual direction, a systematic methodology was employed.

- Literature Review/Desk Review
- Development of Indicator Framework (Data Mapping Exercise)
- Finalisation of Indicator Framework & Thematic Areas
- Development of Data Collection Tools
- Data Collection
- Data Analysis & Report Writing
- Gap Identification (Data & Gender Parity)
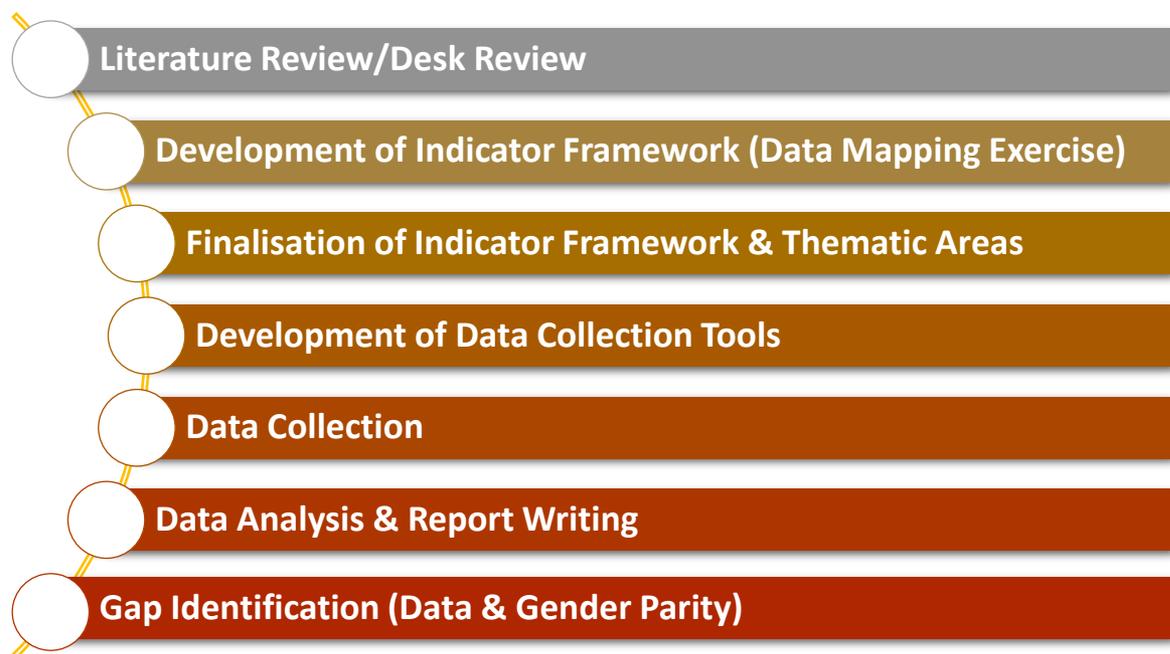
Literature Review/Desk Review

To align the indicator framework with local needs and international gender parity standards, a thorough literature review was conducted, drawing on national and international reports on gender equality, as well as legislative frameworks. Relevant policies and government initiatives were also considered such as Pakistan's Vision 2025 and Balochistan-specific strategies.

Development of Conceptual Framework (Data Mapping Exercise)

A comprehensive data-mapping exercise was carried out with a focus on identifying gender- indicators across thematic areas based on the literature review, national and international standards for gender equality, contextualised for Balochistan. Five thematic areas were identified based on existing gender parity reports and data availability against each thematic area; Demographic Profile, Education, Health, Economic Participation & Opportunities and Governance & Access to Justice.

Data Mapping involved identifying existing datasets from provincial departments, local government, and available national datasets and around 300 indicators were identified.[24] The existing data sets were analysed in terms of quality, time-period and gender-disaggregation as well as the areas where primary data collection was necessary. The indicator framework was finalized in consultation with the key stakeholders which provided a comprehensive set of indicators tailored to the context of Balochistan, ensuring coverage of gender-related areas.

Development of Data Collection Tools

Tailor-made data collection tools/proformas were developed, with fields relevant to the indicators, to gather primary data across district, provincial and federal departments. Customizing the tools ensured that they were relevant to the department's data needs while maintaining consistency with the overall indicator framework.

Data Collection

- Human Resources in Public Offices
- Number of Men, Women & Transgender individuals
- Beneficiaries of Services
- District-wise disaggregation and rural-urban divide
- Disaggregation by year
- Statistics specific to women's well-being (e.g., maternal mortality, childbirth)

Sources

- **Primary Data Sources**: Provincial and District offices across Balochistan. Focus Group Discussions (FGDs) with key stakeholders across provincial departments.

- **Secondary Data Sources**: Online data repositories and federal and provincial surveys (e.g., MICS, PSLM, LFS, Population Census, PBS).

Data Analysis and Report Writing

The data analysis process included **Quantitative Analysis** which included Statistical techniques, such as time-series and district-level analyses, were applied to assess progress in closing gender gaps across thematic areas. The report covers 208 indicators spanning socio-economic, political, health, education,

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[24] A full list of indicators, including those omitted due to data unavailability, is provided in the annex.

justice, and other key dimensions. **Descriptive Analysis** of trends, policy impacts, and gender-related issues in the province.

Data for this report was primarily sourced from provincial and federal government departments, with efforts to collate statistics for 2022–2023. Where feasible, preliminary 2024 data has been incorporated. However, gaps persist due to inconsistencies in administrative record-keeping across departments.

The data was represented spatially, wherever possible, to highlight disparities and trends. The findings were then collated and compiled into actionable recommendations. Data received was reviewed and sorted in consultations with the provincial commission on the status of women. Data gaps were identified throughout the data collection process. This approach highlighted missing or incomplete datasets and inconsistencies in data-sharing protocols across offices. Notwithstanding these efforts, gaps still existed at the time of report compilation. These specific cases/departments and related indicators have been highlighted as a point of advocacy for future data collection.

Data Challenges & Limitations
Notwithstanding the robust methodologies employed, this report acknowledges significant gaps in gender-disaggregated data, particularly in areas such as unpaid care work and intersectional issues affecting rural women, minorities, and women with disabilities. While administrative data for 2022–2023 (with updates from 2024 where available) formed the backbone of this analysis, the absence of comprehensive survey-based evidence underscores the urgent need for enhanced national and provincial data collection mechanisms.

In the process of compiling our report, we encountered several data challenges that impacted our analysis and the overall quality of our findings. Key challenges include:

- Absence of gender-disaggregated & district-wise data sets on key indicators.
- Delays in data provision from various government departments, necessitating multiple follow-ups.
- Issues with data accuracy and completeness.
- Inconsistencies in data sharing protocols.
- Federal and Provincial surveys are not being conducted on an annual basis.

In order to bridge these data gaps, we have relied on a series of established surveys and reports, which serve as essential references for our work e.g. Labour Force Survey (2020-21), Multiple Indicator Cluster Survey (2019-20), Pakistan Social and Living Standards Measurement Survey etc. Although these sources are considered reliable, the irregular frequency of their publication has sometimes limited our ability to capture the most current data trends, underscoring the need for more consistent and comprehensive data collection in the future.

DEMOGRAPHICS

DEMOGRAPHICS

Key Findings

According to the Population & Housing Census of Pakistan (PHCP) 2023, Balochistan has a total population of 14.89 million, with 52.15% men, 47.8% women, and 765 transgender persons. Of this, 69% reside in rural areas and 31% in urban areas.

The district with the largest population is Quetta, housing 17.4% of the province's total population (2.595 million), while Harnai has the smallest share at 0.86% (67,362 people).

The working-age group (15–64 years) is dominated by males (3.6 million) compared to females (3.4 million). The youth population (5–24 years) is also male-dominated, with 3.7 million males and 3.4 million females.

Regarding marital status among the population aged 15 and above in 2023, 57.9% of never-married individuals were males, while 77.6% of widowed individuals were females, reflecting a higher prevalence of widowhood among women.

Persons with Disabilities (PWDs) in Balochistan represent 8.6% of the male population and 8.4% of the female population. Rural areas have a higher prevalence of PWDs than urban areas.

Among individuals experiencing functional limitations, males represented 53% (489,742) and females 47% (441,536), with consistent trends across rural and urban settings.

Data revealed a significant gender gap in housing unit ownership, where 2,254,137 units (97%) were owned by males, while only 3% were owned by females. District Gwadar recorded the highest female ownership, at 5.9%.

In 2023, 97.61% of males, 97.48% of females, and 99.2% of transgender individuals in Balochistan resided in regular households. Homelessness was reported at 0.06% for males, 0.04% for females, and 0.8% for transgender persons.

In 2023, mobile subscriptions reflected a significant gender disparity, with 84.2% of subscribers being males and only 15.8% females. However, female subscriptions grew by 7.03% from 2022 to 2023.

Exposure to mass media shows a gender gap, with 54.6% of males and 34.8% of females engaging weekly. Urban areas reported a higher parity of 0.77 compared to rural areas of 0.57.

Internet usage was notably low, with only 15% of males and 2.9% of females reporting weekly usage in 2019–20. Urban areas had higher engagement, with 23.7% of males and 5.5% of females using the internet weekly, compared to 11.9% of males and 1.9% of females in rural areas.

In 2023, the registration of CNICs for adults saw a significant decline, with male registrations dropping by 12.8% and female registrations by 31.2% compared to 2022. Transgender registrations remained extremely low, with only two cases reported in both years

CNIC registrations for minors surged between 2022 and 2023. Boys' registrations increased by 273.4%, while girls' registrations rose by 335.3%.

Introduction

Gender-inclusive development is critical for attaining development goals and utilizing the demographic dividend. The demographic dividend is a "portmanteau concept" that brings together a consequence (the dividend, in particular the potential economic growth) and its cause (the structure of the population at a given time). In other words, it is the prospect of an economic dividend that a country could derive from a particular evolution of its demographics, during a particular period, where dependents (i.e. those under 20 and over 65) are fewer in number than active or potentially active people.[25]

The economic prospects that such a demographic development can offer acceleration and structural strengthening of growth are favoured by the increase in production, consumption, investment and savings capacities. Thus, a country for which the share of the active population increases and the fertility rate decreases can reap the benefits of a demographic dividend, a phenomenon of increased production due to economic activity that occurs when the ratio of the working population to the number of dependents increases.[26]

Making a Case For Investing in Gender Development

Investment in Gender Development	Contribution in Employment	Contribution in Income	Employed Women Reinvest in Families	Empowered Women make own FPRH Choices
4% GDP Investment	12.85 Million Employment	PKR 1,540 Billion Annual Income		Every rupee spent on FP saves Rs 6 in: • Health, Housing, Water etc. • Reduces maternal mortality & unintended pregnancies
4%	Half of the 25.7 Million young NEET women	Increases annual income generation by PKR 1,540 Billion	INVEST • 90% of Income • Vs. 30-40% of men	

SOURCE: NATIONAL GENDER DEVELOPMENT FRAMEWORK, 2022

Balochistan faces many challenges in its pursuit of sustainable development, most notably in achieving equality, parity and justice for women. The province is rich in natural resources and has over 14 million people but faces acute challenges of underdevelopment, poverty and malnutrition. Among the barriers to growth is the lack of women's participation in public spaces, commercial and economic activities.

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[25] Bloom, D. E., & Canning, D. (2008). *Global demographic change: Dimensions and economic significance*. Population and Development Review, 34(1), 17–51. https://doi.org/10.1111/j.1728-4457.2008.00246.x

[26] (Demographic Dividend, 2016)

The province cannot attain its true social progress and potential until its women are isolated and socioeconomically disenfranchised. Enhancing gender equality and women empowerment in Balochistan is key to unlocking its demographic potential and economic growth, without which the society cannot progress to meet its sustainable development goals.

Organisation of Analysis

➢ **Population Profile of Balochistan**
➢ **Disability**
➢ **Migration**
➢ **Civil Registration and Vital Statistics under NADRA**
➢ **Computerised Driving Licenses**
➢ **Recommendations**

Population Profile of Balochistan

Population

Based on the Population & Housing Census of Pakistan (PHCP) 2023, the total population of Balochistan is 14.89 million with a growth rate of 3.2 percent from 2017. The share of the provincial population in the country is only 6.17 percent. Of this, about 10.28 million (69 percent) is rural while 4.61 million (31 percent) belong to urban areas.

Population Distribution by Gender (2023)

Male	Female	Transgender
77, 68,166	71,25,471	765
(52.2%)	(47.8%)	(0.00005%)
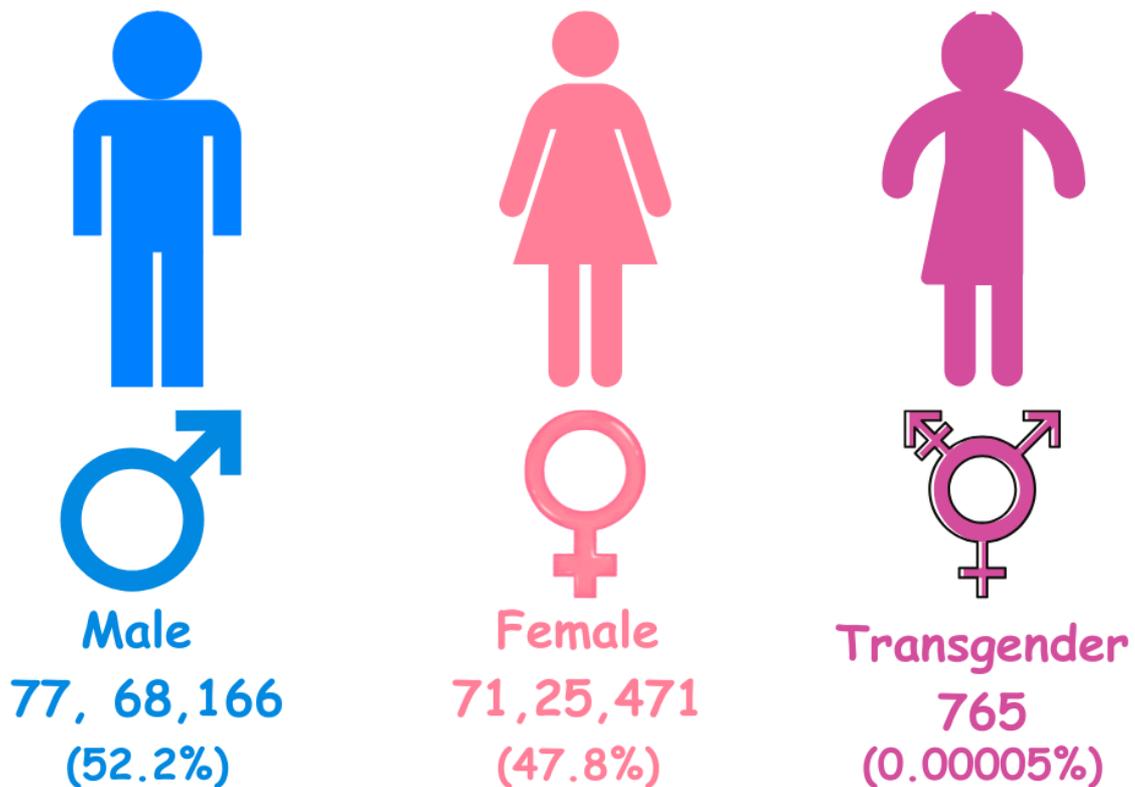
Source: Population and Housing Census of Pakistan (PHCP)

Figure 1:Population Distribution by Gender (2023)

In 2023, Balochistan had a population comprising of 7.768 million (52.15 percent) men, 7.125 million (47.8 percent) women and 765 transgender persons. Figure 1 shows that men outnumber women in Balochistan.

A gender-disaggregated picture of the urban and rural population (Figure *x*) reveals that of the 7.768 million men in Balochistan in 2023, about 5.38 million were in rural areas while 2.39 million were in urban areas. On the other hand, for women, of 7.125 million, 4.9 million were in rural areas while 2.2 million were in urban areas.

Population by Gender & Area in Balochistan (2023)

Source: Population & Housing Cencus of Pakistan (2023)
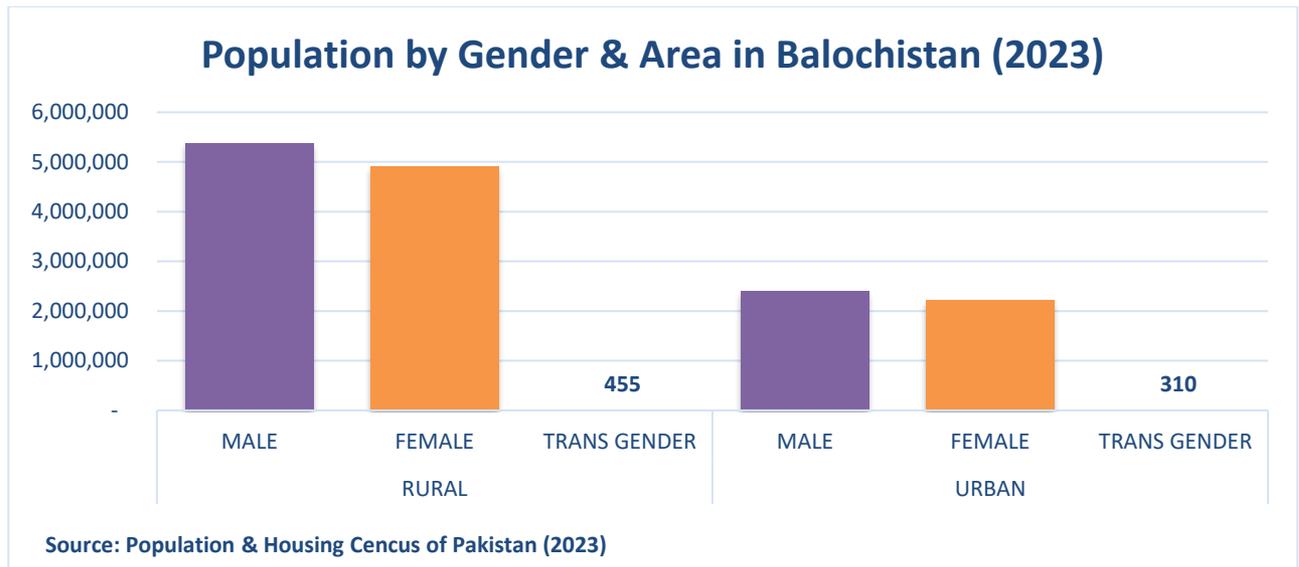
Figure 2:Population by Gender & Area in Balochistan (2023)

The district-wise data from PHCP 2023 reveals that district Quetta continues to bear the largest share of the province's population (17.4 percent), with 2.595 million people. Of the total, 1,319,869 (50.9 percent) are men, 1,275,512 (49.1 percent) are women, and only 111 transgender persons. District Harnai, on the other hand, has the smallest share of the population (0.86 percent), with 67,362 (52.8 percent) men, 60,205 (47.2 percent) women, and 4 transgender persons.

Population by Gender & Districts in Balochistan (2023)

■ Male ■ Female ■ Transgender (In Numbers)

District	Value
QUETTA	111
KECH	123
KHUZDAR	34
PISHIN	23
LASBELA	25
JAFFARABAD	11
NASIRABAD	18
PANJGUR	95
CHAMAN	13
KACHHI	34
KILLA SAIFULLAH	1
DERA BUGTI	4
ZHOB	5
KILLA ABDULLAH	16
MASTUNG	3
WASHUK	25
GWADAR	31
LORALAI	17
SURAB	18
CHAGAI	5
KHARAN	11
KALAT	7
KOHLU	16
SOHBATPUR	2
SIBI	5
BARKHAN	8
NUSHKI	5
DUKI	48
SHERANI	6
JHAL MAGSI	13
MUSAKHEL	3
ZIARAT	8
AWARAN	17
HARNAI	4

Source: Population & Housing Cencus of Pakistan (2023)

Figure 3: Population by Gender & District in Balochistan (2023)

The data on average annual growth rate from 2017 to 2023 reveals that district Washuk has the highest annual growth rate of 9.51 percent however, district Chaman has the lowest annual growth rate of 1.81 percent.

Population by Age Cohorts

PHCP 2023 data for Balochistan reveals significant demographic trends across age groups and genders. The male population consistently surpasses the female population across all age brackets, with the

highest disparity observed in the working-age group (15–64 years), where 3.6 million males outnumber 3.4 million females.

Population by Selected Age Group and Gender, 2023

Source: Population and Housing Census of Pakistan 2023
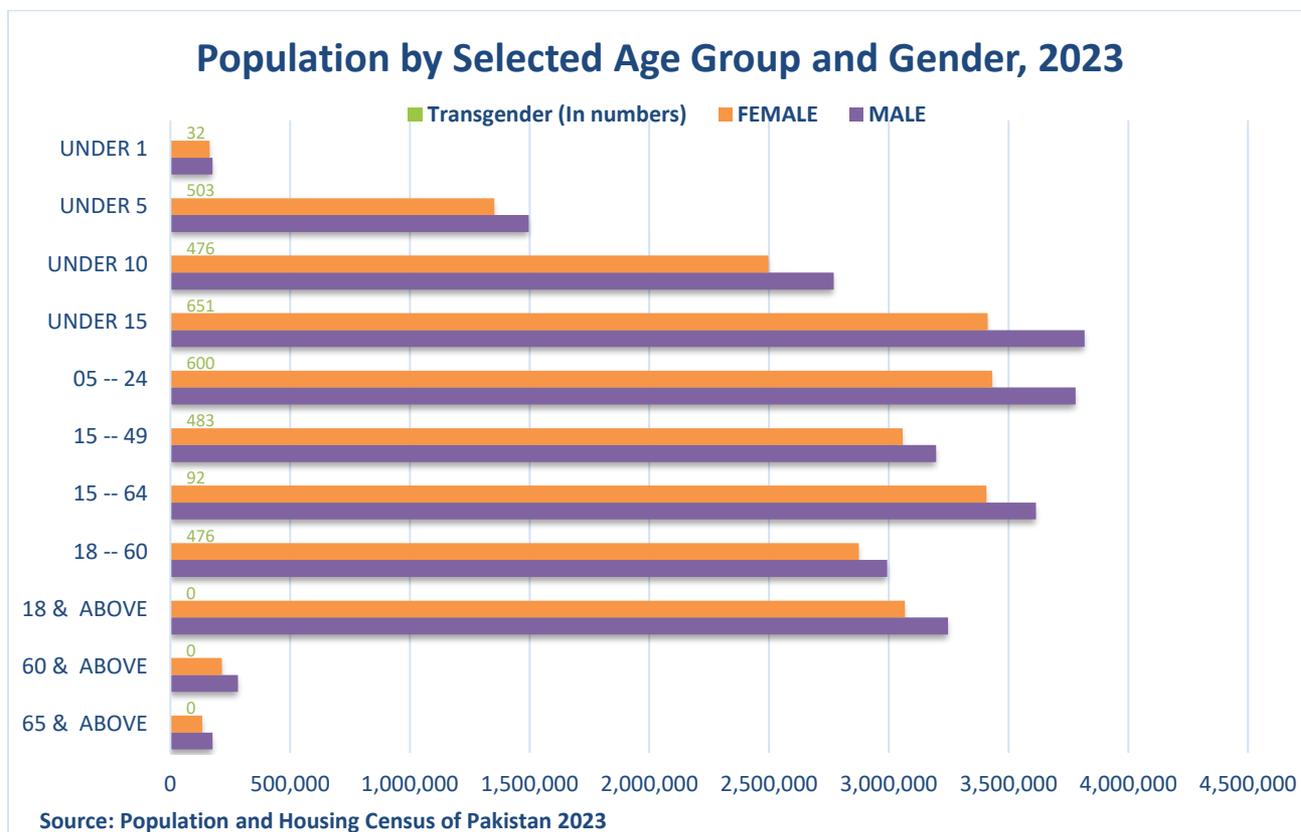
Figure 4: Population by Selected Age Group and Gender, 2023

Similarly, the youth population (5–24 years) shows a notable male dominance, with 3.7 million males compared to 3.4 million females. The transgender population, although relatively small, is highest in the working-age group (15-64 years), with a noticeable decline in older age groups, indicating a potential focus area for inclusion policies essential for fostering an equitable society.

The large proportion of children under 15 years and the significant working-age population highlight the need for robust investments in education, healthcare, and skill development. Moreover, the growing elderly population (60+ years) underscores the importance of healthcare and social safety nets.

Population By Marital Status

The 2023 census data for Balochistan provides a detailed breakdown of the population aged 15 years and above by marital status, gender, and age groups.

Population by Marital Status		
Marital Status	**Male**	**Female**
Never Married	1264623	916026
Married	2486853	2501307

Widowed	33092	114527
Divorced	2821	4934
Separation	3312	2712
Source: Population & Housing Census of Pakistan, 2023		

Figure 5: Population by Marital Status

Of the total population in this age category, 1.26 million males (57.9%) and 916,026 females (42%) are recorded as never married, with transgender individuals comprising a small fraction (673 individuals, 0.03%). In contrast, the married population consists of 2.48 million males (49.8%) and 2.5 million females (50.2%), indicating a near parity between genders in marital status. Widowed individuals account for 33,092 males (22.4%) and 114,527 females (77.6%), reflecting a higher prevalence of widowhood among females, particularly in older age brackets. Divorced and separated individuals remain a smaller segment of the population, with females marginally outnumbering males in both categories.
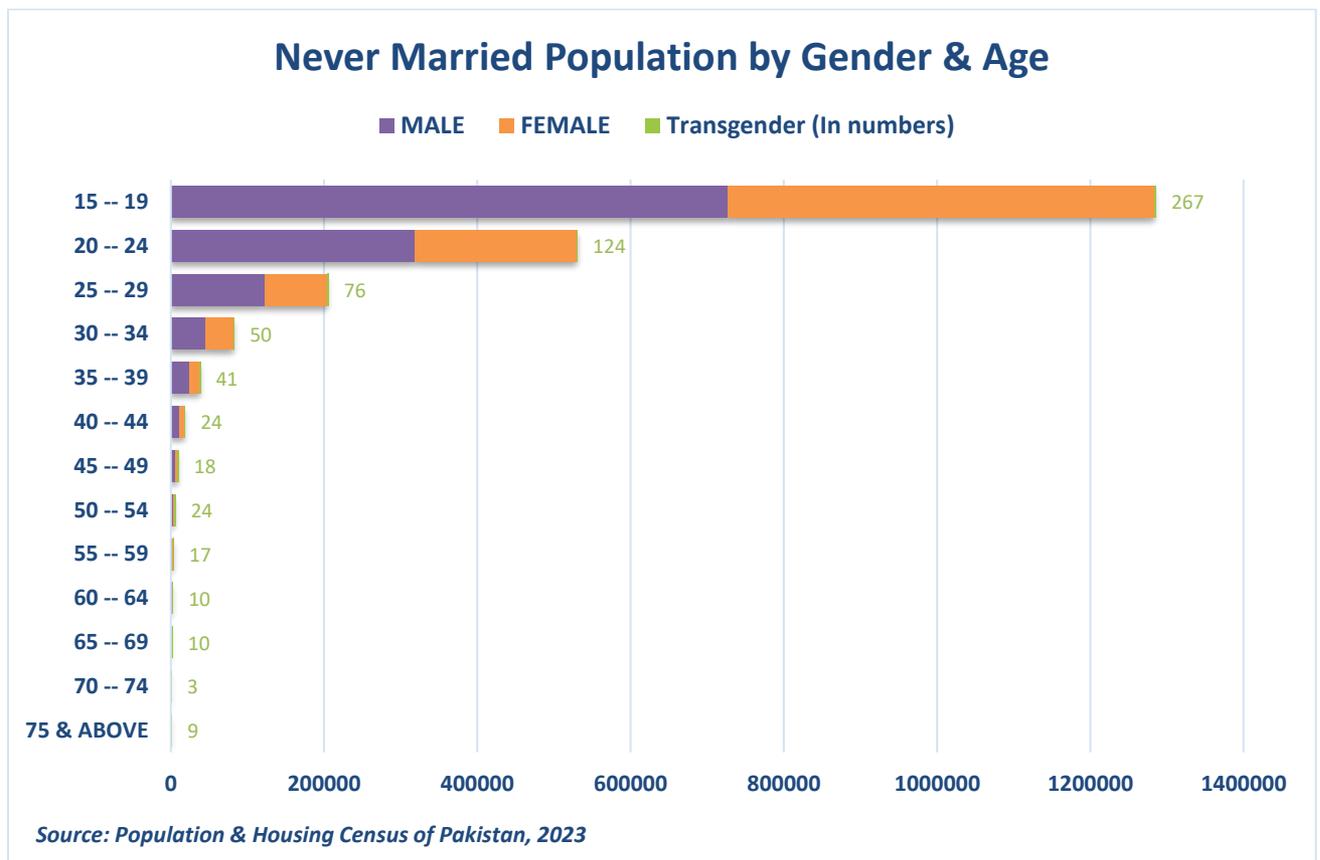
Figure 6: Never Married Population by Gender & Age

The data shows that the majority of the never-married population is concentrated in the 15–29 age range, with 1.17 million males (59%) and 850,018 females (41%), highlighting the potential for targeted

youth-focused initiatives. Similarly, the largest group of married individuals is in the 25–39 age range, making up approximately 47% of the total married population, split almost evenly between males and females. Among widowed individuals, females aged 55 and above dominate, comprising over 80% of this demographic, which underscores the need for social support and healthcare systems tailored to elderly women.
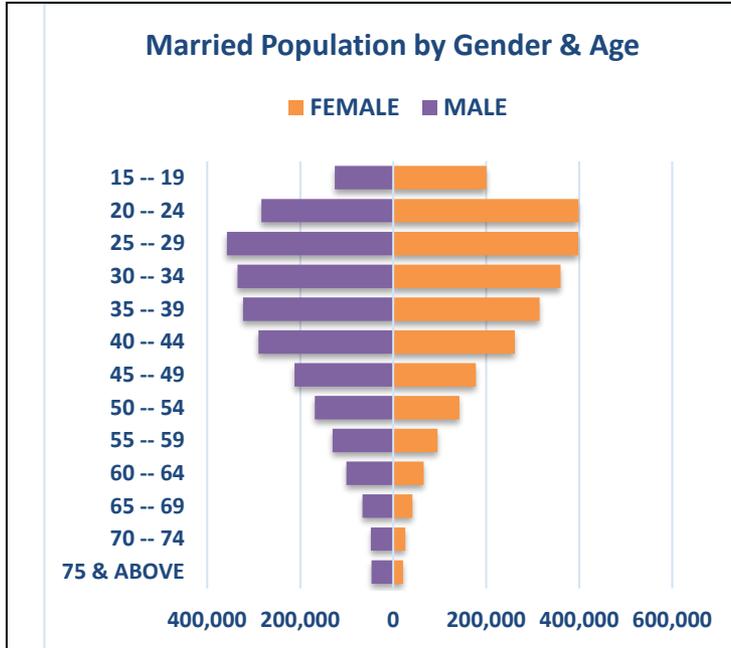
Figure 7: Married Population by Gender & Age
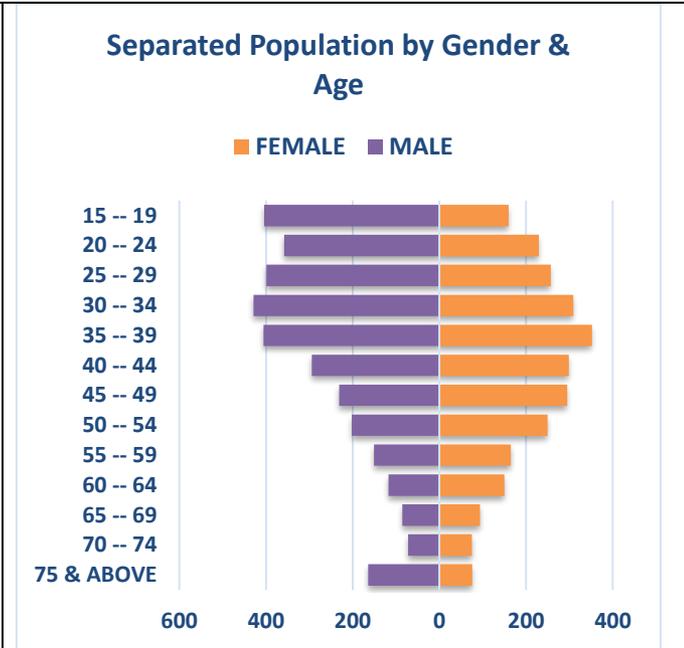
Figure 8: Separated Population by Gender & Age
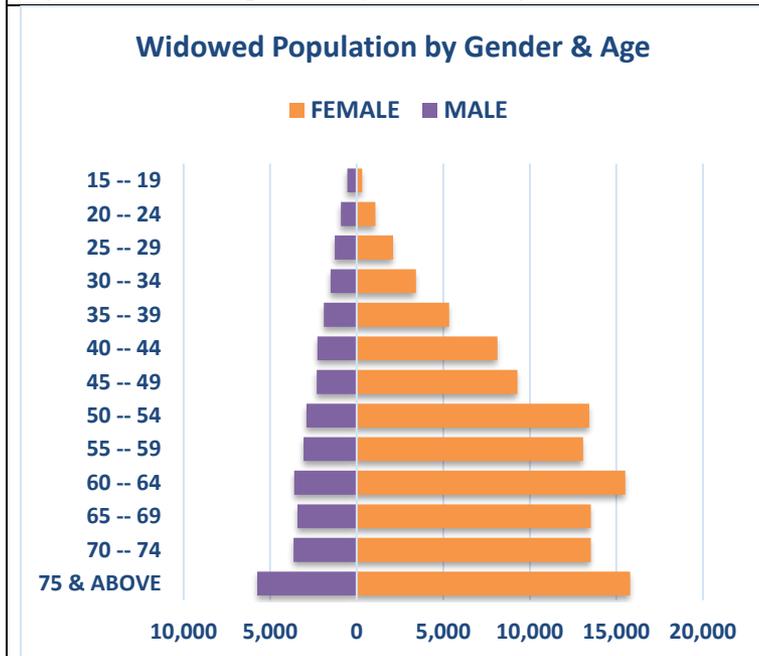
Figure 9: Widowed Population by Gender & Age

Source: Population & Housing Census of Pakistan, 2023
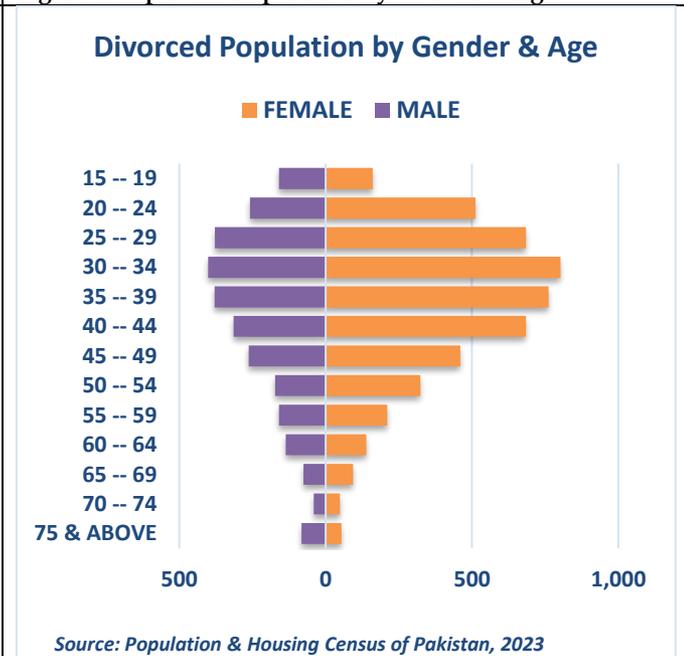
Figure 10: Divorced Population by Gender & Age

Disability

A comprehensive analysis of the disability and functional limitation data from PHCP 2023 sheds light on the gender disparities in Balochistan. The data indeed highlights that the percentage of disabled individuals among both males and females is similar in Balochistan, standing at approximately 15% for each gender. Out of the total male population of 7.6 million, 654,414 males (8.6 percent) are reported as Persons with Disabilities (PWDs). Similarly, out of the total female population of 6.95 million, 582,223 females (8.4 percent) fall under the category of the disabled population.

This near parity in the percentage suggests that disability affects both genders in Balochistan at a relatively equal rate when analysed as a proportion of their respective populations.

Figure 11: Persons with Disabilities (PWDs)

Of the total 1,236,637 disabled individuals, 654,414 (53 percent) are male. In contrast, women constitute a smaller portion of the disabled population, with 582,223 (47 percent) disabled females overall highlighting the higher proportion of men reporting disabilities or functional limitations.

PWDs by Gender in Rural Area (2023)
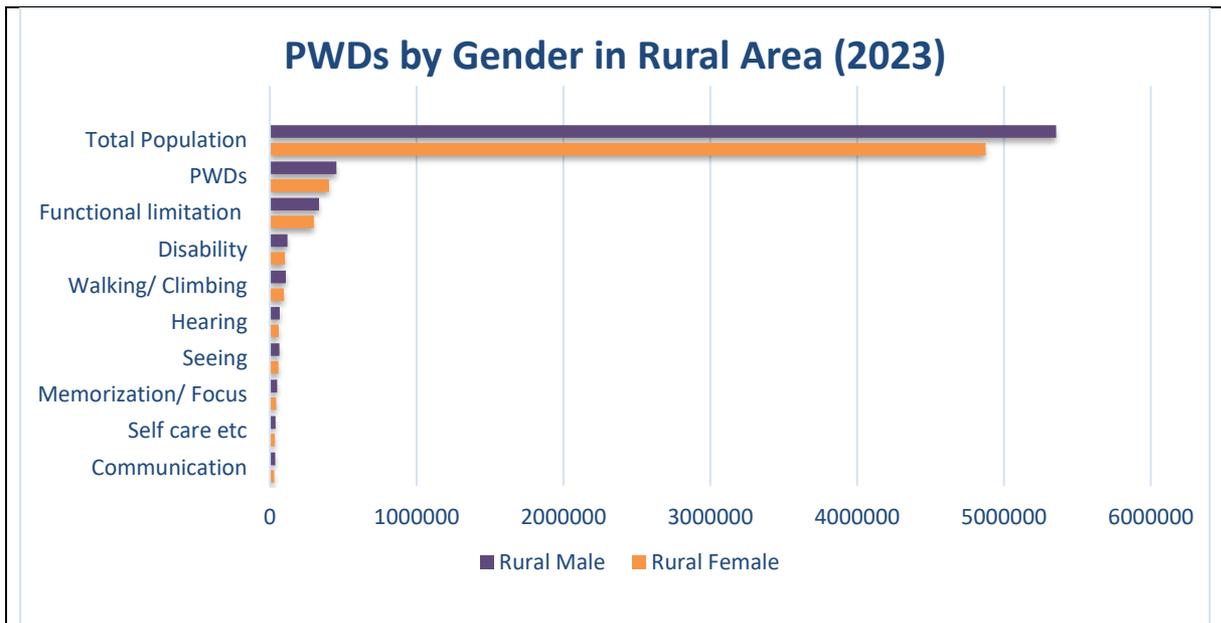
Figure 12:PWDs Gender in Rural Area (2023)

PWDs by Gender in Urban Area (2023)
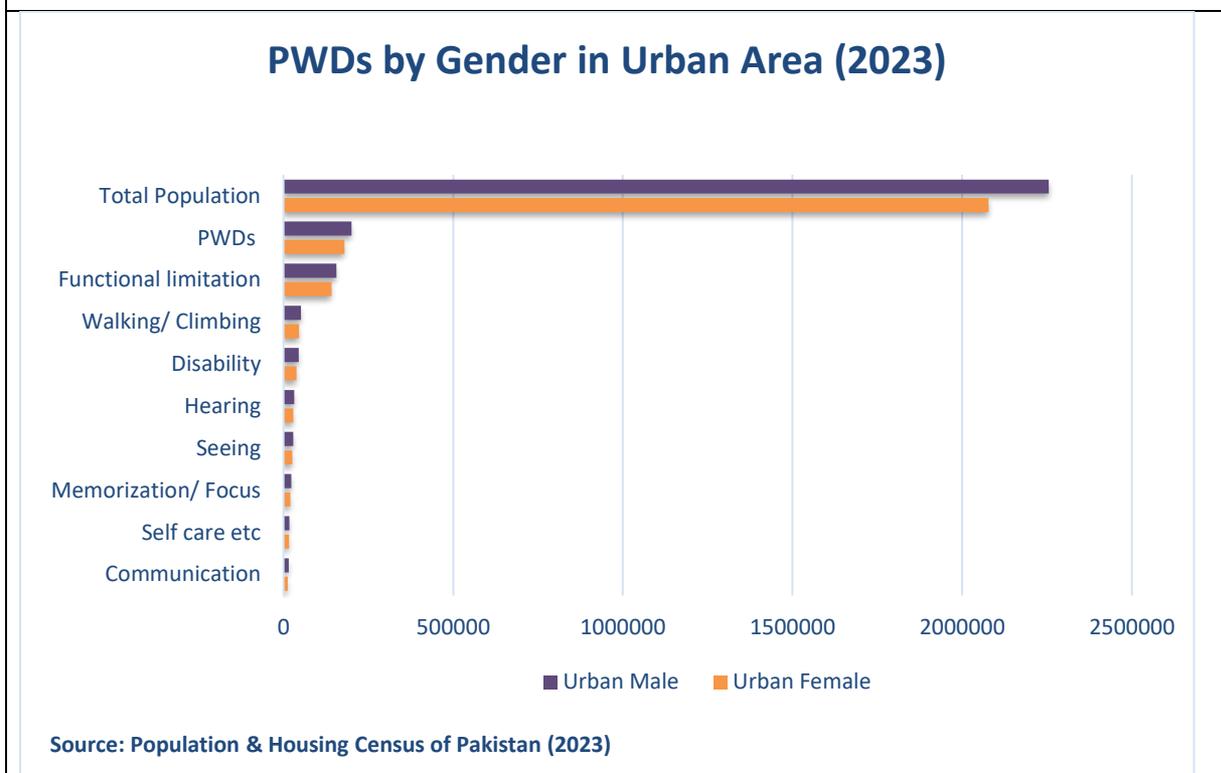
Source: Population & Housing Census of Pakistan (2023)

Figure 13: PWDs by Gender in Urban Area (2023)

In rural areas, this trend persists, with 453,936 males forming 53 percent of the total disabled population while 402,423 (47 percent) of the disabled population in those regions are females. In urban areas, 200,478 (53 percent) males and 179,800 (47 percent) females account for PWDs. These figures point to a substantial male representation in disability statistics across all areas.

Data was also available for the proportion of men and women victim to functional limitation which may be defined as an impairment that restricts or affects one's ability to perform activities like standing, walking, bending etc.

Looking at functional limitations, the gender gap persists. Of the 931,278 individuals experiencing functional limitations, 489,742 (53 percent) are male, compared to 441,536 (47 percent) females. In rural areas, 333,846 males (53 percent) experience functional limitations, compared to 299,826 females (47 percent). Similarly, in urban settings, males represent 155,896 (52 percent), while females account for 141,710 (48 percent).

A detailed district-wise analysis for the proportion of disability among men and women in Balochistan is illustrated in Figure below.

PWDs as a Percentage of Total Population (2023)

Source: Population & Housing Census of Pakistan (2023)
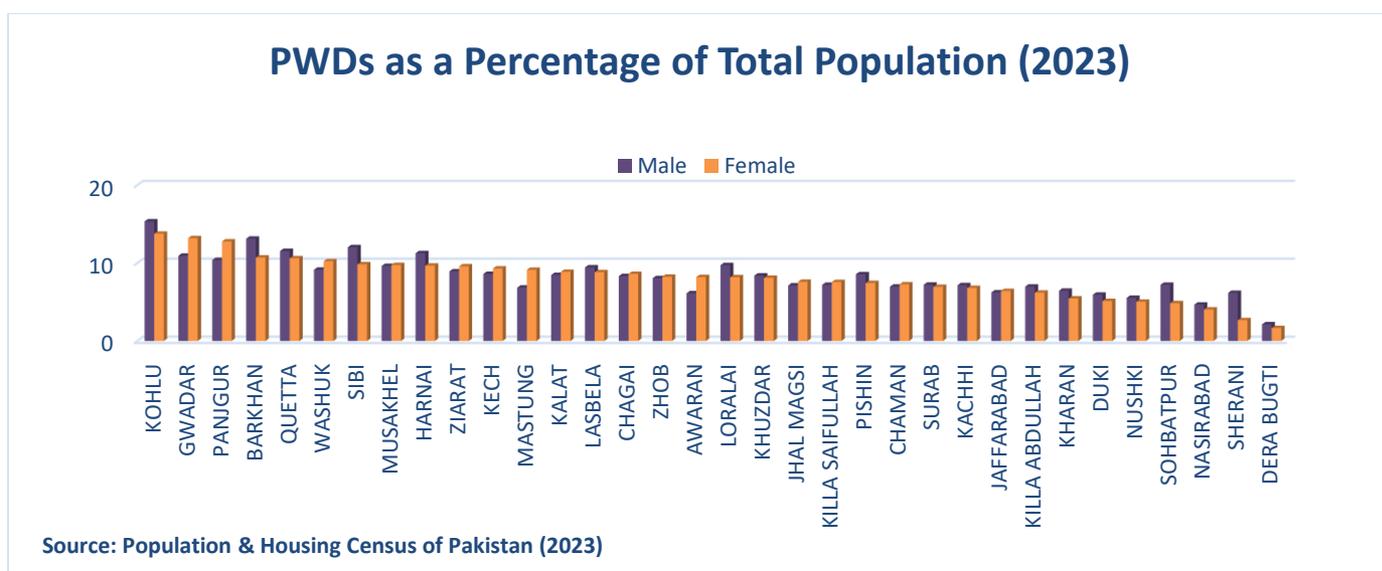
Figure 14: PWDs as a Percentage of Total Population (2023)

As a percentage of the district population, Kohlu has the highest incidence of disability among male and female population. 15.3 percent of the total male population and 13.8 percent of the female population are PWDs. On the contrary, district Dera Bugti has the lowest incidence with 2.1 percent male and 1.7 percent female, of the total male and female population respectively, are PWDs.

Migration

Migration refers to the reallocation of population from areas of socioeconomic disadvantage to those offering greater opportunities and advantages.[27] Urbanization trends often support and influence the movement of people, as growing cities attract more individuals from rural areas. However, data indicates that economic reasons are not the only, nor the most significant, factors driving inter-provincial migration.

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[27] (Thet, 2014)

This spread of the population according to migration status and gender is illustrated in the Figure below, which shows that a majority of the population within Balochistan were non-migrants across genders. The migrant population makes up to 3.2 percent of the total population equally divided among men and women of the province.

Percentage of Population Aged 10 and above by Migration Status in Balochistan

Source: Labour Force Survey, 2020-21
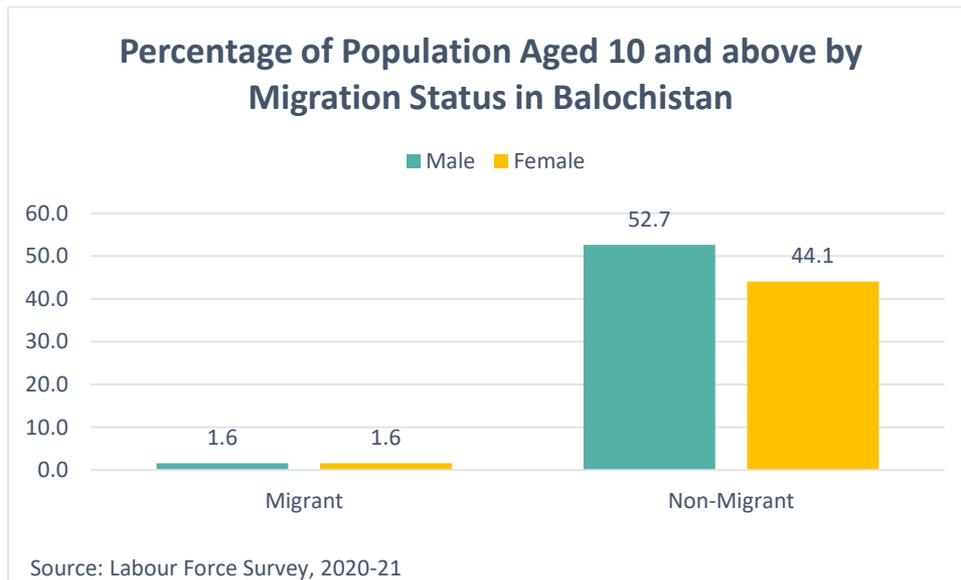
Figure 15: Percentage of Population Aged 10 and above by Migration Status in Balochistan

LFS 2020-21 provides detailed insights on the reasons of migration and place of previous residence. Most of the migrants in Balochistan were from Punjab (Male 26.9 & Female 23.1 percent) followed by Sindh (Male 15.4 & Female 30.8 percent). The main reasons for migration are presented in the figure below.

Percentage of Migrant Population (10+ Years) by Main Reasons and Gender

Female ■ Male

Reason	Female	Male
Other	0.29	0.59
Natural disaster	0.45	0.69
Security/Law & order situation	2.61	7.96
Change of Residence	1.12	1.85
With son/daughter	1.27	0.56
With spouse	10.52	0.09
With parents	6.65	10.22
Marriage	24.68	1.06
Business	0.26	4.56
Education	1.08	6.67
Searching for a better agriculture land	0.13	1.82
Searching for a Job	0.11	5.05
Found a Job	0.39	6.17
Job transfer	0.06	3.09

Source: Labour Force Survey, 2020-21

Figure 16: Percentage of Migrant Population (10+ Years) by Main Reasons and Gender

For male migrants, approximately 10.22 percent migrated with their parents, followed by 7.96 percent citing security reasons, 6.67 percent for educational purposes, and 6.17 percent who moved for job opportunities.

In contrast, marriage is the most common reason for migration, accounting for 24.68 percent of females. Additionally, 10.52 percent migrated with their spouses, and 6.65 percent moved with their parents.

Rural to Urban Migration

The rural areas of Balochistan suffer from a lack of basic infrastructure, including electricity, healthcare, educational and employment opportunities. This situation drives people to migrate to urban centres like Quetta, which cannot handle such a significant population influx. Consequently, Quetta faces increasing challenges related to housing, health, education, road infrastructure, and other necessities

for a decent standard of living. Among people who migrated from rural to urban settings, around 42 percent were male and 58 percent female as illustrated in the figure below.
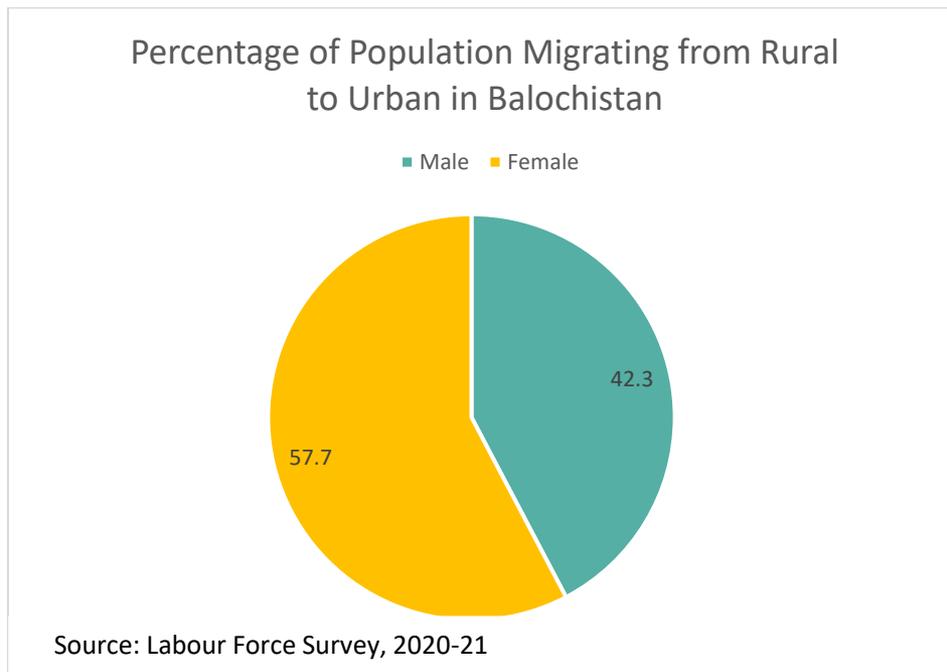
Figure 17: Percentage of Population Migrating from Rural to Urban in Balochistan

This calls for further research on the motivating factors driving this movement. Such research could identify opportunities for government intervention, leading to more equitable distribution of resources across different regions. While increased mobility has benefits, migration to urban areas can strain resources like sanitation, healthcare, and education due to high population density.[28]

Demographic Profile of Balochistan

Ownership of Housing Units

A potent indicator of women's financial independence and agency may be found in the gender disaggregated data for ownership of housing units, obtained from the 7th Population and Housing Census (PHCP) conducted in 2023.

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[28] (Ghafoor, Fayyaz, Nisa, Akbar, & Poon Ed., 2021)

Ownership of Housing Units

Male
2,193,026
(97%)

Female
61,111
(3%)
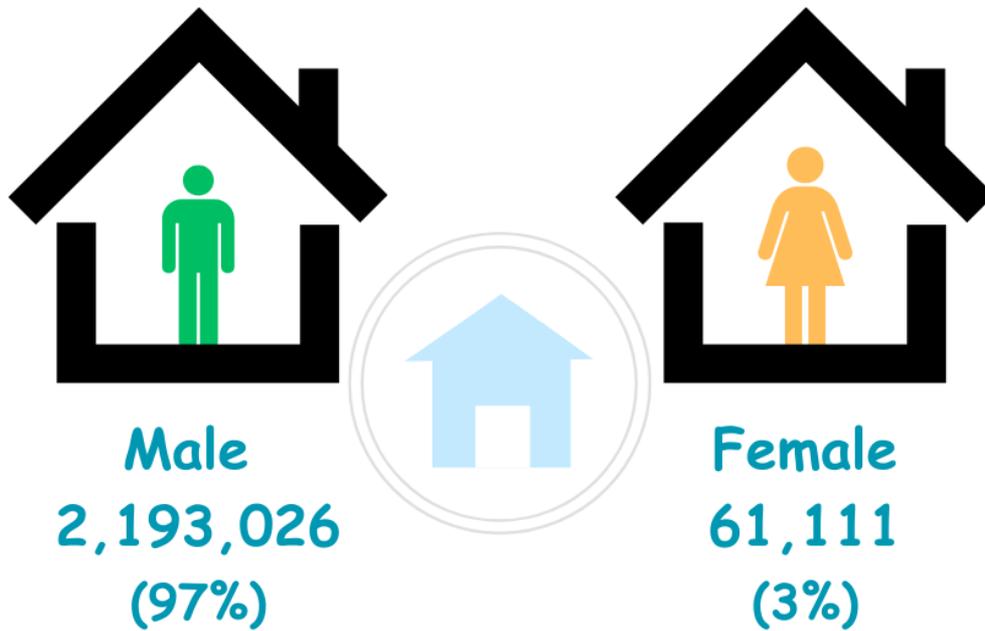
Source: Population and Housing Census Pakistan (PHCP), 2023

Figure 18: Ownership of Housing Units

This data revealed a pronounced gender gap in ownership of housing units in Balochistan. Of the total 2,254,137 units, 2,193,026 (97 percent) housing units were owned by male owners for only 61,111 (3 percent) female owners with a GPI of 0.028. These statistics are illustrated in Figure *above.*

Moreover, the district-wise analysis reveals a similar pattern across the province. District Gwadar has the highest female share in the ownership of housing units, where 46,323 (94.1 percent) units were owned by male, 2,905 (5.9 percent) by female owners and a GPI of 0.063.

Gender-wise Housing Ownership Distribution Across Districts, 2023

■ Male   ■ Female (in numbers)

District	Female value
QUETTA	5,548
KECH	11,615
KHUZDAR	4,303
PISHIN	2,918
PANJGUR	3,249
LASBELA	3,554
NASIRABAD	1,139
JAFFARABAD	1,808
KILLA SAIFULLAH	1,530
KILLA ABDULLAH	1,169
CHAMAN	629
DERA BUGTI	886
SURAB	1,838
KACHHI	837
GWADAR	2,905
WASHUK	2,647
ZHOB	1,204
MASTUNG	529
DUKI	598
CHAGAI	1,247
KOHLU	613
LORALAI	613
KHARAN	1,627
SHERANI	2,045
KALAT	595
NUSHKI	497
JHAL MAGSI	551
MUSAKHEL	901
SOHBATPUR	694
SIBI	432
AWARAN	1,056
ZIARAT	608
BARKHAN	383
HARNAI	343

Source: Population Census (2023), PBS

Figure 19: Gender-wise Housing Ownership Distribution Across Districts, 2023

District Chaman, on the contrary, has the lowest female owners of housing units where owners of 60,878 (99 percent) housing units were male and only 629 (1 percent) female and a very low GPI of 0.01.

Types of Households

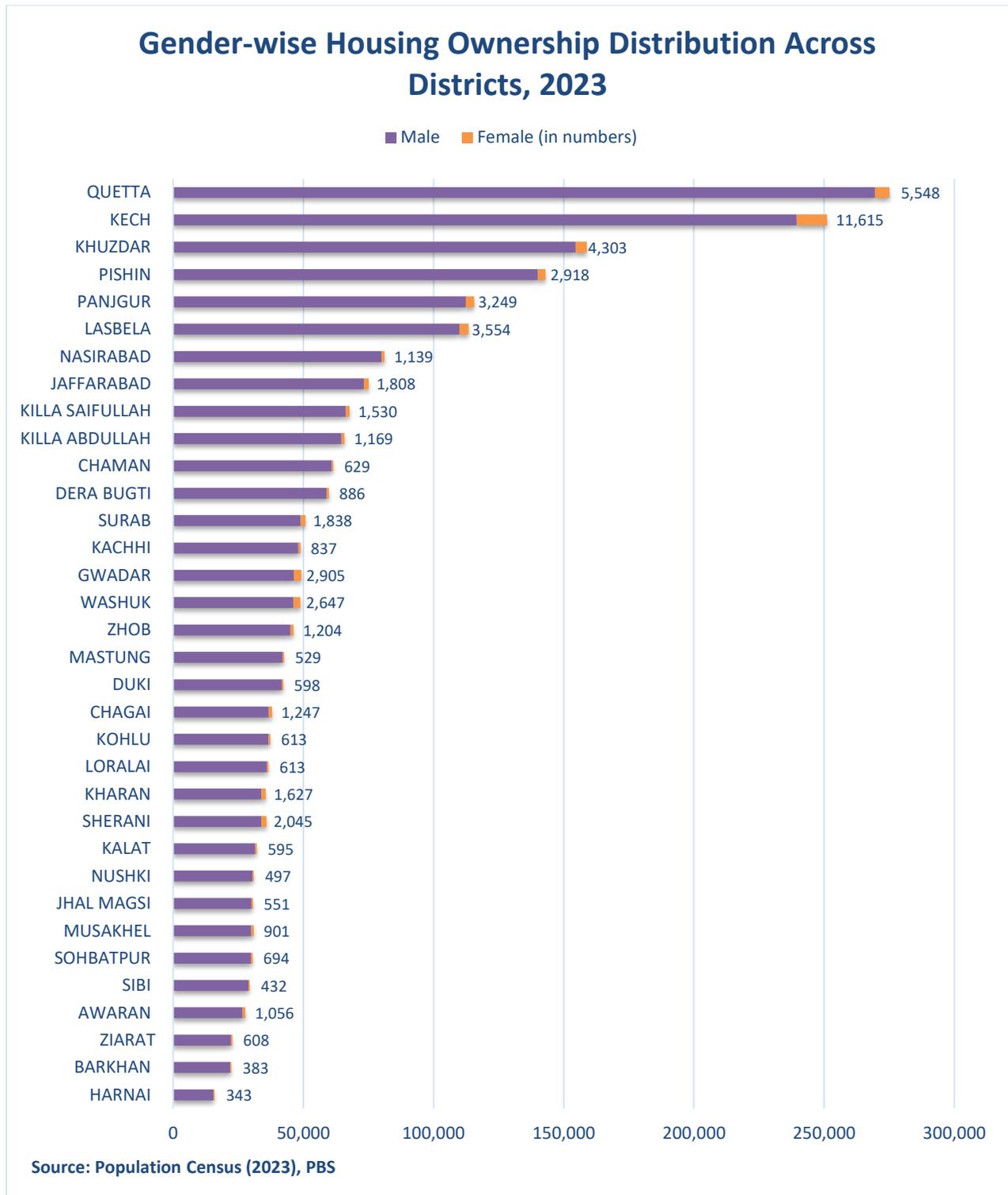In PHCP 2023, households are categorized into Regular, Institutional, and Homeless. Regular households are typical living arrangements, Institutional households include facilities like schools or care centres, and Homeless refers to those without permanent shelter.
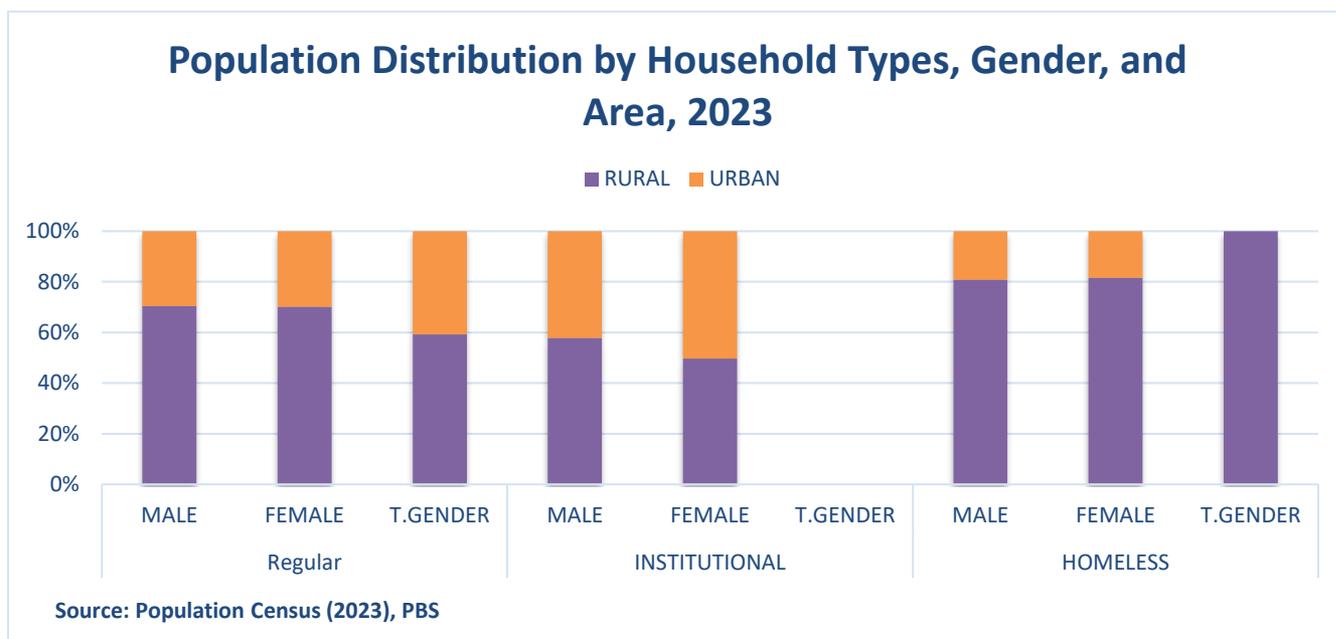
Figure 20: Population Distribution by Household Types, Gender, and Area, 2023

A fair comparison involves analysing these percentages relative to each group's total population. This approach helps identify where specific support or resources might be required to ensure that each group is adequately represented and supported across different household types.

Data reveals that 7,582,071 out of a total of 7,768,166 males (97.61 percent), are in Regular households, 21,934 (0.28 percent) are in Institutional settings, and about 4,610 (0.06 percent) are homeless. Of the total 7,125,471 females (97.48 percent) are in Regular households, 4,328 (0.06 percent) are in Institutional settings, and 2,639 (around 0.04 percent) are homeless. For transgender individuals, of the total 765 persons, 759 (99.2 percent) are in Regular households, with no representation in Institutional, while 6 are homeless.

Even though the percentage of homeless individuals is relatively low across all groups, the existence of homelessness among these populations underscores the need for targeted interventions to address housing insecurity.

Population Distribution of Regular Household by Districts and Gender, 2023

■ Male ■ Female ■ Transgender (In numbers)

District	Value
QUETTA	111
KECH	123
KHUZDAR	33
PISHIN	23
LASBELA	25
JAFFARABAD	10
NASIRABAD	18
PANJGUR	95
CHAMAN	13
KACHHI	34
KILLA SAIFULLAH	1
DERA BUGTI	4
ZHOB	5
KILLA ABDULLAH	16
MASTUNG	3
WASHUK	25
GWADAR	30
SURAB	18
CHAGAI	5
KHARAN	11
KOHLU	16
KALAT	7
LORALAI	14
SOHBATPUR	2
SIBI	5
BARKHAN	8
NUSHKI	5
DUKI	48
SHERANI	6
JHAL MAGSI	13
MUSAKHEL	3
ZIARAT	8
AWARAN	17
HARNAI	4

x-axis: 0, 500,000, 1,000,000, 1,500,000, 2,000,000, 2,50...

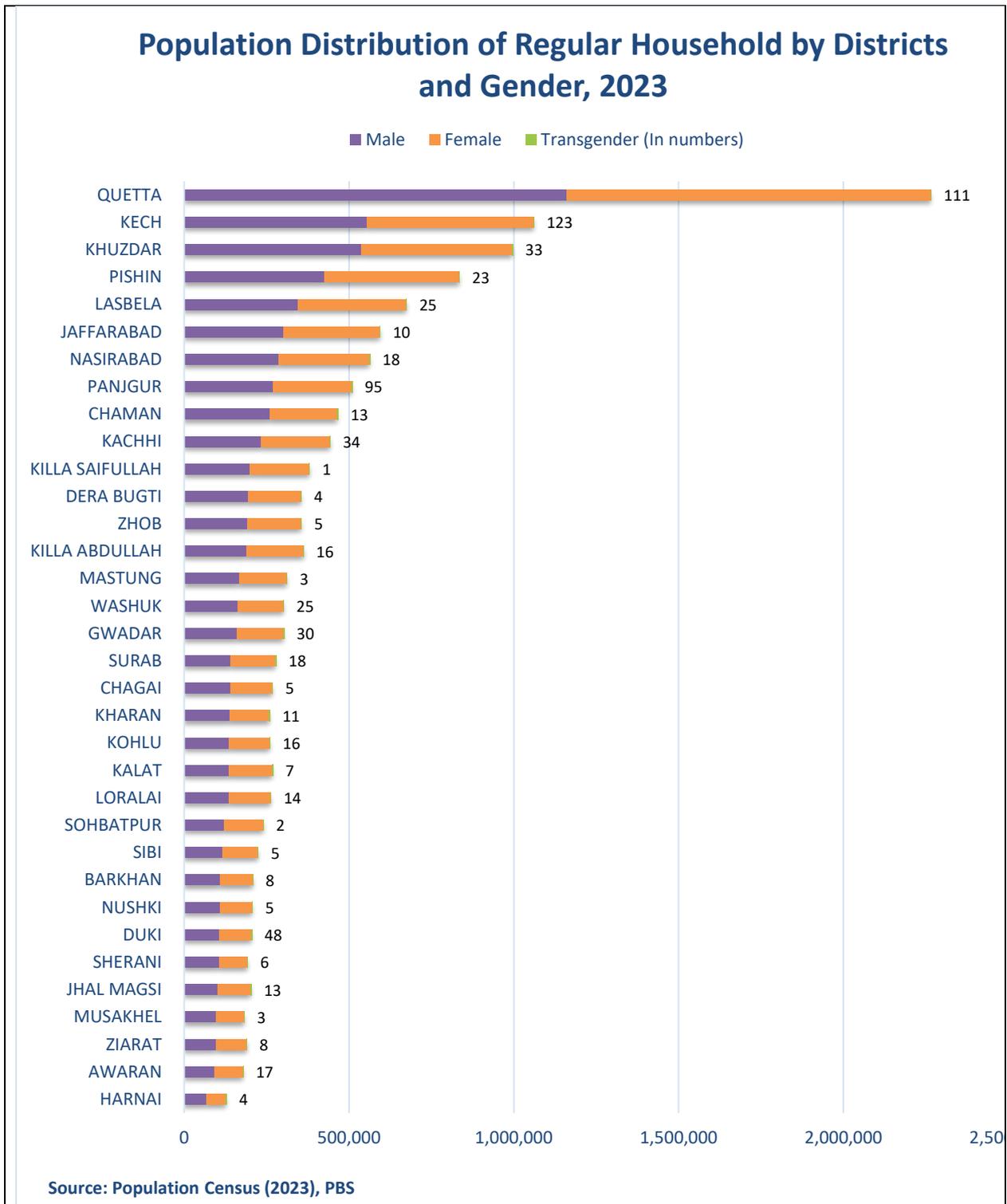**Source: Population Census (2023), PBS**

Figure 21: Population Distribution of Regular Household by Districts and Gender, 2023
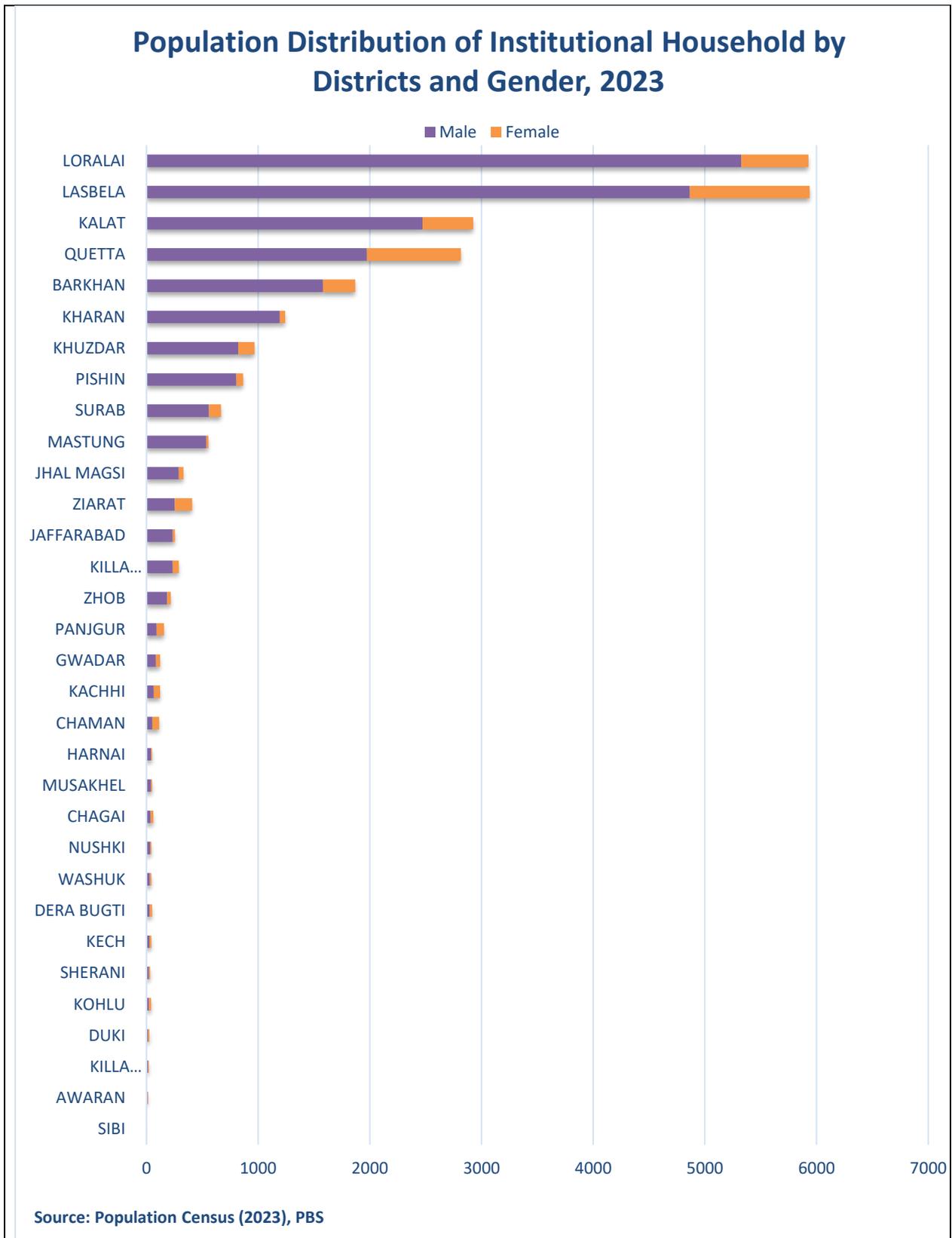
Figure 22: Population Distribution of Institutional Household by Districts and Gender, 2023

Population Distribution of Homeless Household by Districts and Gender, 2023

■ Male ■ Female ■ Transgender (In numbers)

District	
QUETTA	
WASHUK	
LASBELA	
CHAGAI	
KHUZDAR	1
LORALAI	3
KALAT	
PISHIN	
NASIRABAD	
KECH	
SURAB	
MASTUNG	
SIBI	
JAFFARABAD	1
DERA BUGTI	
CHAMAN	
SOHBATPUR	
KOHLU	
PANJGUR	
GWADAR	1
KHARAN	
ZHOB	
AWARAN	
KILLA ABDULLAH	
KACHHI	
NUSHKI	
DUKI	
KILLA SAIFULLAH	
JHAL MAGSI	
ZIARAT	
HARNAI	
BARKHAN	
SHERANI	
MUSAKHEL	

0   500   1000   1500   2000   2500
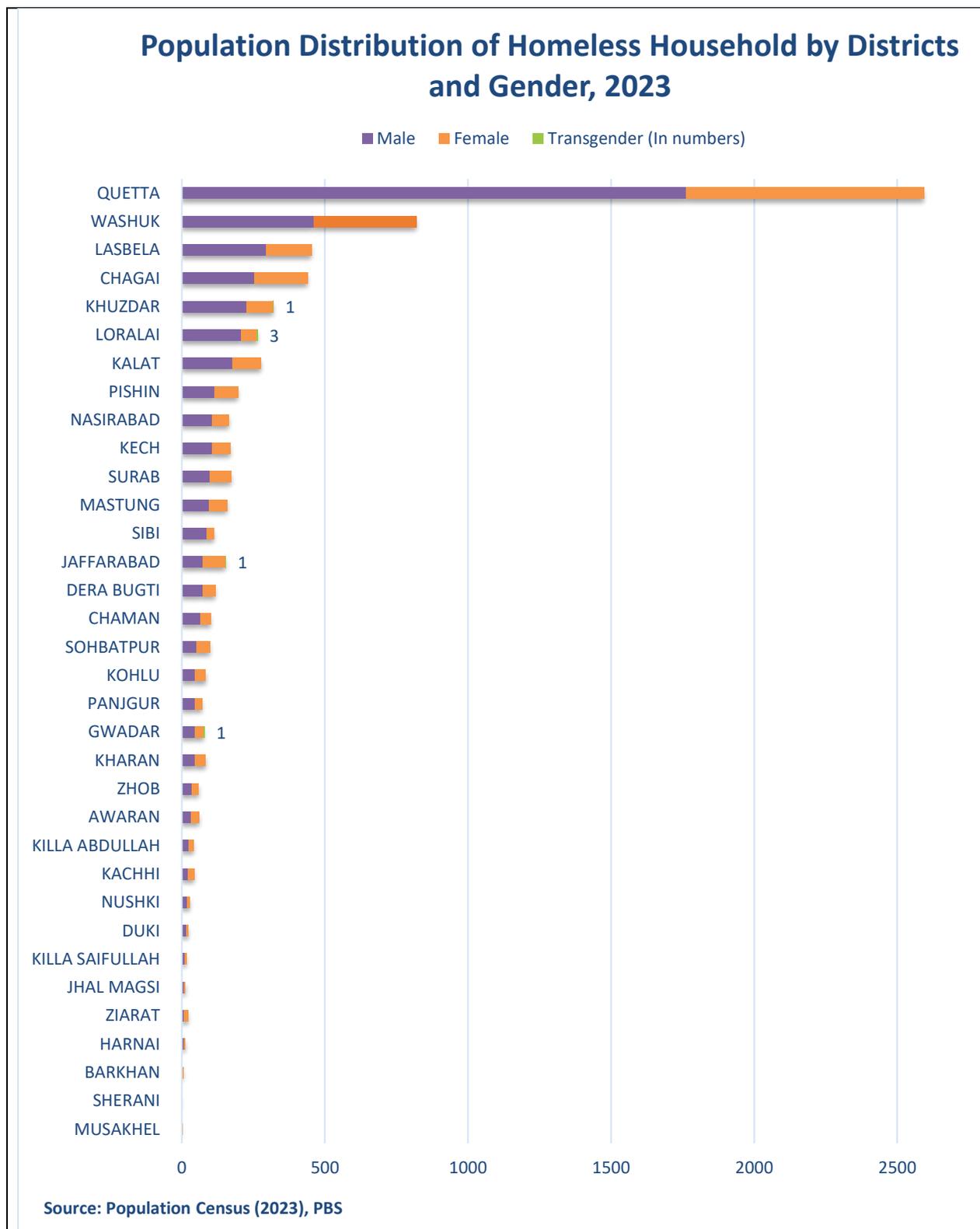
Source: Population Census (2023), PBS

Figure 23: Population Distribution of Homeless Household by Districts and Gender, 2023

The figure above depicts the district-wise situation of the total population with types of households. Institutional housing data reflects a disparity in gender representation, with males being the

predominant residents. For instance, in Barkhan, there are 1,579 males and 291 females residing in institutional setups. While the data provides absolute numbers, it does not indicate whether these figures reflect adequate provision for those in need, nor does it shed light on the potential unmet need for institutional housing, especially for females.

District Quetta has the highest incidence of homeless in absolute numbers, where 1,762 males and 831 females are homeless. However, as a percentage of the total population, Washuk has the highest percentages of males (2.8 percent) and females (2.6 percent) population followed by district Chagai.

ICT Use

In order to realise gender equity in technology, a key target of SDG 5 is to expand women's access to Information and Communication Technology (ICT). [29] Access to ICT offers benefits flexibility and greater access to knowledge and resources, even in remote areas.[30] Almost all countries have gender gaps in digital skills and STEM, putting a significant strain on the participation and leadership of women and girls in innovation and digital transformation. The underrepresentation of women is influenced by stereotypes that circulate at several levels. For example, the stereotypical perception that girls are less interested in engineering and computer science has been identified in children as young as six years old. As a result, only a third of STEM degree holders (35%) are women, and the share of female researchers globally, at 31.5%, has changed little since 2011.[31]

Gender issues and intersectional perspectives in the technology and innovation sectors could accelerate progress on several SDGs, including through artificial intelligence and digital initiatives in agricultural, financial and education technologies and digital health and government, among others. Targeted measures to build more inclusive digital ecosystems should accelerate the inclusion and retention of women in the digital economy, and ensure the full integration of social, economic and environmental factors in the design and deployment of emerging technologies.

Access to mass media on the other hand can empower women like in the case of television.[32] Whereas, women used to have a relatively less access to smartphones in the past but the trends have started to change positively impacting women's status.[33]

Mobile Ownership

In 2023, the gender parity in mobile subscriptions remains starkly imbalanced, with 6,941,109 male subscribers (84.2%) and 1,302,239 female subscribers (15.8%), resulting in a GPI of approximately 0.19

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[29] (Hussain, 2016)
[30] (Sida, 2015)
[31] (Progress On The Sustainable Development Goals; The Gender Snapshot 2024, 2024)
[32] (Baig, et al., 2018)
[33] (Shahzadi & Hassan, 2020)

females per male subscriber. This highlights a significant gap in mobile phone ownership and usage between genders.
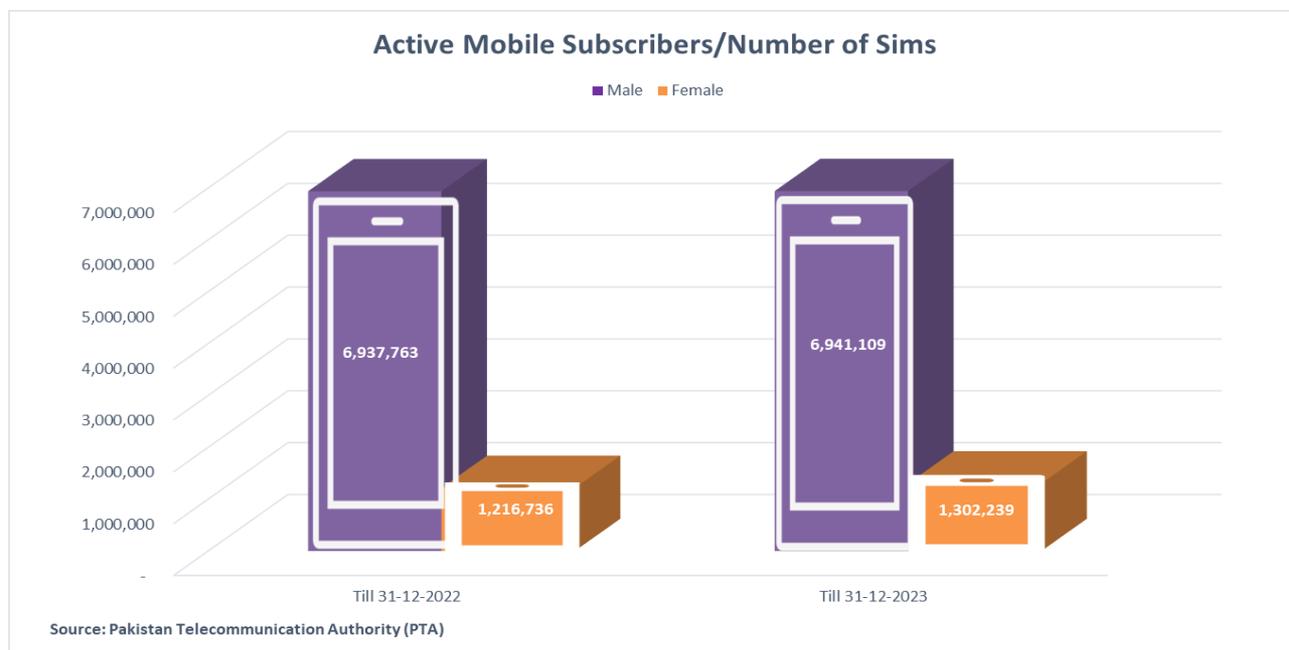

Figure 24: Active Mobile Subscribers/Number of Sims

Comparing 2023 to 2022, the total number of male SIM holders increased marginally from 6,937,763 to 6,941,109, a growth of just 0.05% (or 3,346 subscribers). In contrast, female SIM holders grew from 1,216,736 in 2022 to 1,302,239 in 2023, an increase of 85,503 subscribers, equating to a 7.03% growth. While the overall growth for females was higher in percentage terms, it did little to bridge the gender gap significantly.

The data underscores a persistent and substantial disparity in mobile subscription rates between males and females. However, the faster growth in female subscribers suggests a gradual shift toward improving gender parity in mobile connectivity, albeit at a slow pace.

Internet Use

The following sections present data on ICT usage and exposure to mass media in Balochistan, derived from the Multiple Indicator Cluster Survey (MICS) 2019-20. It is acknowledged that both ICT usage and media exposure may have increased over the past four years due to advancements in technology and changing socio-economic conditions. However, in the absence of more recent data, this information has been used to provide insights and bridge the data gap in understanding trends in Balochistan.

While men outnumber women in internet usage overall as well as in urban and rural disaggregation, the gender gap remains lower than that observed in mobile ownership. The data on ICT usage in Balochistan highlights significant gender disparities in activities such as using a computer and the internet at least once a week during the past three months.

Overall, 6.0% of males and 0.7% of females reported using a computer weekly, resulting in a GPI of 0.12 . Urban areas display higher levels of computer use, with 10.7% of males and 1.5% of females engaging weekly, compared to rural areas where only 4.4% of males and 0.4% of females reported use, leading to GPIs of 0.14 and 0.09, respectively.

Internet usage is significantly lower across both genders, with 15.0% of males and only 2.9% of females accessing the internet weekly, resulting in a GPI of 0.19 females per male. Urban areas report higher usage, with 23.7% of males and 5.5% of females (GPI of 0.23), compared to rural areas where 11.9% of males and 1.9% of females reported weekly use (GPI of 0.16).

Figure 25: Use of ICT by Regions and Gender
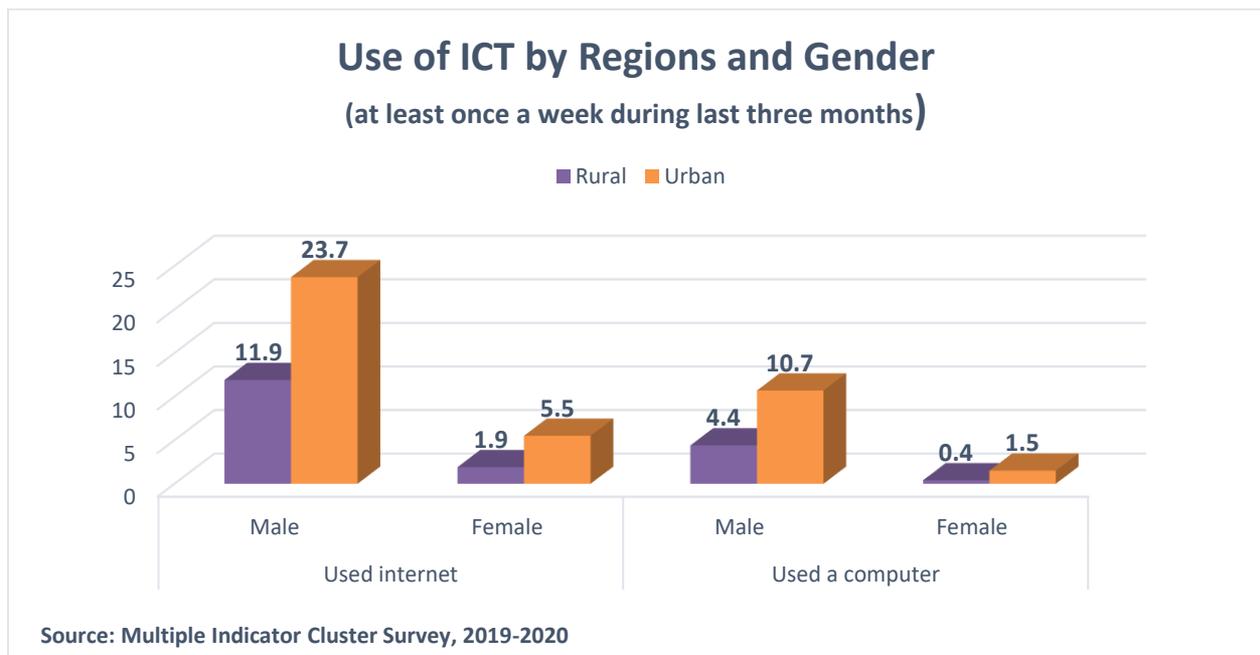
Division-wise, Quetta has the highest male computer and internet usage, with 20.2% of males using the internet weekly and 2.9% of females, yielding a GPI of 0.14. Conversely, Naseerabad records the lowest levels, with only 0.2% of females using a computer weekly and negligible internet usage, highlighting critical gender disparities in ICT access and use across the province.
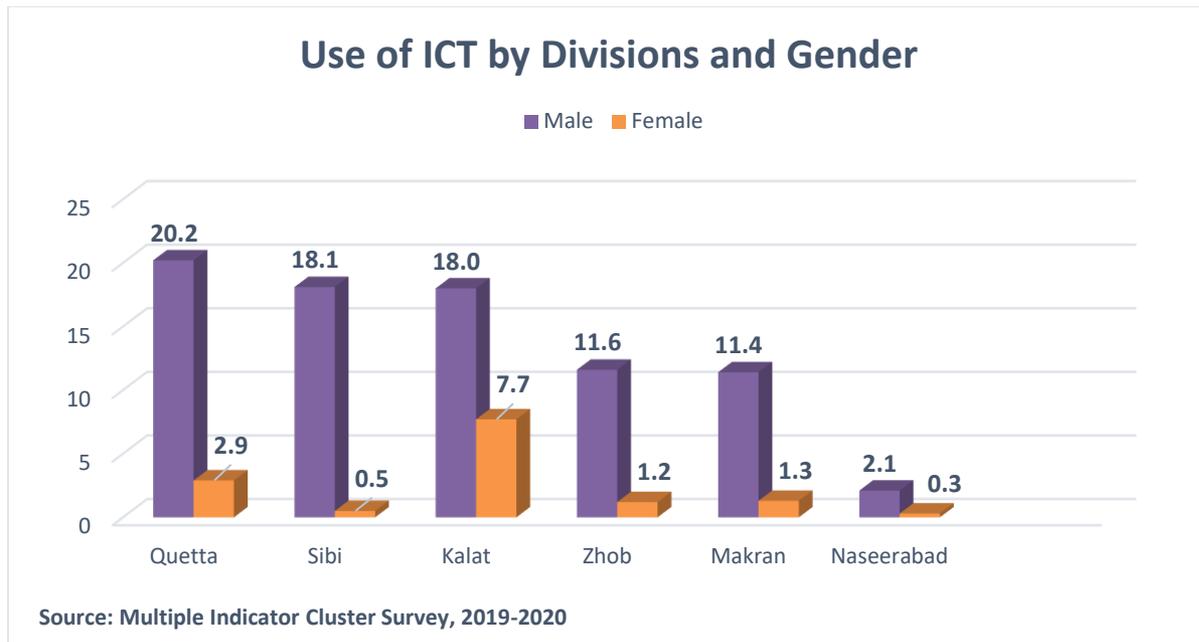
Use of ICT by Divisions and Gender

■ Male ■ Female

Source: Multiple Indicator Cluster Survey, 2019-2020

Figure 26: Use of ICT by Divisions and Gender

The data reflects significant gender disparities in ICT skills across Balochistan, measured by individuals performing at least one of nine computer-related activities, such as copying files, sending emails with attachments, or writing a computer program. Overall, 9.0% of males reported engaging in at least one ICT-related activity compared to only 0.9% of females, resulting in a GPI of 0.10 females per male.

Urban areas show a higher prevalence of ICT skills, with 14.9% of males and 1.8% of females reporting engagement in such activities, yielding a GPI of approximately 0.12. Rural areas lag significantly, with only 6.9% of males and 0.6% of females performing these tasks, resulting in a GPI of 0.09.

ICT Skills by Regions and Gender

(Engaged in One or More of the Nine Listed Computer-Related Activities)
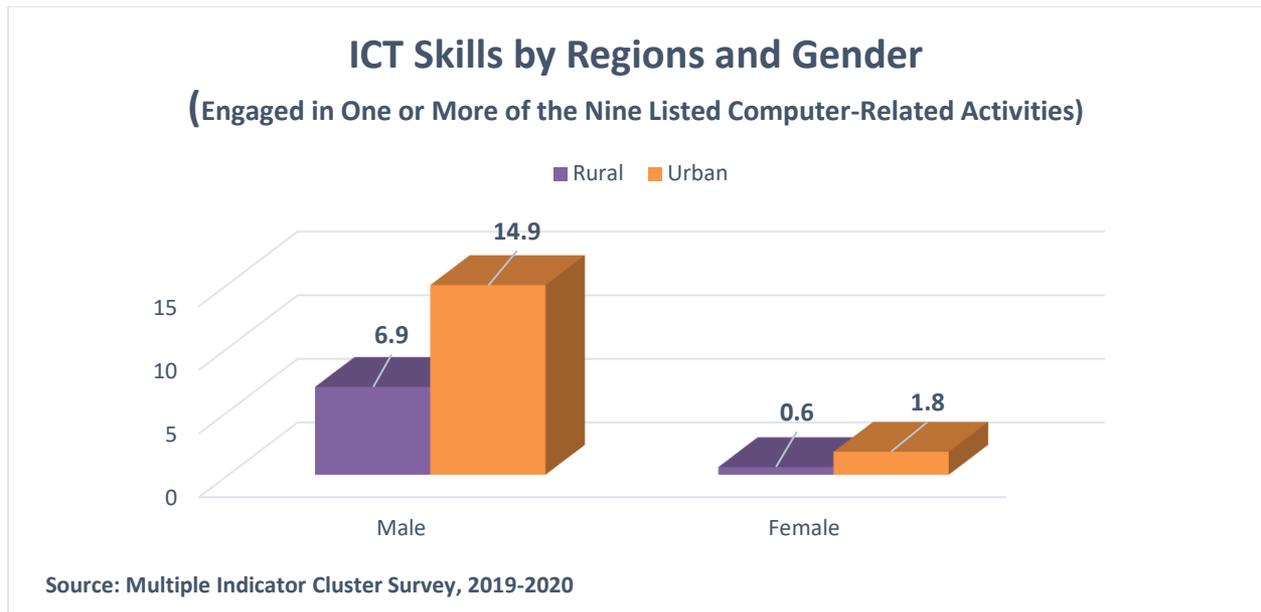
Figure 27: ICT Skills by Regions and Gender

Division-wise analysis highlights significant variation. Quetta has the highest levels of ICT skills, with 15.0% of males and 1.0% of females performing at least one activity, resulting in a GPI of approximately 0.07. Conversely, Naseerabad exhibits the lowest levels, with only 0.6% of males and virtually no females (0.2%) reporting ICT skills, yielding a GPI of 0.33.

ICT Skills by Divisions and Gender
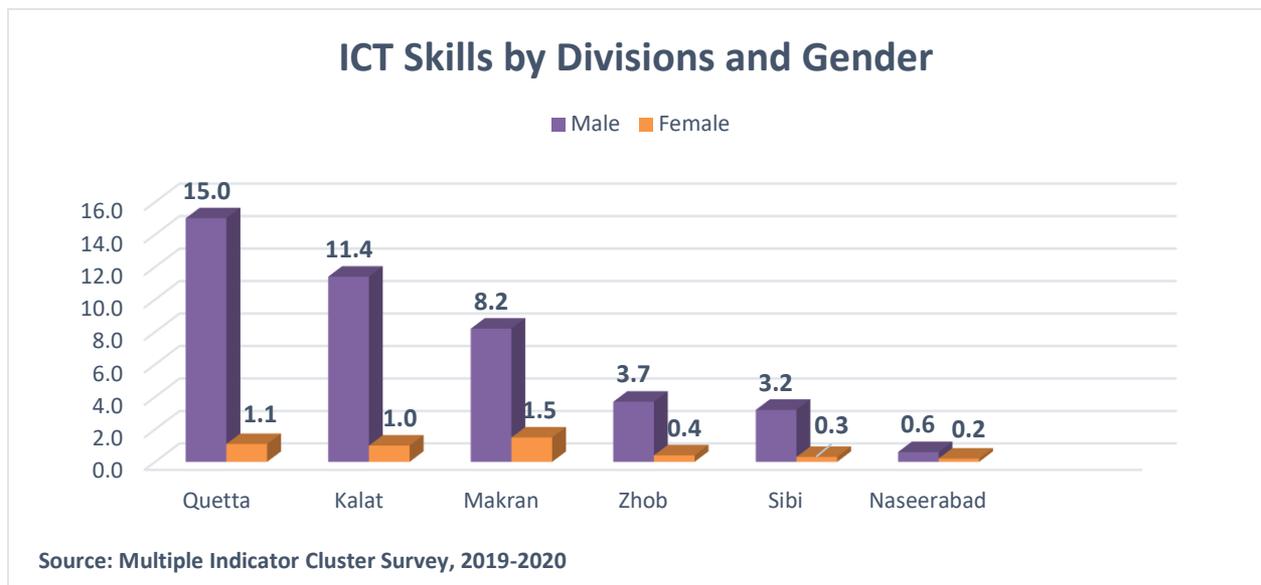
Figure 28: ICT Skills by Divisions and Gender

Exposure to Mass Media

According to MICS 2019-20, significant gender disparities exist in weekly exposure to mass media in Balochistan. Overall, 54.6% of males reported exposure to mass media at least once a week, compared to only 34.8% of females, resulting in a GPI of approximately 0.64 females per male. The divide is more

pronounced in rural areas, where 49.0% of males and 27.7% of females reported weekly exposure, with a GPI of 0.57. Urban areas show relatively better parity, with 70.1% of males and 53.9% of females having weekly media exposure, resulting in a GPI of 0.77.

Exposure to Mass Media by Regions and Gender

(Engaged with Media at Least Once a Week)

■ Rural ■ Urban

Male: Rural 49.0, Urban 70.1
Female: Rural 27.7, Urban 53.9

Source: Multiple Indicator Cluster Survey, 2019-2020
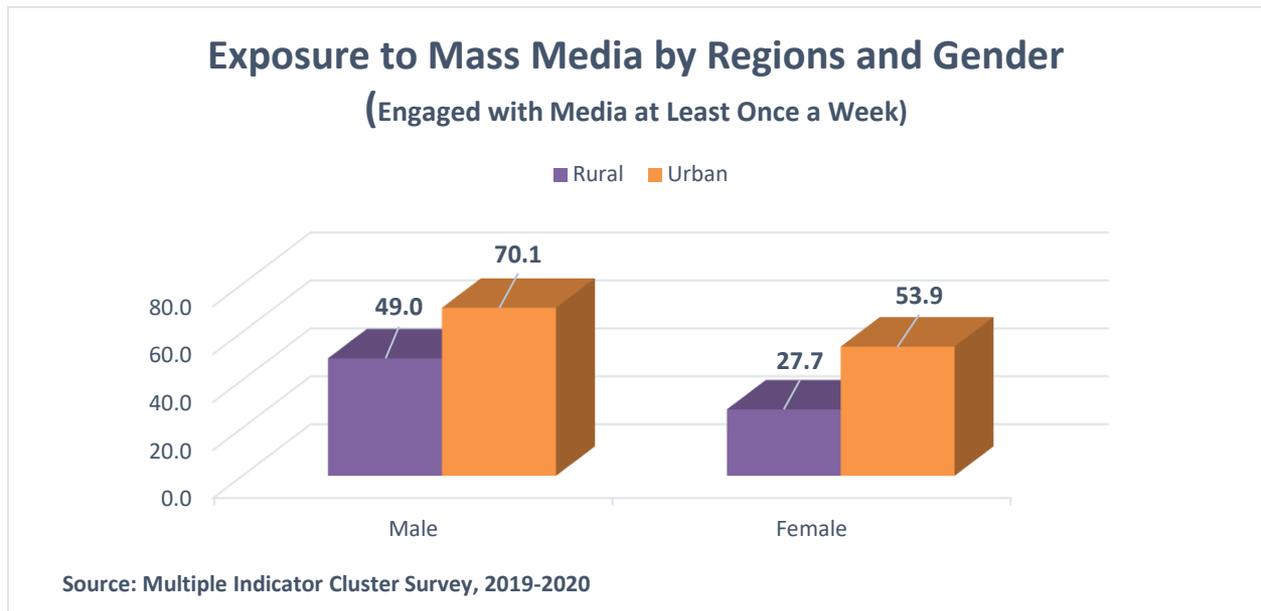
Figure 29: Exposure to Mass Media by Regions and Gender

Division-wise analysis shows that Makran has the highest female media exposure at 56.6%, surpassing male exposure of 54.2% and achieving a GPI of 1.04 females per male. In contrast, Kalat records the lowest levels, with 33.1% of males and 26.6% of females reporting weekly exposure, yielding a GPI of 0.80.

Exposure to Mass Media by Divisions and Gender

■ Male ■ Female

Quetta: Male 69.5, Female 34.8
Naseerabad: Male 69.3, Female 40.2
Makran: Male 54.2, Female 56.6
Sibi: Male 51.5, Female 33.3
Zhob: Male 40.3, Female 21.4
Kalat: Male 33.1, Female 26.6

Source: Multiple Indicator Cluster Survey, 2019-2020

Figure 30: Exposure to Mass Media by Divisions and Gender

Civil Registrations under NADRA

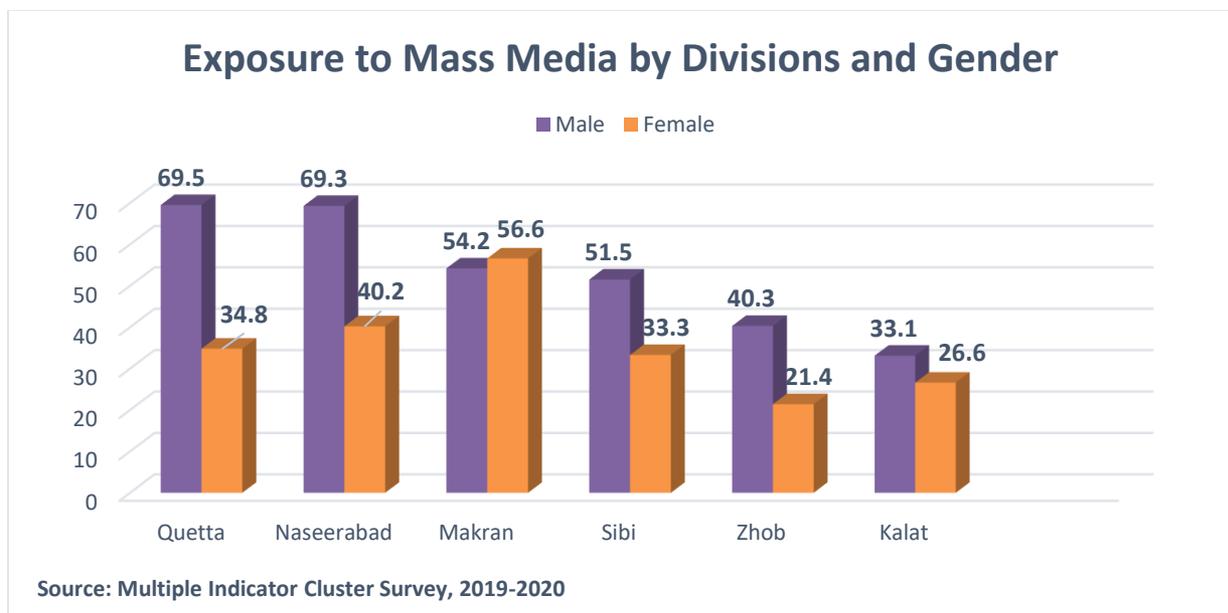Pakistan is among the priority countries identified for the strengthening of CRVS by UNESCAP.[34] To

this end, the government has committed to "get everyone in the picture" as stated in its ministerial declaration.

Civil registration and vital statistics (CRVS) is the continuous, permanent, compulsory and universal recording of the occurrence and characteristics of vital events of the population in accordance with the law

Source: National Policy to Revamp and Reform Civil Registration of Vital Events and Ensuing Vital Statistics System in Pakistan

For the purposes of this report, gender-disaggregated data on Computerized National

Identity Cards (CNICs) registration and trends in CNIC registrations for adults (18 and over), and minors (under 18 years) and persons

Registration of CNICs for Adults

In 2023, of all CNICs registered with NADRA for adults, 58.9 percent were for women, 41.1 percent for men, and only 2 transgender persons. The low number of registered transgender persons suggests potential barriers or societal challenges they may face in accessing identification services.

CNIC Registration for Adults (aged 18 and above) by Gender (2023)

2, 0%

48173, 41%

68914, 59%

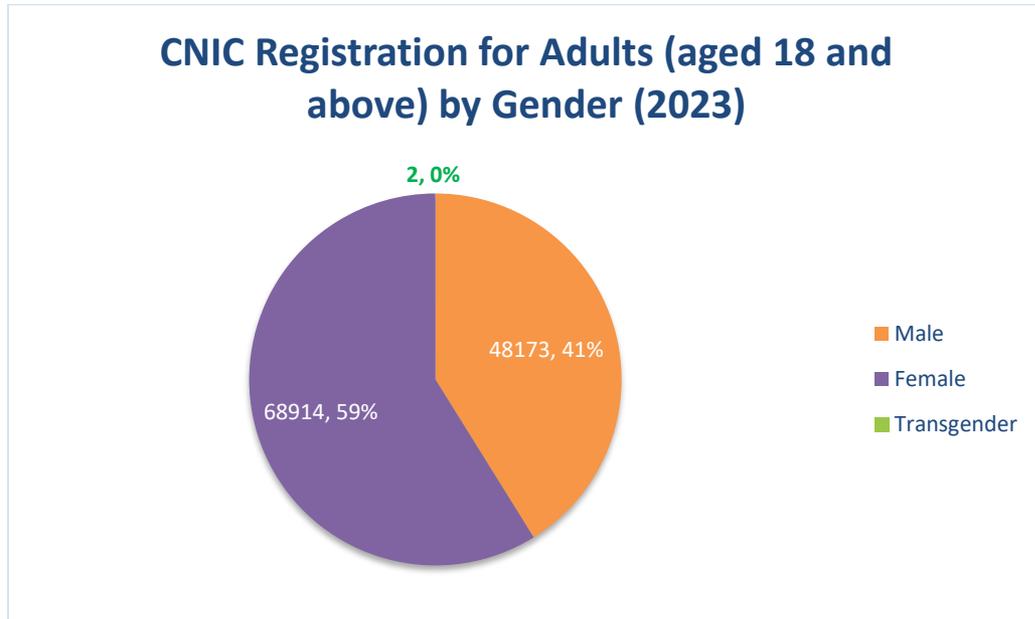- Male
- Female
- Transgender

Figure 31: CNIC Registration for Adults (aged 18 and above) by Gender (2023)

A yearly comparison reveals a decline in adult CNIC registrations across all genders from 2022 to 2023. Male registrations decreased by 12.8%, falling from 61,062 in 2022 to 48,173 in 2023. Similarly, female

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[34] (Ministry of Planning, Development and Special Initiatives, n.d.)

registrations experienced a sharper decline of 31.2%, dropping from 100,196 in 2022 to 68,914 in 2023. In contrast, transgender registrations remained unchanged, with only 2 registrations reported in both years. This significant decline, particularly among females, underscores a potential reduction in outreach efforts or systemic barriers affecting adult CNIC registrations in 2023.A detailed analysis is depicted in Figure below.
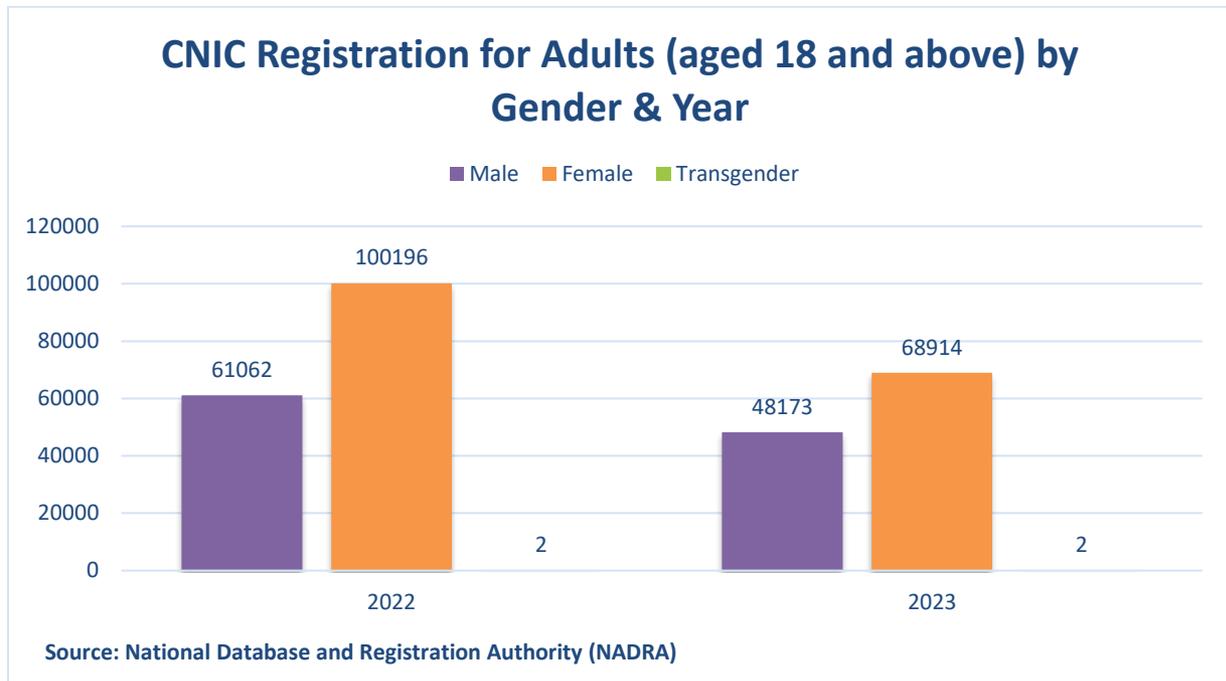

Figure 32: CNIC Registration for Adults (aged 18 and above) by Gender & Year

A district-wise analysis, illustrated in Figure below, reveals that the highest incidence of CNIC registration for adults was observed in Quetta with 6,176 (56.8 percent) males and 8,129 43.2 percent) females, totalling 14,305 individuals, which constitutes approximately 14.56% of all adult registrations across districts. The district with the lowest adult registration was Sherani, where only 627 males and 414 females were registered, totalling 1,041 individuals, accounting for just 1.06% of all adult registrations. The transgender category remains negligible, with only two registrations across all districts, specifically in Killa Abdullah and Killa Saifullah.
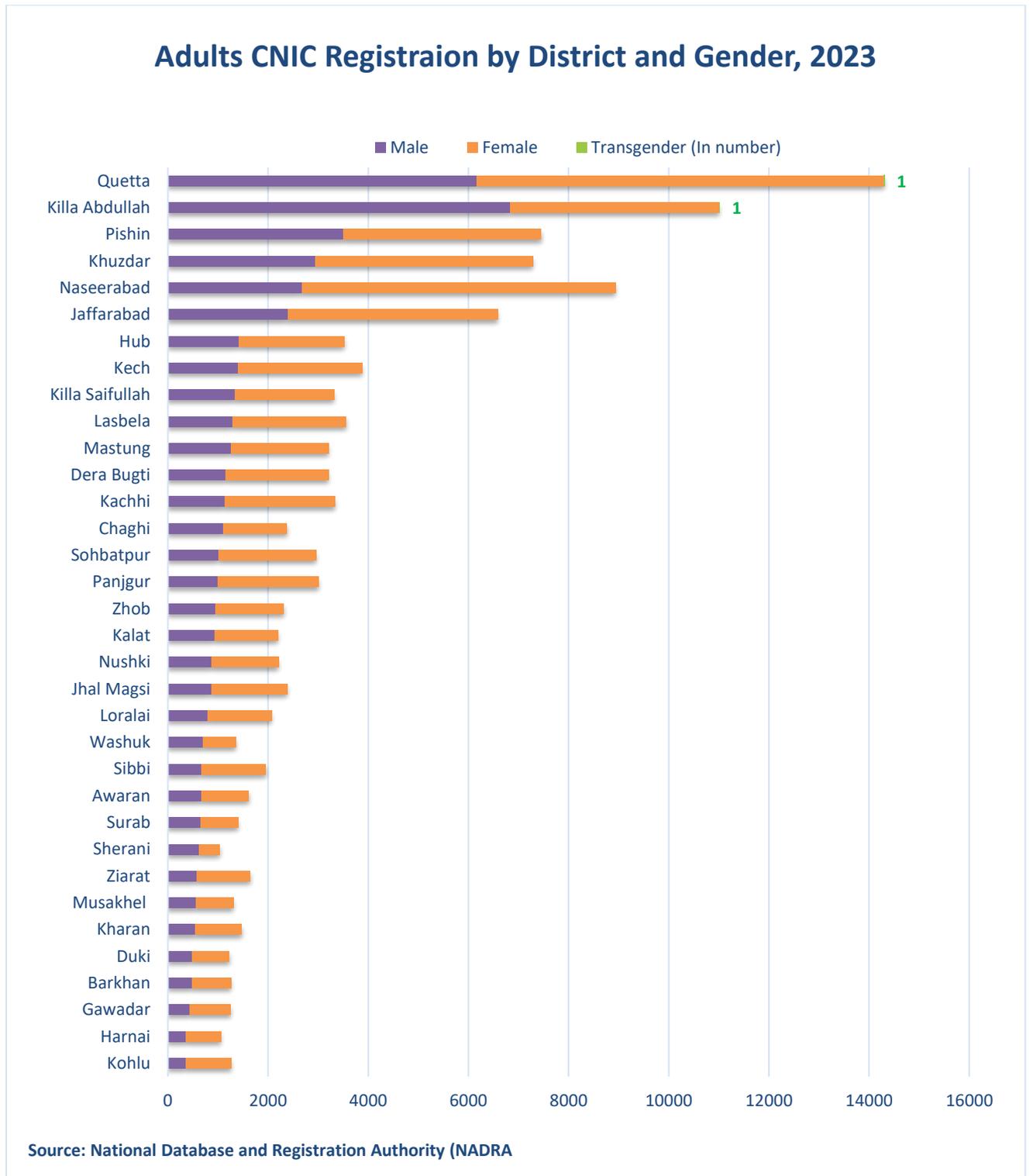
Figure 33: Adults CNIC Registration by District and Gender, 2023

Registration of CNICs for Minors

In contrast to adults, CNIC registrations for minors witnessed a remarkable increase between 2022 and 2023. Boys registrations surged by 273.4%, rising from 139,444 in 2022 to 520,833 in 2023. Girls

registrations saw an even greater growth of 335.3%, increasing from 112,476 in 2022 to 489,462 in 2023. However, transgender registrations dropped from 1 in 2022 to 0 in 2023. This substantial rise in minors' CNIC registrations reflects a concentrated effort to enhance documentation for younger populations, with female minors demonstrating the most significant proportional increase.
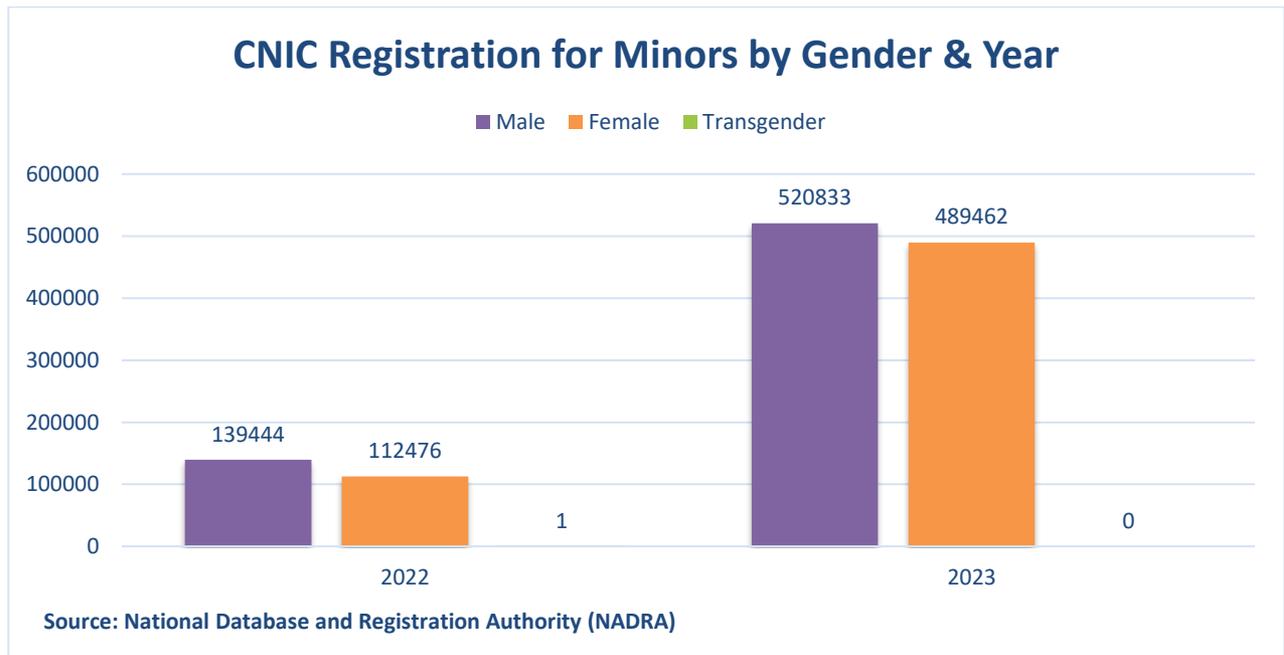
Figure 34: CNIC Registration for Minors by Gender & Year

For minors, the highest CNIC registration was observed in Killa Abdullah, with 26,577 boys and 23,981 girls, making a total of 50,558 registrations, which is 4.90% of all minor registrations. The district with the lowest minor registration was again Sherani, with 2,811 boys and 2,332 girls, totalling 5,143 registrations, which constitutes just 0.50% of all minor registrations.

To improve CNIC registration in low-performing districts like Sherani, targeted outreach programs could be initiated to raise awareness about the importance of registration. Additionally, mobile registration units could be deployed to remote areas to facilitate easier access for residents. Collaborating with local community leaders and organizations can also help in encouraging families to register their members by addressing cultural or logistical barriers.

Computerised Driving Licenses Issued in Quetta by Year and Gender

Computerized Driving Licenses Issued in Quetta by Year and Gender
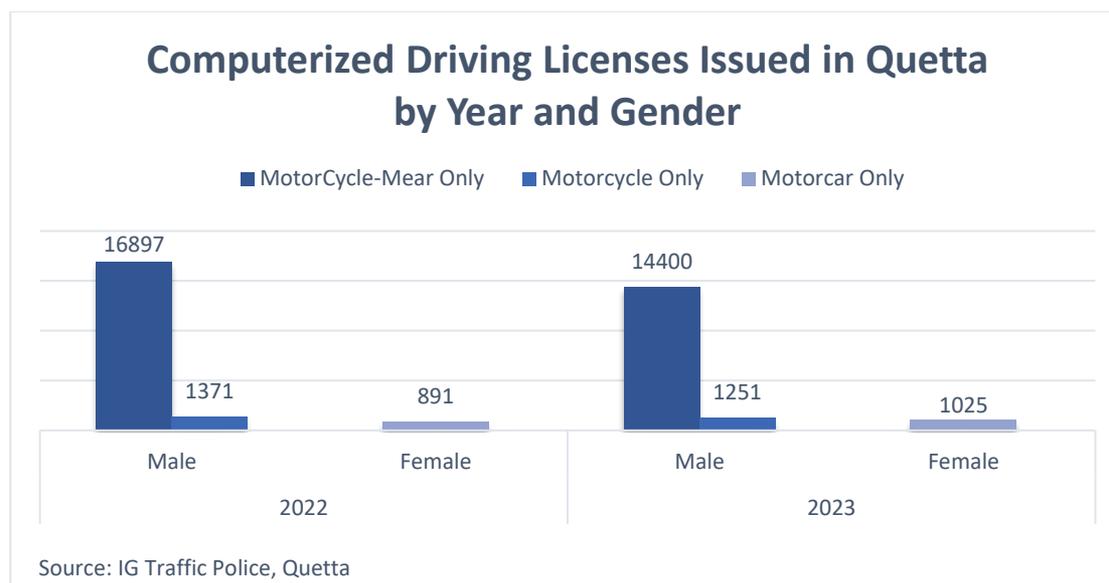
Figure 35: Computerized Driving Licenses Issued in Quetta by Year and Gender

The bar chart above presents data from the Traffic Police, Quetta, regarding the number of computerised driving licenses issued by year and gender. In 2022, a total of 16,897 males received licenses for motorcycles and motorcars, but this number decreased to 14,400 in 2023. This decline of 2,497 licenses represents approximately a 14.78% drop, which may suggest a reduced interest in obtaining licenses, possibly due to improved public transportation options and stricter licensing regulations. Similarly, the number of motorcycle licenses issued to males fell by about 8.75%, from 1,371 in 2022 to 1,251 in 2023. In contrast, the number of females obtaining computerised driving licenses for motorcars increased from 891 in 2022 to 1,025 in 2023, reflecting an approximate growth of 15%. This trend indicates a growing interest among females in driving, likely influenced by social changes and initiatives aimed at improving their mobility.

Conclusion

The demographic profile of Balochistan shows huge gender disparities that are a barrier to the province's socio-economic development. A gender-inclusive development approach can help address education, healthcare, and economic underdevelopment. This can also help unlock demographic dividends as women's participation in this province can drive economic growth, improve health outcomes, and enhance educational indicators, ultimately contributing to a more prosperous and equitable society.

Initiatives like microfinance programs, vocational training, and policies that promote female entrepreneurship could enable the region to tap into this opportunity. Provision of equitable health opportunities and resources in this regard is not just a moral imperative but also a key milestone that needs to be overcome in order to get the desired social progress and economic growth. A healthy and well-educated young female population can significantly alter the socioeconomic landscape of Balochistan and be a great source of economic relief for the dependent elderly population.

Recommendations

Policy Recommendations

Addressing the Needs of Persons with Disabilities (PWDs)

- Implement infrastructure accessibility standards in public spaces and government facilities across Balochistan.
- Provide subsidized assistive devices and technologies for PWDs, especially women and children, to enhance their mobility and social participation.

Enhancing Civil Registration Systems

- Awareness campaigns should be launched to highlight the benefits of registering CNICs for women, transgender persons, and PWDs to ensure their access to social benefits and legal protections like right to vote, inheritance and ownership of assets and social protection programs.
- Initiate targeted outreach programs and coverage in districts with low registrations.
- Collaborate with community leaders to address cultural and logistical barriers hindering the documentation of women and minorities.

Improving Access to ICT and Digital Skills

- Introduce digital literacy programs targeting rural and urban women to bridge the gender gap in technology use.
- Develop partnerships with ICT service providers to offer affordable and accessible internet packages tailored for women.
- Establish ICT training hubs in rural areas with a specific focus on women and transgender individuals.

Procedural

Streamlining Documentation Processes

- Simplify CNIC registration procedures and increase coverage by NADRA mobile vans to rural areas and districts with fewer registrations.
- Train enumerators and registrars to ensure inclusive documentation of transgender persons and PWDs in census and surveys.

Enhancing Data Collection

- Maintain district- and gender-disaggregated data on key demographics to monitor progress and identify gaps in gender parity initiatives.
- Strengthen data accuracy by integrating advanced technology and ensuring consistent methodologies across surveys and censuses.

Improving ICT Accessibility

- Conduct surveys to identify digital literacy levels among men, women, and transgender persons and use the data to design targeted ICT training programs.

- Ensure schools and community centres in rural areas are equipped with ICT facilities and trained staff to encourage inclusive usage.

HEALTH

HEALTH

Key Findings

- ❖ In 2023, Balochistan allocated Rs. 29.7 billion to healthcare, with Rs. 10.7 billion earmarked for ongoing projects under the Provincial Public Sector Development Program (PSDP), reflecting efforts to enhance health infrastructure.

- ❖ The province had 1,562 healthcare facilities, with Basic Health Units (BHUs) forming 50.3% of the total. Dispensaries accounted for 32.4%, Rural Health Centres (RHCs) 7.3%, and hospitals 3.5%.

- ❖ The number of Rural Health Centres increased by 15.8% in 2023, but Basic Health Units saw a slight decline of 1.53% compared to the previous year.

- ❖ The number of MBBS doctors grew by 5.0%, reaching 8,445 in 2023. Female doctors comprised 39.1% of this workforce, marking a 4.9% increase from 2022.

- ❖ A significant decrease of 22.2% in the number of nurses was recorded in 2023, with the figure dropping from 1,323 in 2022 to 1,030.

- ❖ Immunization campaigns showed progress, with 251,344 doses of tetanus toxoid administered to pregnant women. Quetta Division led in terms of coverage.

- ❖ Live births in healthcare facilities increased by 8.19%, totalling 21,685 in 2023, though normal deliveries decreased by the same percentage.

- ❖ Antenatal care visits rose by 9.5% in 2023, with 97,878 visits recorded. Concurrently, anaemia prevalence among pregnant women during these visits dropped by 13.1%.

- ❖ Healthcare resources remained unevenly distributed, with Quetta Division enjoying better facilities, while remote areas like Rakhshan and Zhob continued to struggle with shortages.

Introduction

Health is universally recognized as a fundamental and essential human right and a keystone for sustainable development. The World Health Organization (WHO)[35] emphasizes the equitable access to healthcare as a vital indicator for not only individual's wellbeing but also for the wider socio-economic development in a society. The third Sustainable Development Goal (SDG) stresses safeguarding health and promotion of wellbeing for all ages thereby highlighting the necessity of robust and inclusive healthcare systems[36]. A key target within SDG-3 is providing quality healthcare coverage and services to everyone nevertheless the global progress towards Universal Health Coverage (UHC) has been slow and it has been projected that by 2030, the 35 percent of the world's population will not have access to essential health services[37]. According to World Economic Forum (WEF), in 2021, around 4.5 billion people were not covered by essential health services[38]. The 2023 global monitoring report highlighted the same stating that out of 194 countries, a significant majority, that is 108 countries, experienced either worsening or no significant changes in service coverage[39]. In 2022, the WHO introduced the Global Health Sector Strategies (GHSS) for 2022-2030 to tackle such persistent health disparities. This framework advocated for the provision of comprehensive, just, and people-cantered healthcare approaches to address diseases such as HIV, hepatitis, and sexually transmitted infections (STIs)[40]. Likewise, the European Union (EU) launched its Global Health Strategy in 2022 emphasized strengthening global health systems and initiating innovative responses to emerging health challenges to achieve the goal of better health for all[41]. These frameworks provide a roadmap for Low and Middle Income Countries (LMICs), such as Pakistan, to align their health policies and practices with global agendas.

While the global health frameworks as well as national strategies have long emphasized inclusive healthcare systems, they often fail to address the deep-rooted gendered health disparities that disproportionately affect women and girls[42]. Gendered health disparities manifest across various dimensions, including access to services, quality of care, and health outcomes, for instance, the cultural norms, financial dependency, and restricted mobility often obstruct women's access to healthcare services in LMICs including Pakistan[43]. These barriers are intensified by systemic biases in healthcare policies as well as delivery mechanisms that often fail to prioritize women's specific health needs such as maternal and reproductive healthcare[44]. These health disparities intersect with economic inequalities in LMICs where women bear a double brunt as they are underrepresented in formal labour force. This means that they are less likely to have access to

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[35] (World Health Organization, 2022a)
[36] (Guégan JF et al., 2018)
[37] (Bill & Melinda Gates Foundation, 2022)
[38] (Whiting K., 2023)
[39] (World Health Organization and International Bank for Reconstruction and Development / The World Bank, 2023)
[40] (World Health Organization, 2022a)
[41] (European Commission, 2022)
[42] (Smith & Sinkford, 2022)
[43] (Bohren MA et al., 2024)
[44] (Kalindi, AM et al., 2023)

health insurance or financial resources to afford private healthcare[45]. The reliance on out-of-pocket expenses for healthcare, which constitutes a significant portion of health financing in Pakistan, further exacerbates these disparities, as it disproportionately burdens women and women-headed households[46]. The World Economic Forum's (WEF) Global Gender Gap Report 2024 reported a 3.9% gendered health disparity in Pakistan and ranked the country at 132nd position out of 146 countries[47].

The Legatum Health Prosperity Index 2023 placed Pakistan at 124th slot out of 167 countries indicating below average access to healthcare, poor health outcomes, and higher mortality rates[48]. The Global Health Security (GHS) Index 2021 ranked Pakistan at 130th position out of 195 countries with an index score of 30.4 highlighting the need for health interventions[49]. In the Southern Asia region, Pakistan was ranked 8th out of nine countries presenting a dismal health security situation. With respect to prevention, Pakistan's score of 17.1 indicated the need for significant improvements in areas like antimicrobial resistance and immunization and a score of 29.2 on detection and reporting highlighted the need for enhancing laboratory and surveillance systems[50]. Likewise, Pakistan scored 18.8 on rapid response to health crises, 26.8 on health systems, and 44.8 on risk environment[51] suggesting the need for improving emergency response operations and risk communication, increasing healthcare access and infection control practices, and generating a favourable environment to reduce socio-economic, political, and infrastructural risks. Though some legislative initiatives are underway to improve the healthcare situation in Pakistan, for example, the proposed Universal Health Coverage Act 2024 that focuses on expanding healthcare infrastructure, enhancing service delivery, and implementing financial protection mechanisms to achieve UHC[52]. However, the UHC Act till date has not been enacted into law and its successful enactment and implementation depend on overcoming legislative hurdles, ensuring adequate resource allocation, and fostering collaboration among stakeholders[53].

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[45] (Khan A et al., 2023)
[46] (Zubair M et al., 2024)
[47] (World Economic Forum, 2024)
[48] (Legatum Institute, 2023)
[49] (Bell & Nuzzo, 2021)
[50] Ibid
[51] Ibid
[52] (Senate of Pakistan, 2024)
[53] (Mirza Z, 2024)

Organisation of Analysis
- ➢ Pakistan Health Profile (2023)
- ➢ Balochistan Health Profile (2023)
- ➢ Access to Healthcare
- ➢ Maternal, Antenatal, and Postnatal Care in Balochistan
- ➢ Disease Profile of Balochistan
- ➢ Recommendations
- ➢

Pakistan Health Profile (2023)

Figure 36: Pakistan Health Profile

Balochistan Health Profile (2023)

Figure 37: Balochistan Health Profile

Access to Healthcare

Ensuring access to healthcare is a cornerstone for fostering healthier individuals and communities. It plays a vital role in enabling timely prevention, diagnosis, and treatment of illnesses, ultimately reducing health disparities and improving lives[54]. The key indicators of healthcare accessibility include the availability of medical facilities and the presence of qualified professionals, such as doctors and paramedics, to deliver essential services [55] . Reaching underserved populations remains a critical focus, while immunization programs reflect the commitment to safeguarding communities from preventable diseases. Similarly, providing specialized care, including Antiretroviral Therapy (ART) for HIV/AIDS, showcases the healthcare system's capacity to address diverse needs. Strengthening these aspects is about enhancing healthcare outcomes and promoting equity and resilience in a society.

Healthcare Facilities in Balochistan

There was a total of 1,562 healthcare facilities across Balochistan in 2023, of which 770 (50.3 percent) were Basic Health Units (BHUs), 504 (32.4 percent) dispensaries, 132 (7.3 percent) Rural Health Centres (RHCs), 92 (5.9 percent) Maternal and Child Healthcare (MCH) Centres, 56 (3.5 percent) hospitals, and 08 (0.5 percent) were T.B. Centres.

Comparing these number to 1,554 facilities in 2022, of which 782 were BHUs, 114 RHCs, and 56 were hospitals. There was no change in number of dispensaries, MCH Centres, and T.B. Centres in 2023 compared to 2022. The number of BHUs slightly decreased by 1.53 percent in 2023 whereas the number of RHCs increased by 15.8 percent in 2023. Figure below compares the healthcare facilities in Balochistan in 2022 and 2023.

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[54] (Amri & Sihotang, 2023)
[55] (Pierce M, 2024)

Healthcare Facilities in Balochistan

Total Facility
2022: 1554
2023: 1562 (0.51%)

Number of BHUs
2022: 782
2023: 770

Number of Dispensaries
2022/23: 504

Rural Health Centers
2022: 114
2023: 132

Maternity and Child Health Centers
2022/23: 92

Number of Hospitals
2022/23: 56

T.B Centers
2022/23: 08

Source: Pakistan Economic Survey (2023-24), Balochistan Development Statistics (2023)
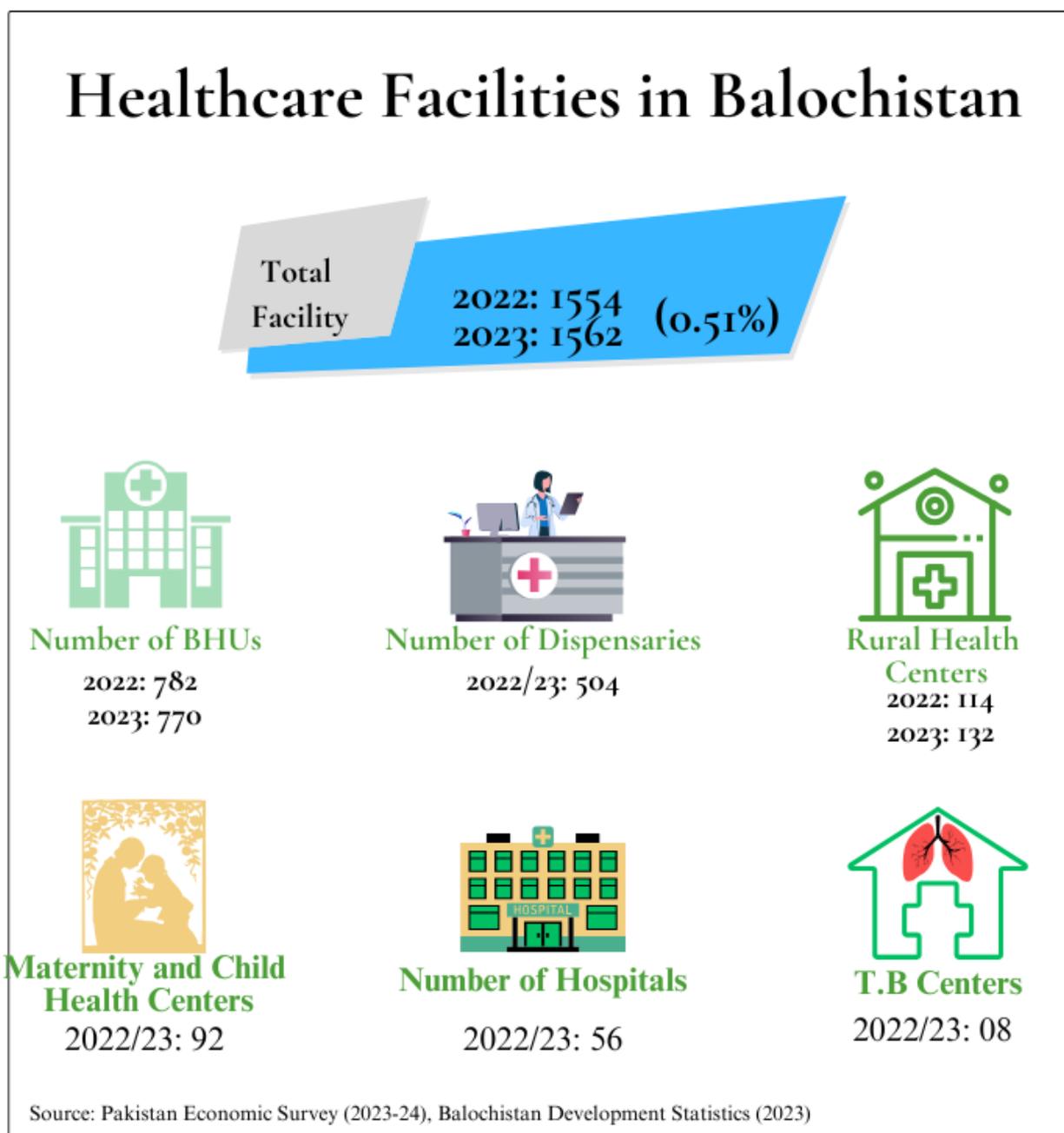
Figure 38: Healthcare Facilities in Balochistan

Human Resources

There was a total of 8,445 MBBS doctors registered with Pakistan Medical and Dental Council (PMDC) in Balochistan in 2023 which was 5.0 percent higher compared to 8,047 doctors in 2022. Of the registered MBBS doctors in 2023, 5,140 (60.9 percent) were male and 3,305 (39.1 percent) were female. The number of male MBBS doctors observed an increase of 5.0 percent in 2023, while the number of female doctors increased by 4.9 percent. The number of dentists in Balochistan registered with PMDC increased from 851 in 2022 to 918 in 2023, which shows an increase of 7.9 percent. A 7.2 percent increase in number of male dentists was seen in 2023 compared to 2022 and

8.5 percent increase was observed in number of female dentists. The figure below gives a gendered comparison of the number of MBBS doctors and dentists for the years 2022 and 2023.

Similar trends were reported with respect to number of specialized doctors. The number of specialized doctors increased by 6.0 percent in 2023, as there were a total 1,960 specialized doctors registered with PMDC in 2023 compared to 1,849 in 2022. The number of male specialized doctors increased by 5.0 percent whereas, female specialized doctors observed an increase of 8.7 percent in 2023. With respect to number of specialized dentists, the number increased by 17.3 percent in 2023, as there were a total 88 specialized dentists registered with PMDC in 2023 compared to 75 in 2022. The number of male specialized dentists increased by 8.8 percent whereas, female specialized dentists observed an increase of 44.4 percent in 2023. The figure below gives a gendered comparison of the number of specialists MBBS doctors and dentists for the years 2022 and 2023
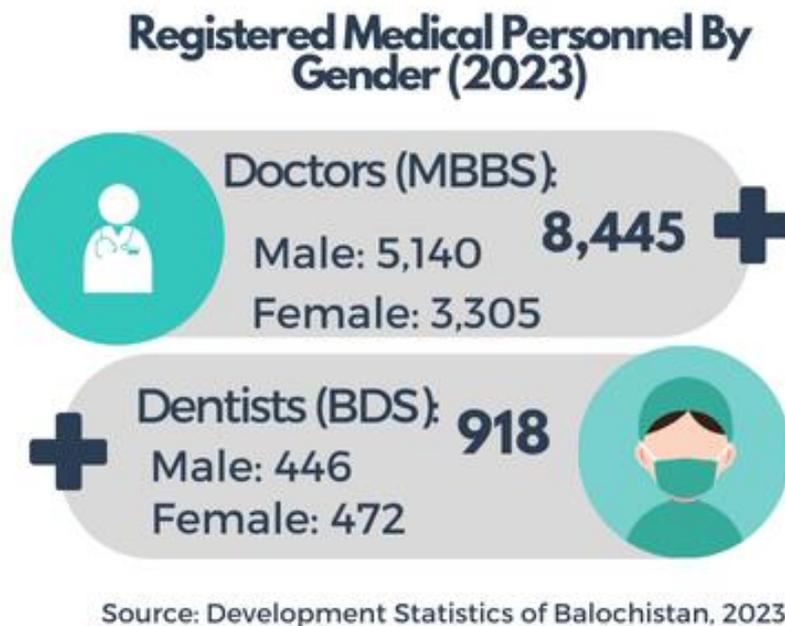

Registered Medical Personnel By Gender (2023)

Doctors (MBBS): 8,445
Male: 5,140
Female: 3,305

Dentists (BDS): 918
Male: 446
Female: 472

Source: Development Statistics of Balochistan, 2023

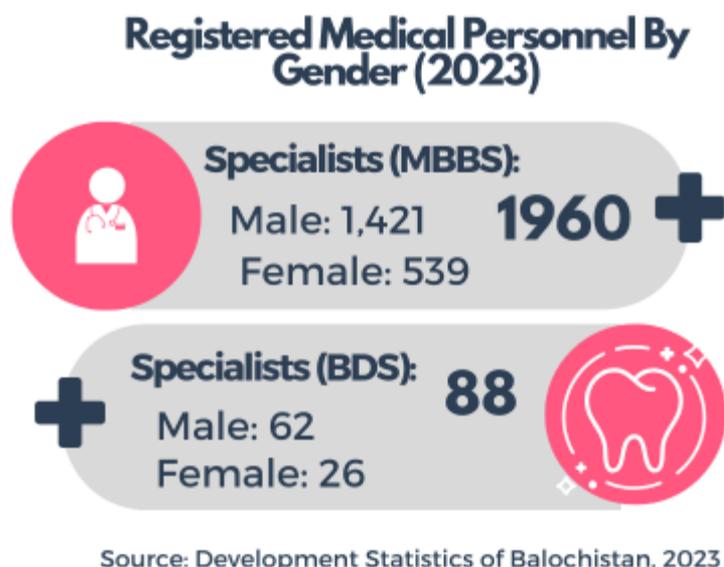**Figure 39: Registered Medical Personnel by Gender (2023)**

Figure 40: Registered Medical Personnel by Gender (2023)

A division-wise analysis showed that Division Quetta followed by Nasirabad and Makran had the highest number of registered MBBS doctors while the lowest number was reported in Division Rakhshan. The highest number of registered male MBBS doctors in 2023 was present in Division Quetta and this number observed an increase of 38.2 percent as there were 1,126 registered male MBBS doctors in 2023 compared to 815 in 2022. Likewise, the highest number of registered females MBBS doctors was reported in Division Quetta. The number observed an increase of 1.6 times as there were 800 registered female MBBS doctors in 2023 compared to 307 in 2022. The figures below show the division-wise and district-wise gendered comparison of male and female MBBS doctors in 2023.
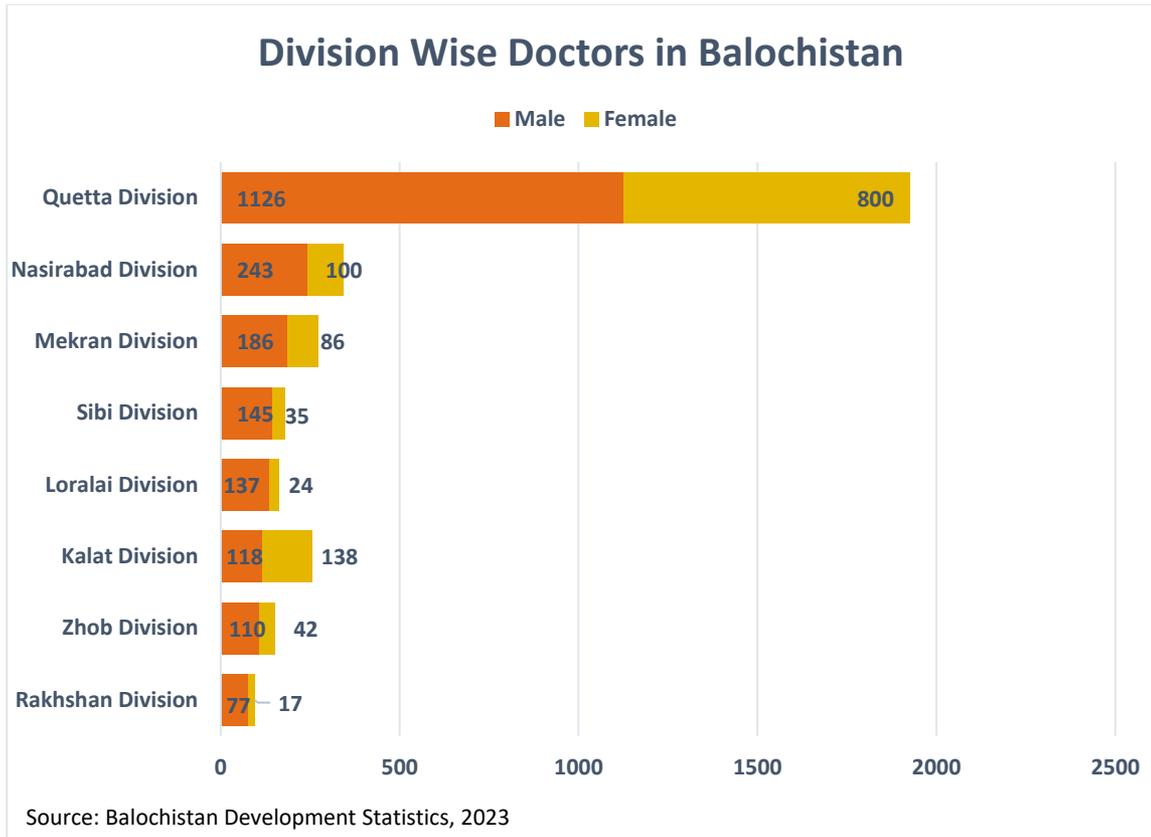
Figure 41: Division Wise Doctors in Balochistan

District Wise Doctors in Balochistan

■ Male ■ Female

District	Value
Quetta	739
Kachi/Bolan	54
Kech/ Turbat	53
Loralai	17
Pishin	29
Zhob	15
killa Abdullah	18
Nasirabad	16
Sibi	3
Jaffarabad	15
Gawadar	14
Kohlu	11
Mastung	27
Nushki	7
Khuzdar	41
Ziarat	19
Musakhail	3
Panjgur	19
Killa Saifullah	20
washuk	5
Sherani	7
Hub	25
Harnai	2
Dera Bugti	0
Chaman	14
Surab/…	4
chagai	0
Barkhan	1
lasbela	38
Kharan	5
Duki	3
Jhal Magsi	12
Shobatpur	2
Awaran	1
Kalat	2
Usta Muhammad	1

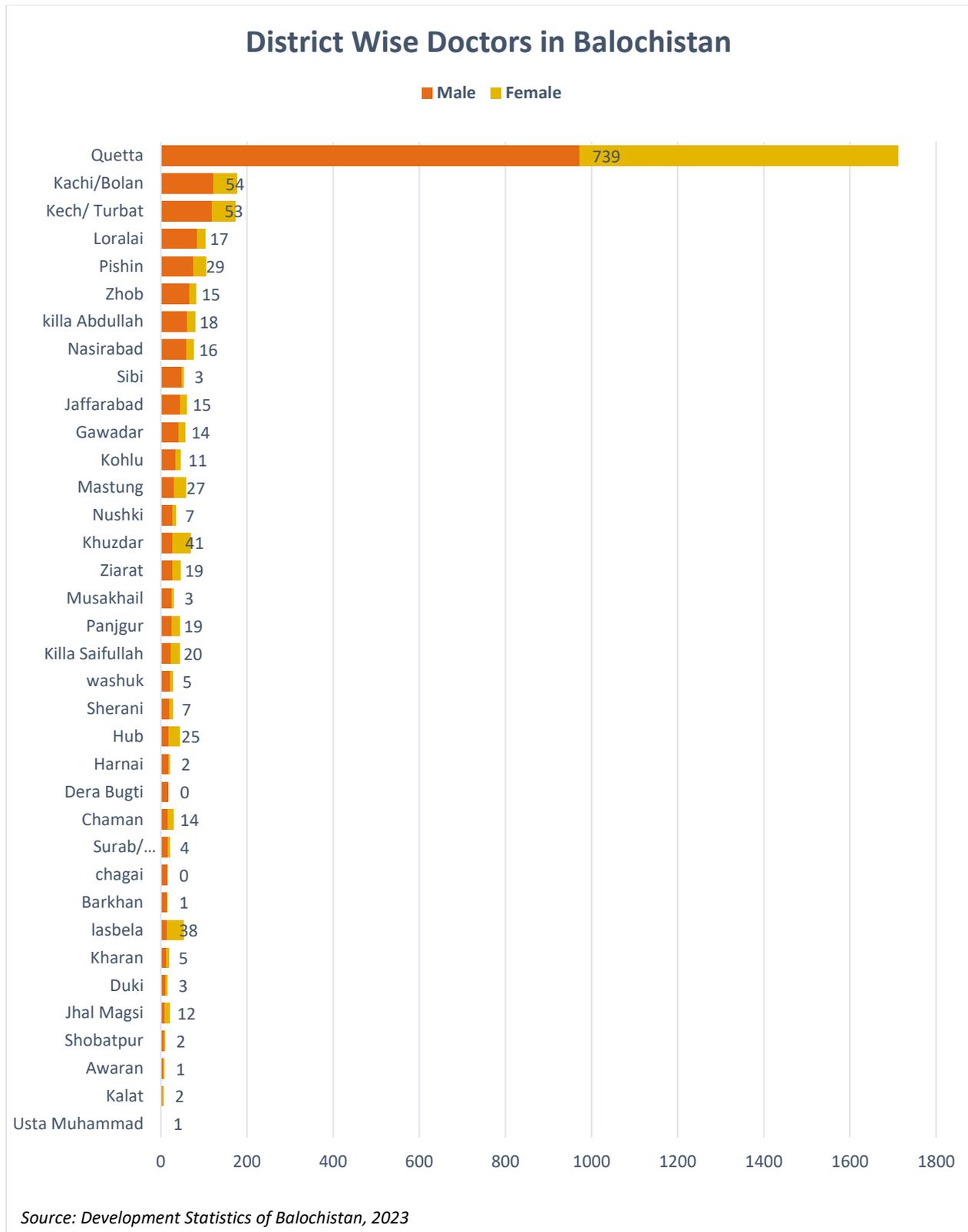*Source: Development Statistics of Balochistan, 2023*

Figure 42: District Wise Doctors in Balochistan

There was a total of 1,030 nurses in Balochistan in 2023 which was 22.2 percent lower compared to 1,323 nurses in 2022. Of the nurses in 2023, 195 (18.9 percent) were male and 835 (81.1 percent)

were female. The number of male nurses observed an increase of 1.8 times in 2023, while the number of female doctors decreased by 33.5 percent (see Figure below).

Registered Nurses by Gender & Year

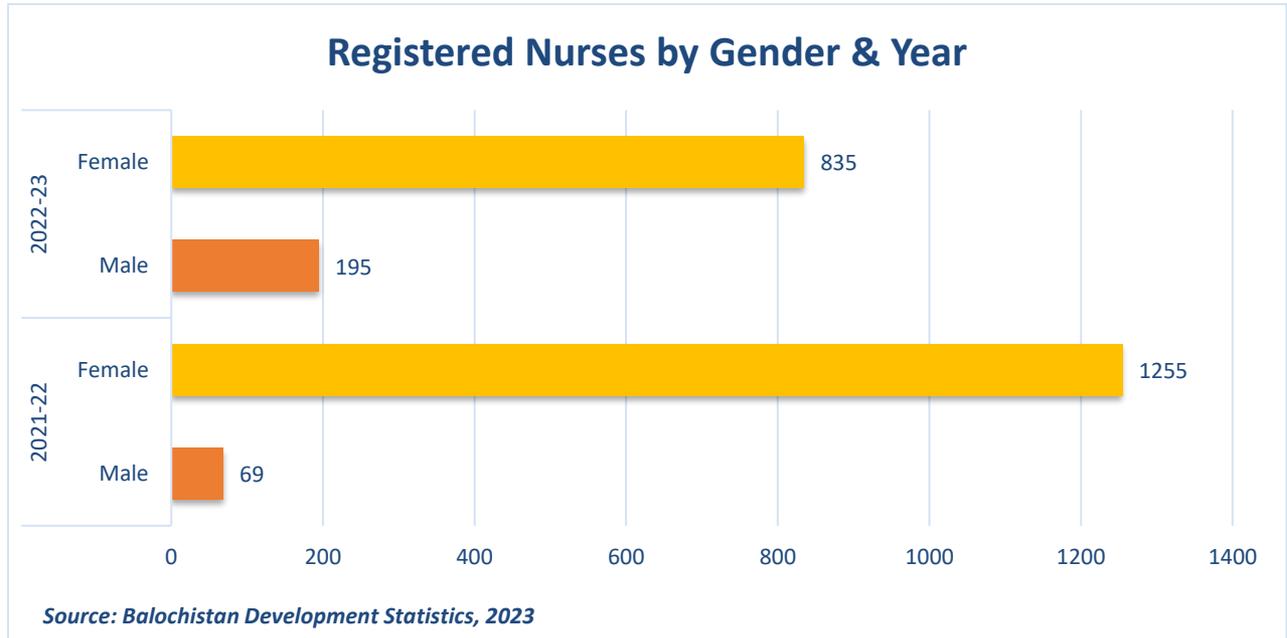*Source: Balochistan Development Statistics, 2023*

Figure 43: Registered Nurses by Gender & Year

A division-wise analysis showed that Division Quetta followed by Kalat and Nasirabad had the highest number of nurses while the lowest number was reported in Division Rakhshan. The highest number of male nurses in 2023 was present in Division Quetta and this number observed an increase of 1.4 times as there were 99 male nurses in 2023 compared to 41 in 2022. Likewise, the highest number of female nurses was reported in Division Quetta, however the number observed a decrease of 36.6 percent as there were 581 female nurses in 2023 compared to 916 in 2022. The figures below show the division-wise and district-wise gendered comparison of male and female nurses in 2023.
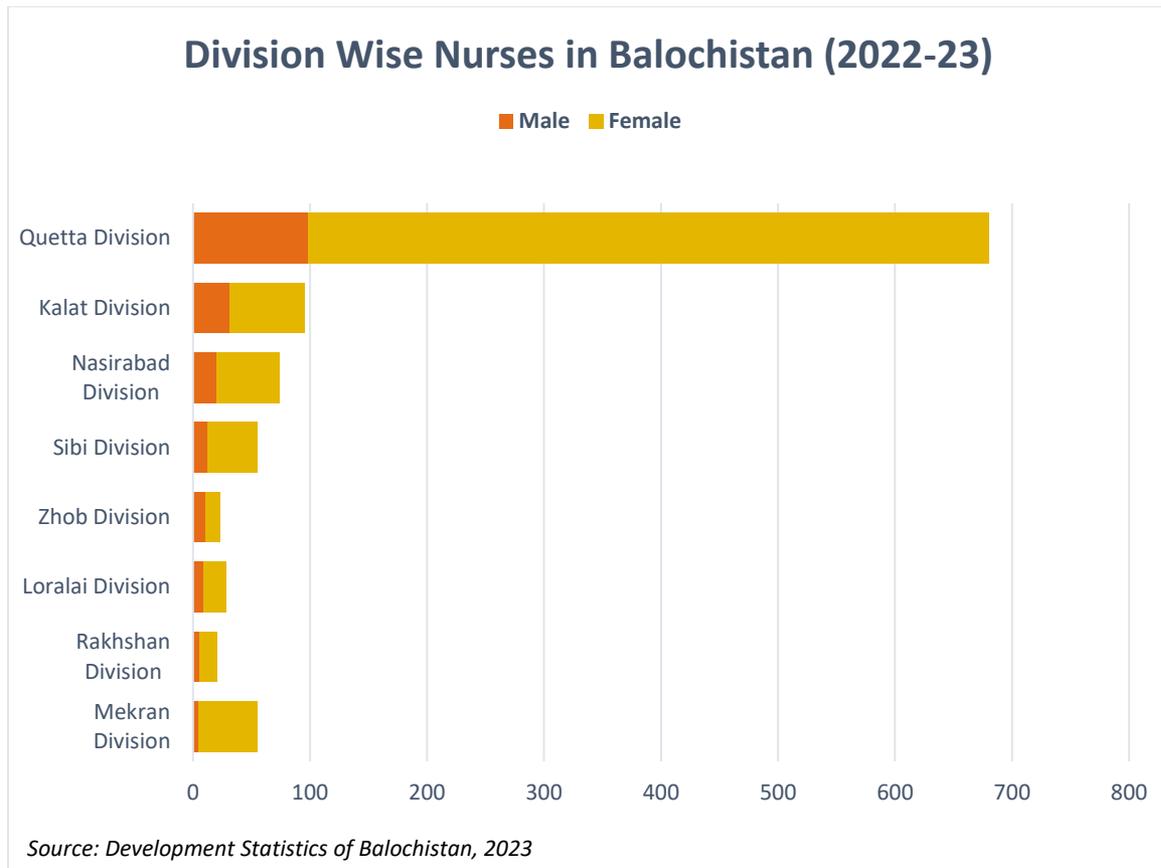
Division Wise Nurses in Balochistan (2022-23)

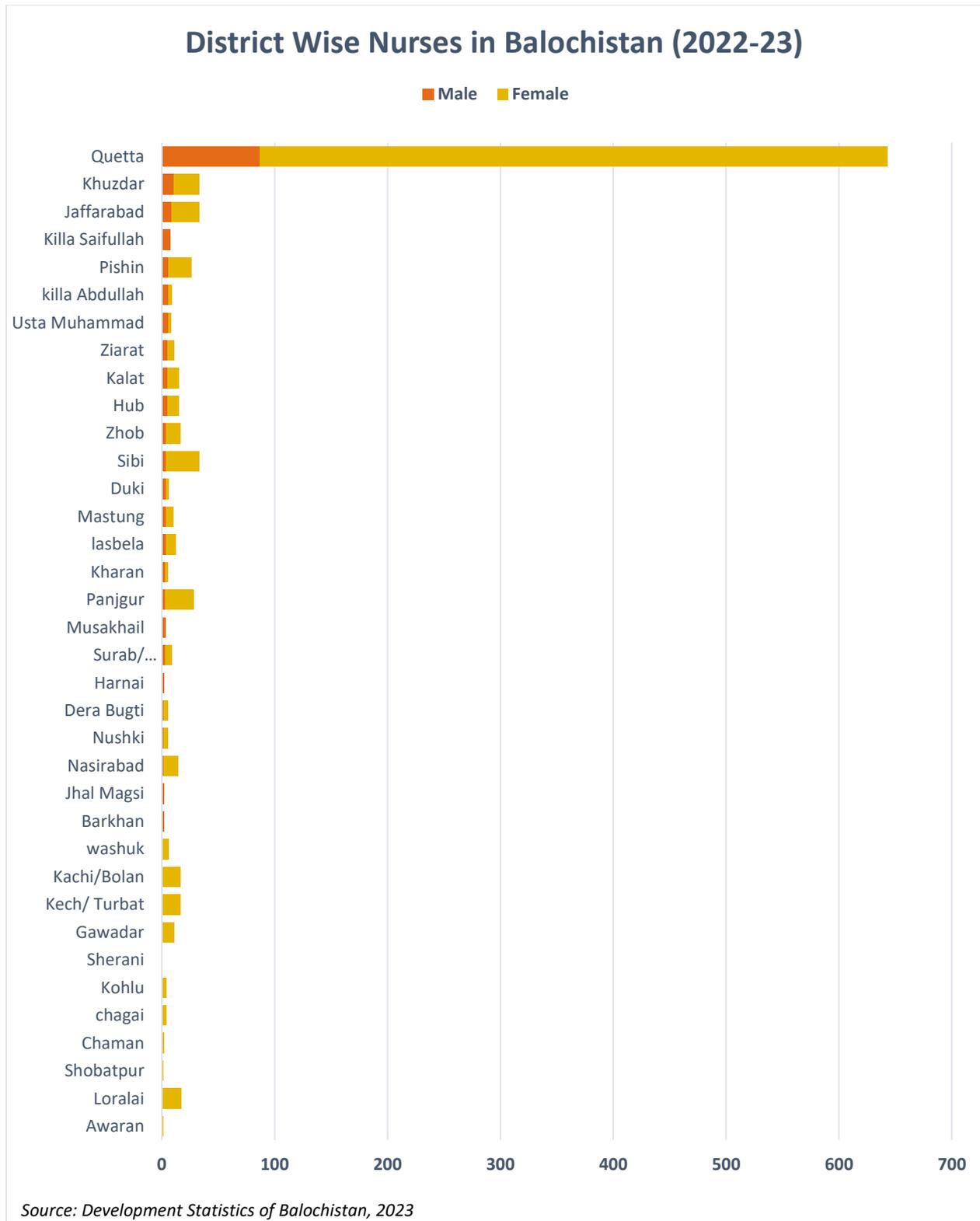■ Male ■ Female

Division	Value

Source: Development Statistics of Balochistan, 2023

Figure 44: Division Wise Nurses in Balochistan (2022-23)

District Wise Nurses in Balochistan (2022-23)

■ Male ■ Female

Source: Development Statistics of Balochistan, 2023

Figure 45: District Wise Nurses in Balochistan (2022-23)

There was a total of 1,009 lady health visitors (LHVs) in Balochistan in 2022. The total number of mid-wives/*dai's* in 2022 was 1703. The number of LHVs and mid-wives/*dai's* remained unchanged in 2023 (see Figure below).
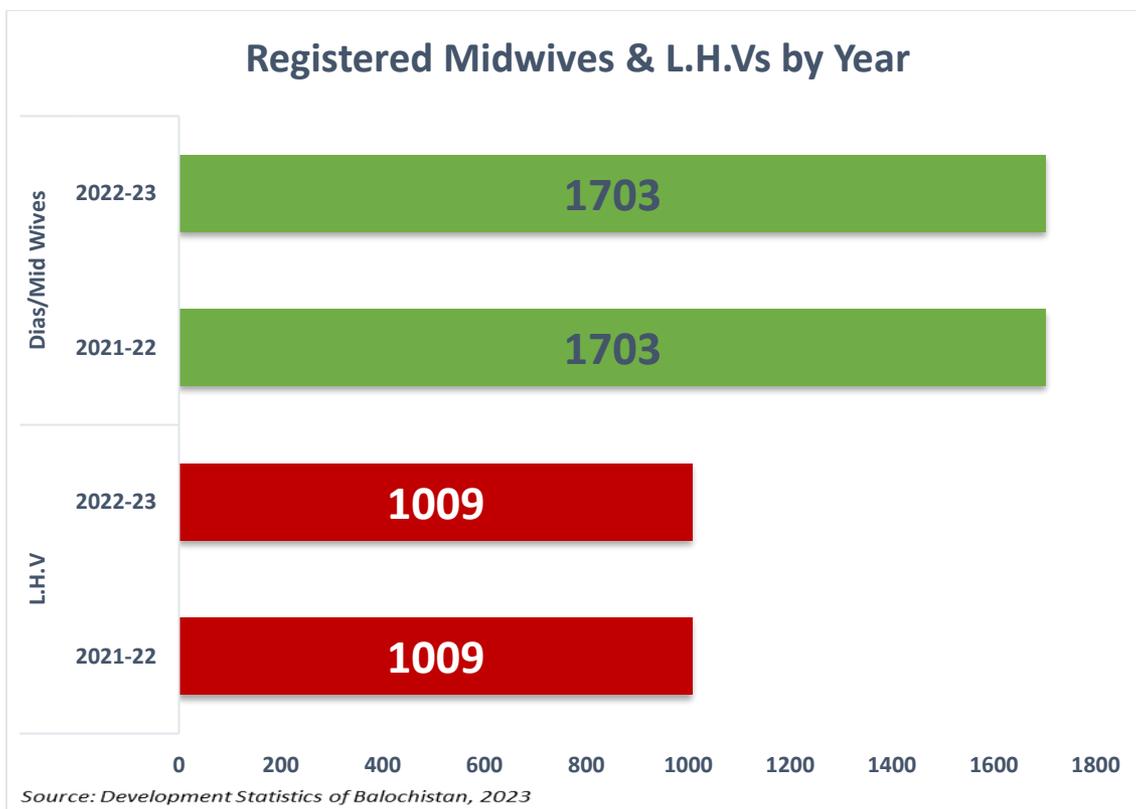

Figure 46: Registered Midwives & L.H.Vs by Year

The division-wise distribution showed that the highest number of LHVs was present in Division Sibi followed by Kalat and Quetta while the lowest number of LHVs was observed in Division Zhob followed by Loralai and Rakhshan. The highest number of mid-wives/*dai's* was reported in Division Kalat followed by Sibi and Quetta while the lower number was present in Division Zhob followed by Rakshan and Loralai. The highest number of LHVs was reported in District Sibi followed by Panjgur and Dera Bugti while no presence of LHVs was reported in Districts Hub, Usta Muhammad, and Chaman. The highest number of mid-wives/*dai's* was observed in District Kohlu followed by Kech/Turbat and Quetta while no presence was reported in Districts Hub, Usta Muhammad, and Chaman. The figures below show the division-wise and district-wise distribution of LHVs and mid-wives/*dai's* in 2023.
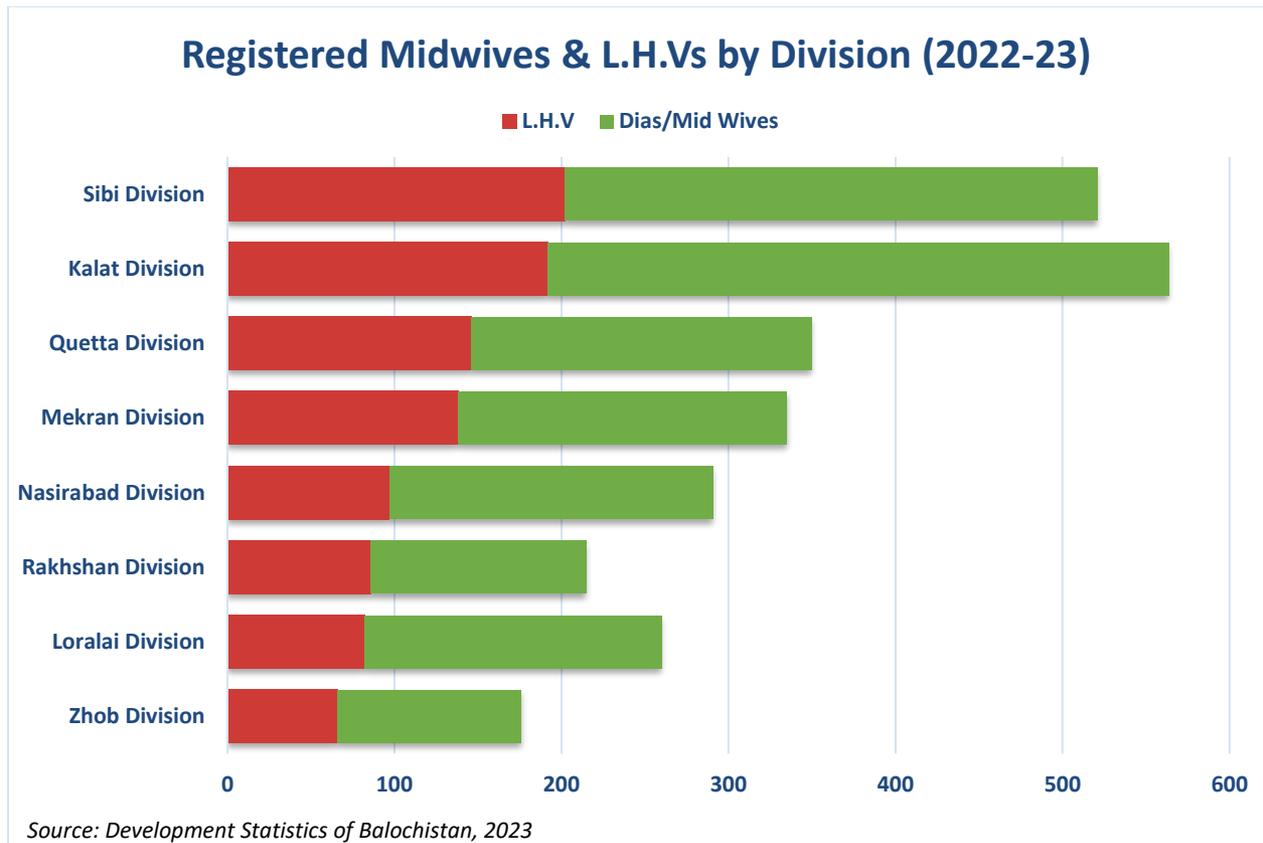
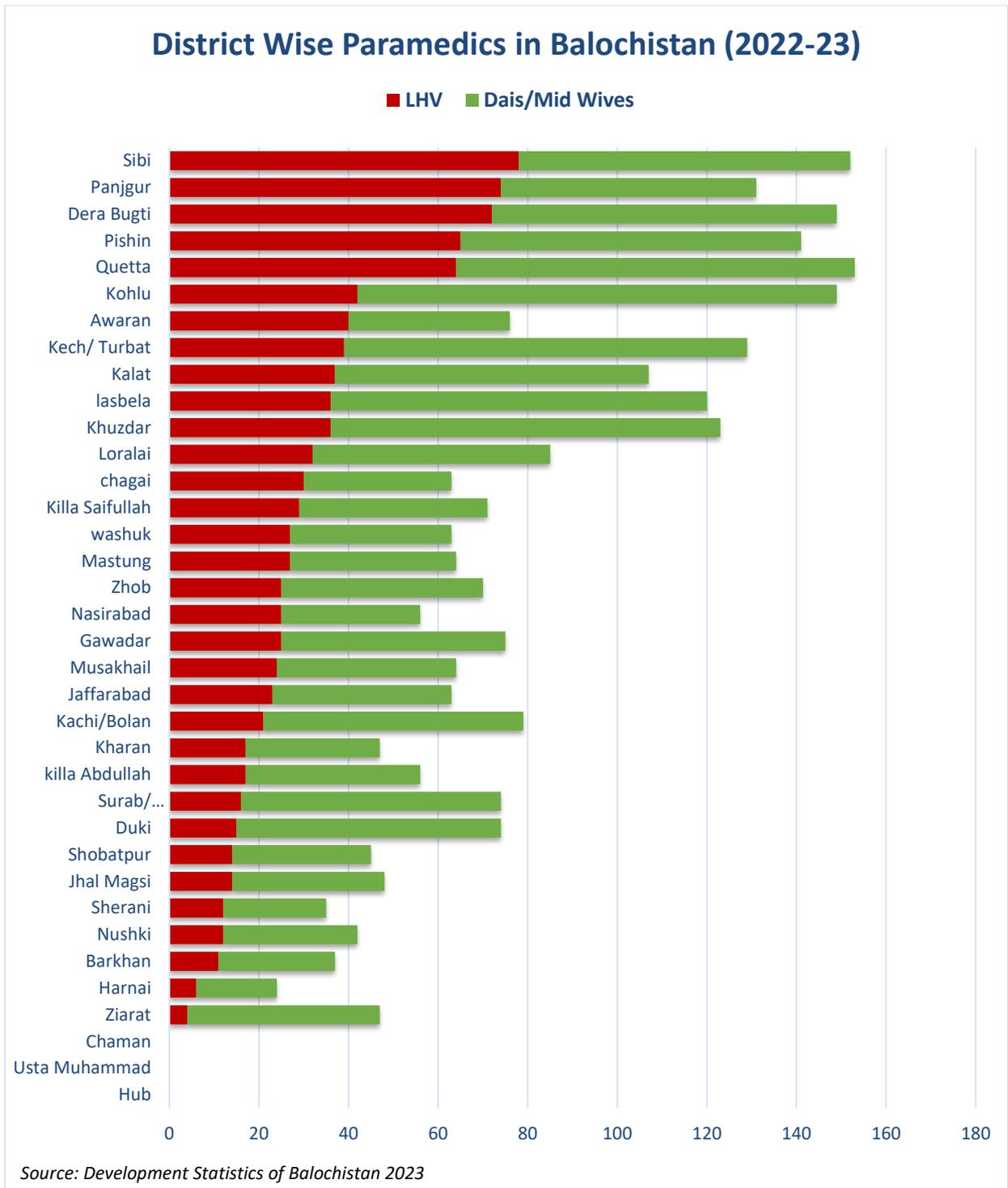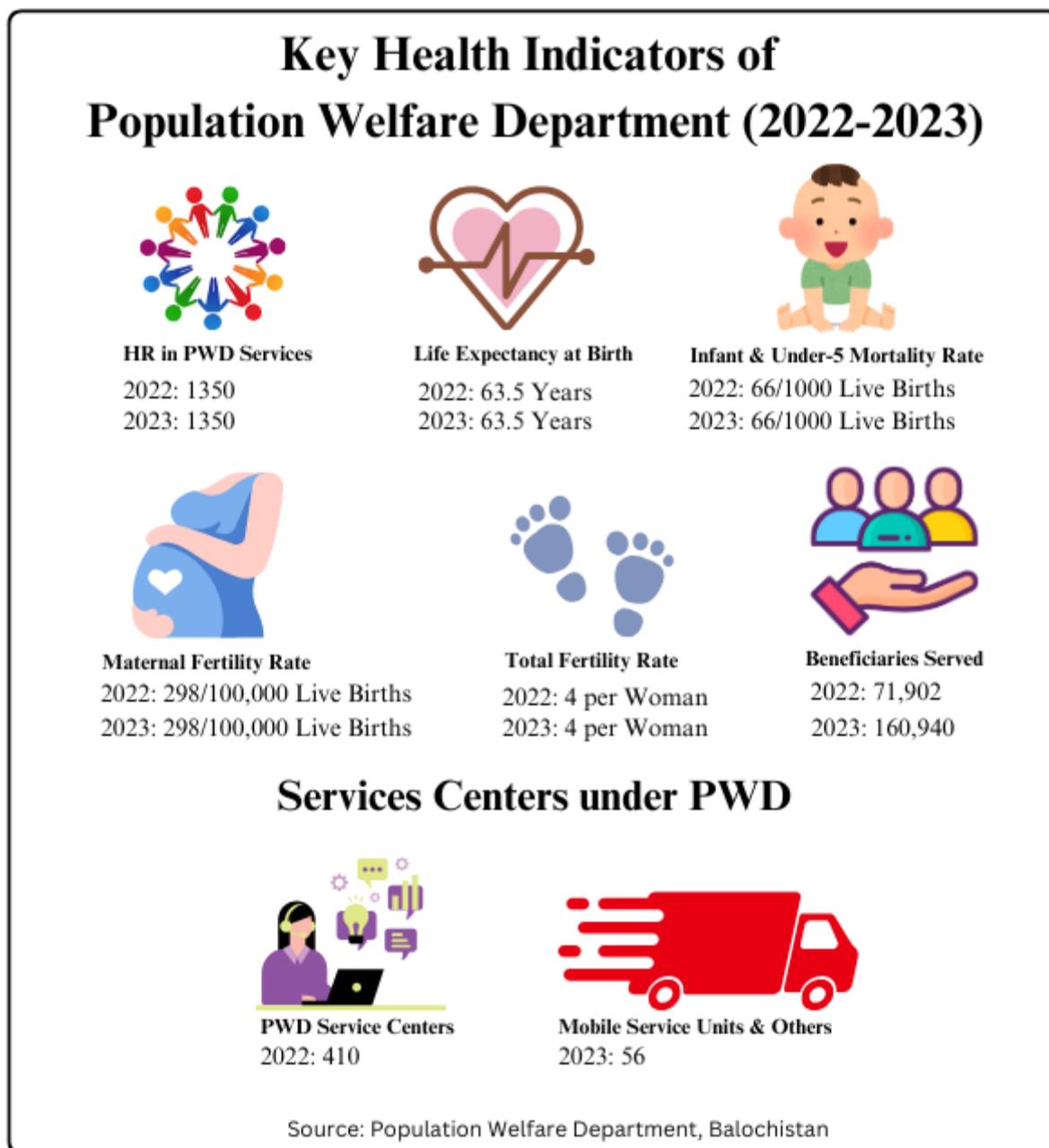**Figure 47: Registered Midwives & L.H.Vs by Division (2022-23)**

District Wise Paramedics in Balochistan (2022-23)

■ LHV   ■ Dais/Mid Wives

Source: Development Statistics of Balochistan 2023

Figure 48: District Wise Paramedics in Balochistan (2022-23)

Services Provided by Population Welfare Department

Key Health Indicators of Population Welfare Department (2022-2023)

HR in PWD Services
2022: 1350
2023: 1350

Life Expectancy at Birth
2022: 63.5 Years
2023: 63.5 Years

Infant & Under-5 Mortality Rate
2022: 66/1000 Live Births
2023: 66/1000 Live Births

Maternal Fertility Rate
2022: 298/100,000 Live Births
2023: 298/100,000 Live Births

Total Fertility Rate
2022: 4 per Woman
2023: 4 per Woman

Beneficiaries Served
2022: 71,902
2023: 160,940

Services Centers under PWD

PWD Service Centers
2022: 410

Mobile Service Units & Others
2023: 56

Source: Population Welfare Department, Balochistan

Beneficiaries of Health Facilities

A total of 3,005 indoor patients were treated in various health facilities of Balochistan in 2023 whereas a total of 10.1 million outdoor patients were attended during the same year. Of these 10.1 million patients, 5.6 million were male and 4.5 million were female. The highest number of outdoor patients were treated in Division Kalat (2.3 million) followed by Nasirabad (1.8 million) and Quetta (1.5 million) while the lowest number was treated in Division Zhob followed by Loralai and Rakhshan. In all the divisions, the number of male patients attended was higher compared to female patients. The highest number of patients, that is 972,585, was attended in District Jaffarbad, of which 578,687 were male and 393,898 were female. Of the 36 districts in

Balochistan, the only districts where more female patients were attended were Awaran, Mastung, Gwadar, Panjgur, Chagai, and Quetta. The figure below shows the district-wise comparison of male and female outdoor patients treated in various health facilities of Balochistan in 2023.
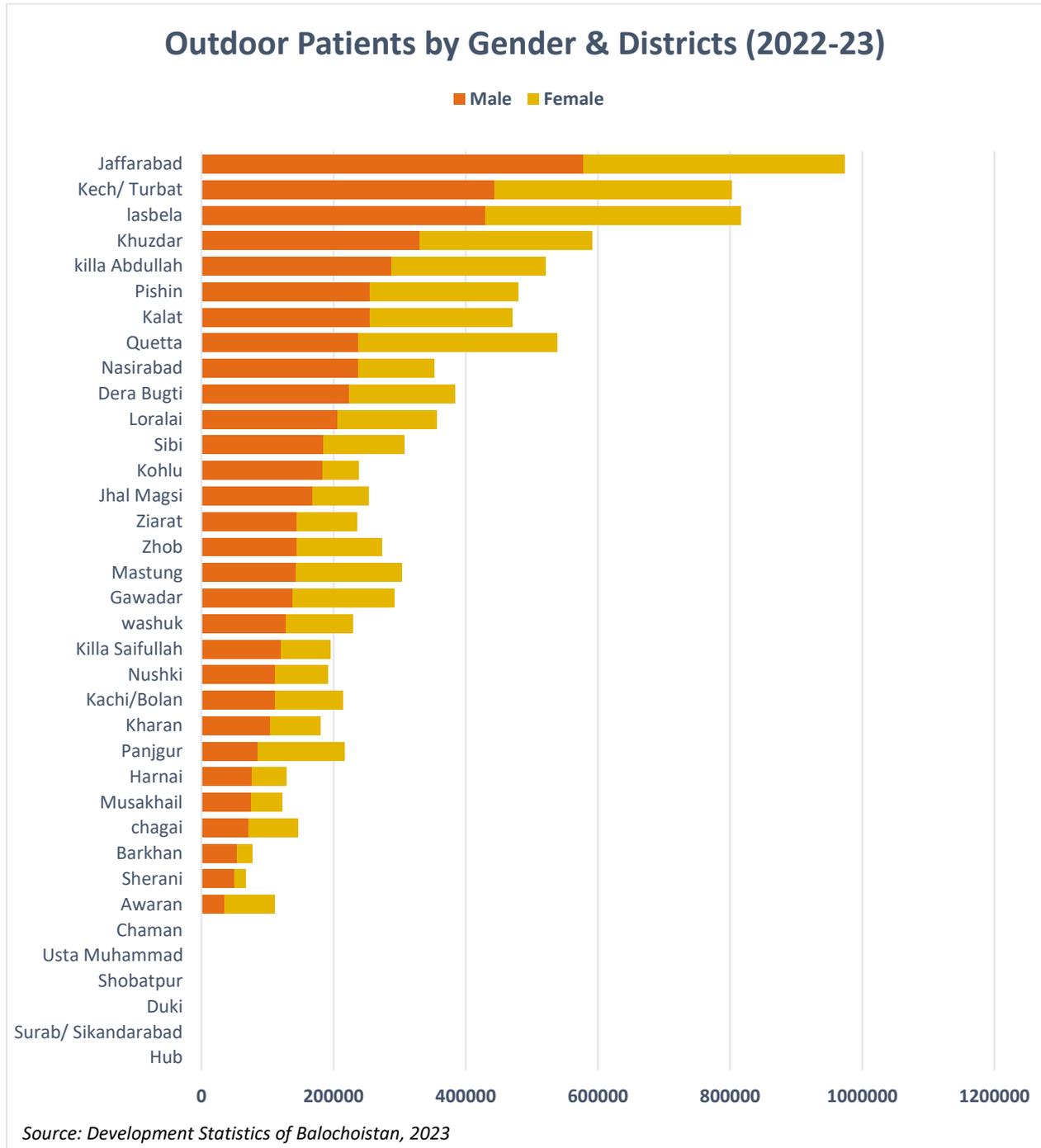
Outdoor Patients by Gender & Districts (2022-23)

■ Male ■ Female

Districts (top to bottom): Jaffarabad, Kech/ Turbat, lasbela, Khuzdar, killa Abdullah, Pishin, Kalat, Quetta, Nasirabad, Dera Bugti, Loralai, Sibi, Kohlu, Jhal Magsi, Ziarat, Zhob, Mastung, Gawadar, washuk, Killa Saifullah, Nushki, Kachi/Bolan, Kharan, Panjgur, Harnai, Musakhail, chagai, Barkhan, Sherani, Awaran, Chaman, Usta Muhammad, Shobatpur, Duki, Surab/ Sikandarabad, Hub

X-axis: 0, 200000, 400000, 600000, 800000, 1000000, 1200000

Source: Development Statistics of Balochoistan, 2023

Figure 49: Outdoor Patients by Gender & Districts (2022-23)

Immunization Coverage in Health Facilities

A total of 251,344 doses of tetanus toxoid was administered to pregnant women across Balochistan in 2023 of which TT-I was 60.9 percent (153,086), TT-II was 33.5 percent (84,177), TT-III was 3.9 percent (9,713), TT-IV was 1.1 percent (2,825), and TT-V was 0.6 percent (1,543). The figure below shows the immunization coverage of pregnant women in various health facilities of Balochistan in 2023.
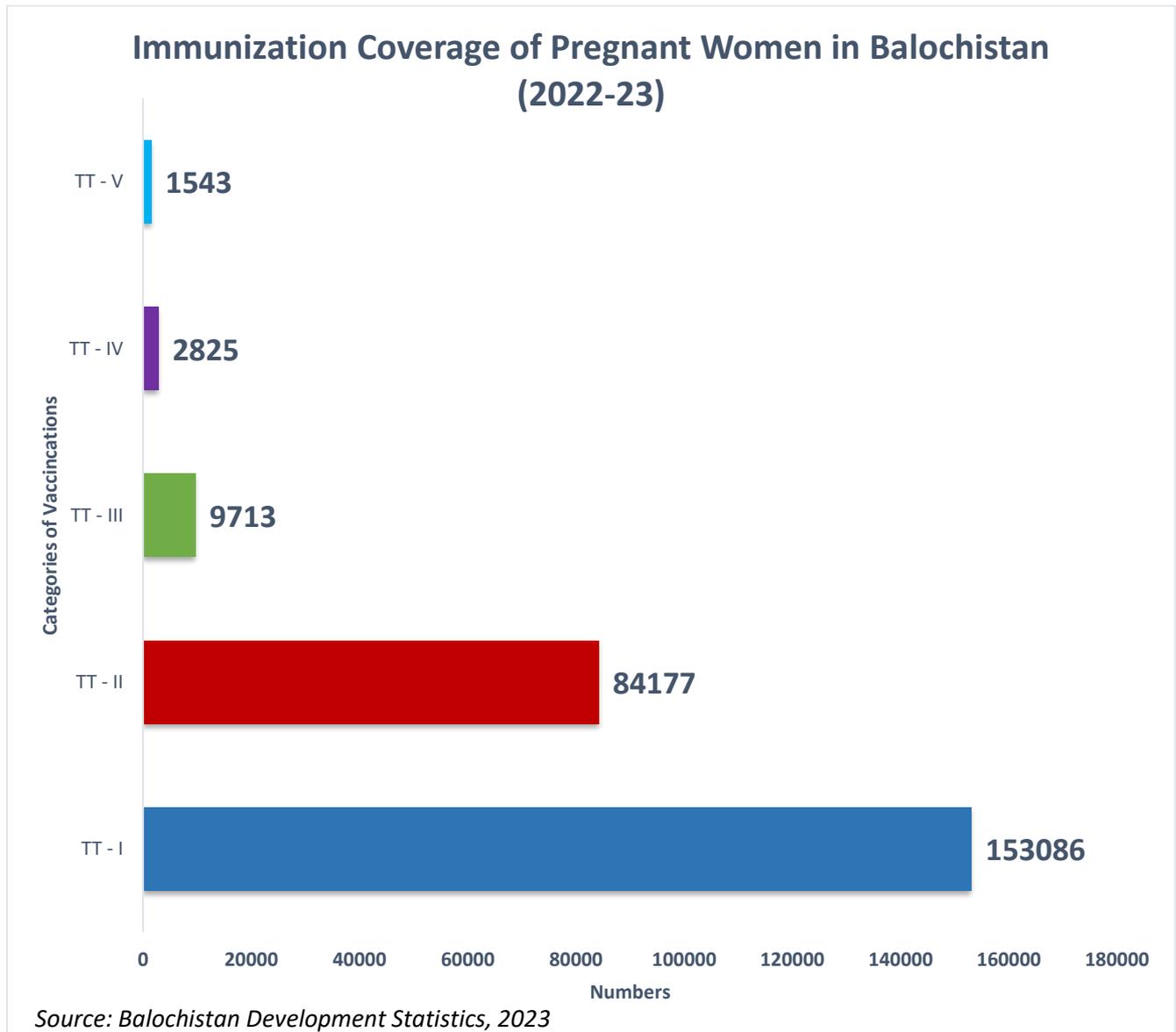

Figure 50: Immunization Coverage of Pregnant Women in Balochistan (2022-23)

A division-wise analysis showed (see figure) that Quetta (77,043) followed by Kalat (54,736) and Nasirabad (46,178) administered the highest number of tetanus vaccines among pregnant women while the lowest number was reported for Zhob division (5,459) followed by Loralai (12,040) and Rakhshan (12,716).
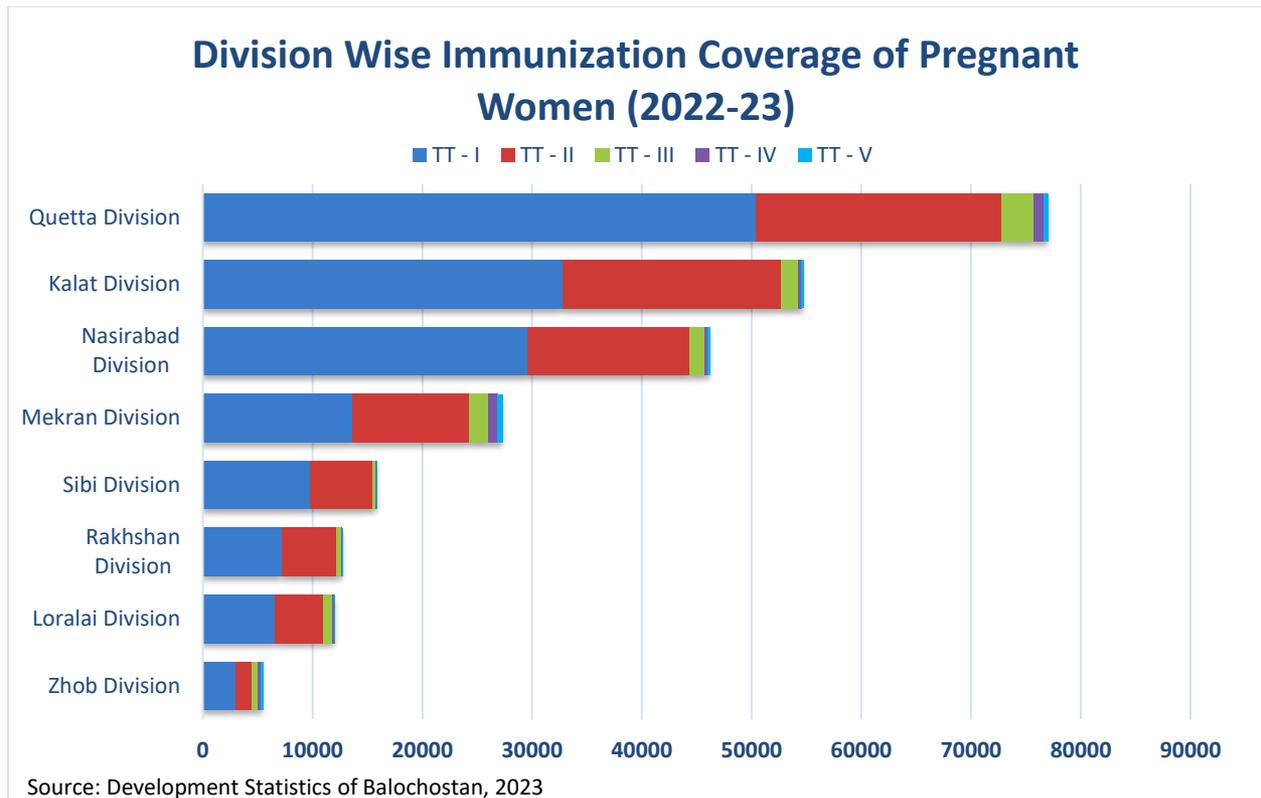
Figure 51: Division Wise Immunization Coverage of Pregnant Women (2022-23)

A district-wise analysis showed that District Quetta (61,203) followed by Kech/Turbat (21,573) and Labella (17,767) administered highest dosage of tetanus vaccine while the lowest number was reported in Hub and Sherani (no dosage) followed by Harnai (1,146). The figure below shows the district-wise tetanus vaccine coverage among pregnant women in Balochistan.
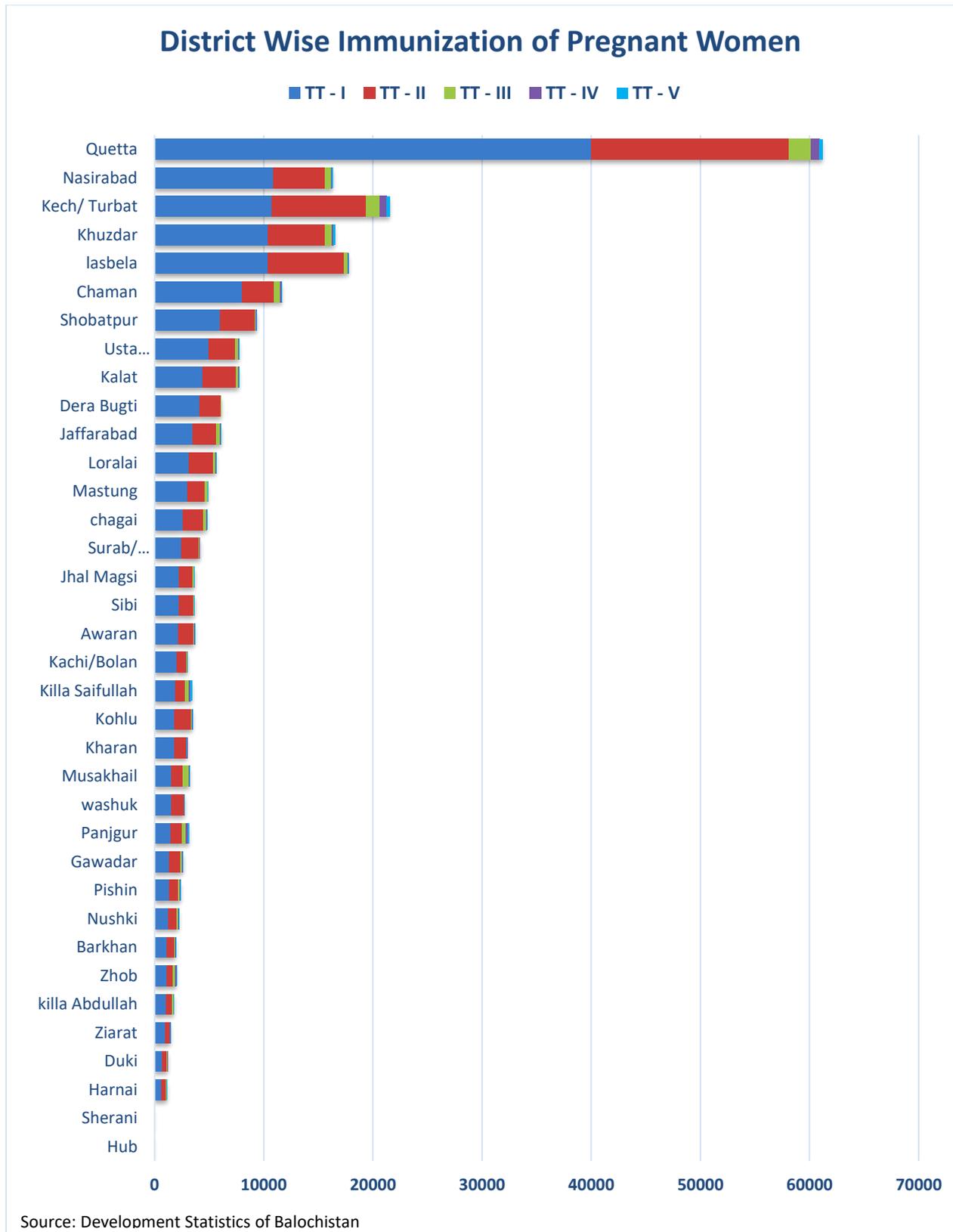
Figure 52: District Wise Immunization of Pregnant Women

A total of 81,658 doses of tetanus toxoid was administered to non-pregnant women across Balochistan in 2023 of which TT-I was 51.6 percent, TT-II was 27.6 percent, TT-III was 14.5 percent, TT-IV was 4.3 percent, and TT-V was 2.0 percent. The figure below shows the tetanus vaccine coverage of non-pregnant women in various health facilities of Balochistan in 2023.
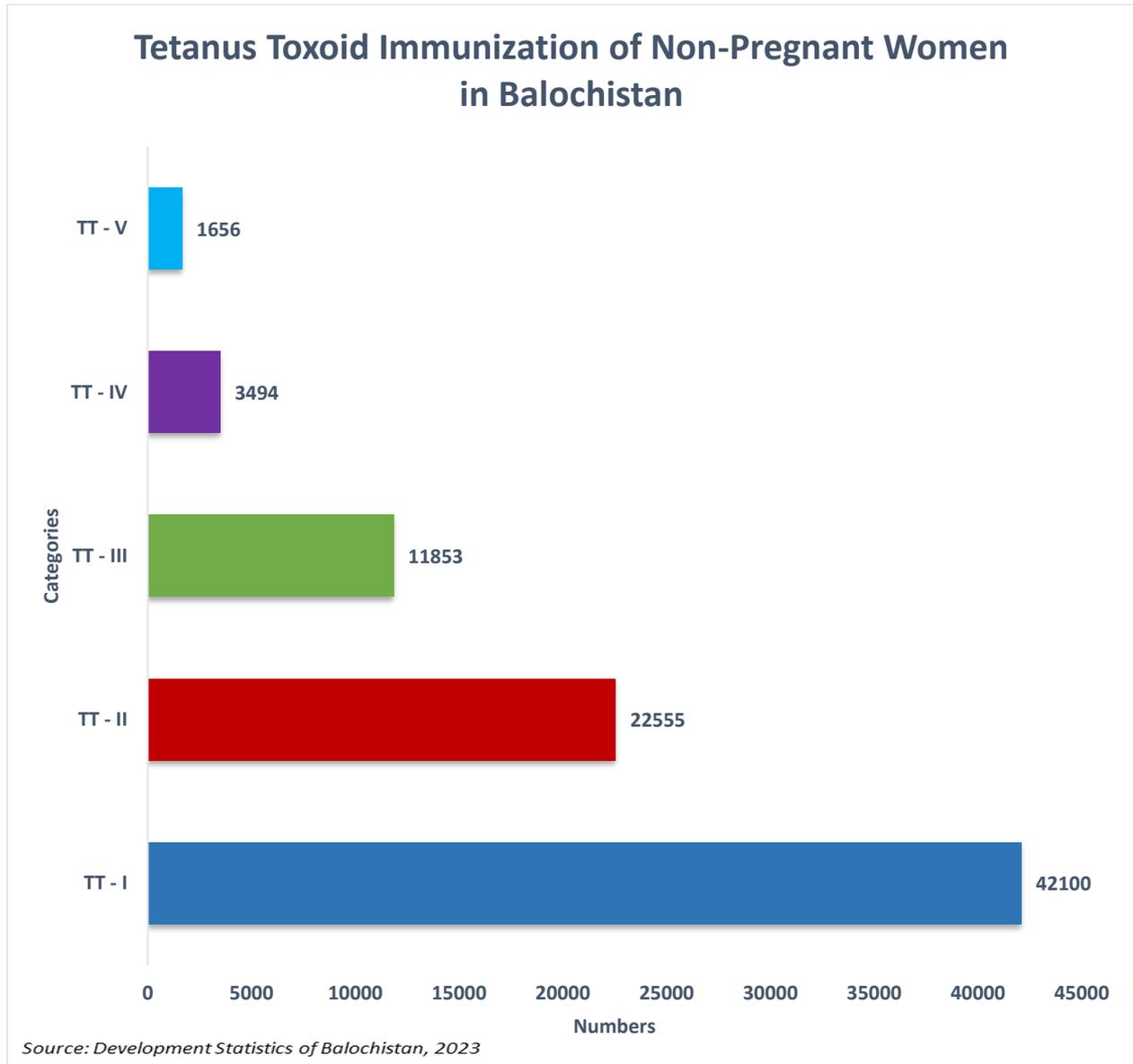

Tetanus Toxoid Immunization of Non-Pregnant Women in Balochistan

Category	Number
TT - V	1656
TT - IV	3494
TT - III	11853
TT - II	22555
TT - I	42100

Source: Development Statistics of Balochistan, 2023

Figure 53: Tetanus Toxoid Immunization of Non-Pregnant Women in Balochistan

A division-wise analysis showed (see figure) that Quetta (41,824) followed by Kalat (20,122) and Rakshan (5,603) administered the highest number of tetanus vaccines among non-pregnant women while the lowest number was reported for Sibi division (978) followed by Loralai (1,799) and Mekran (2,541).
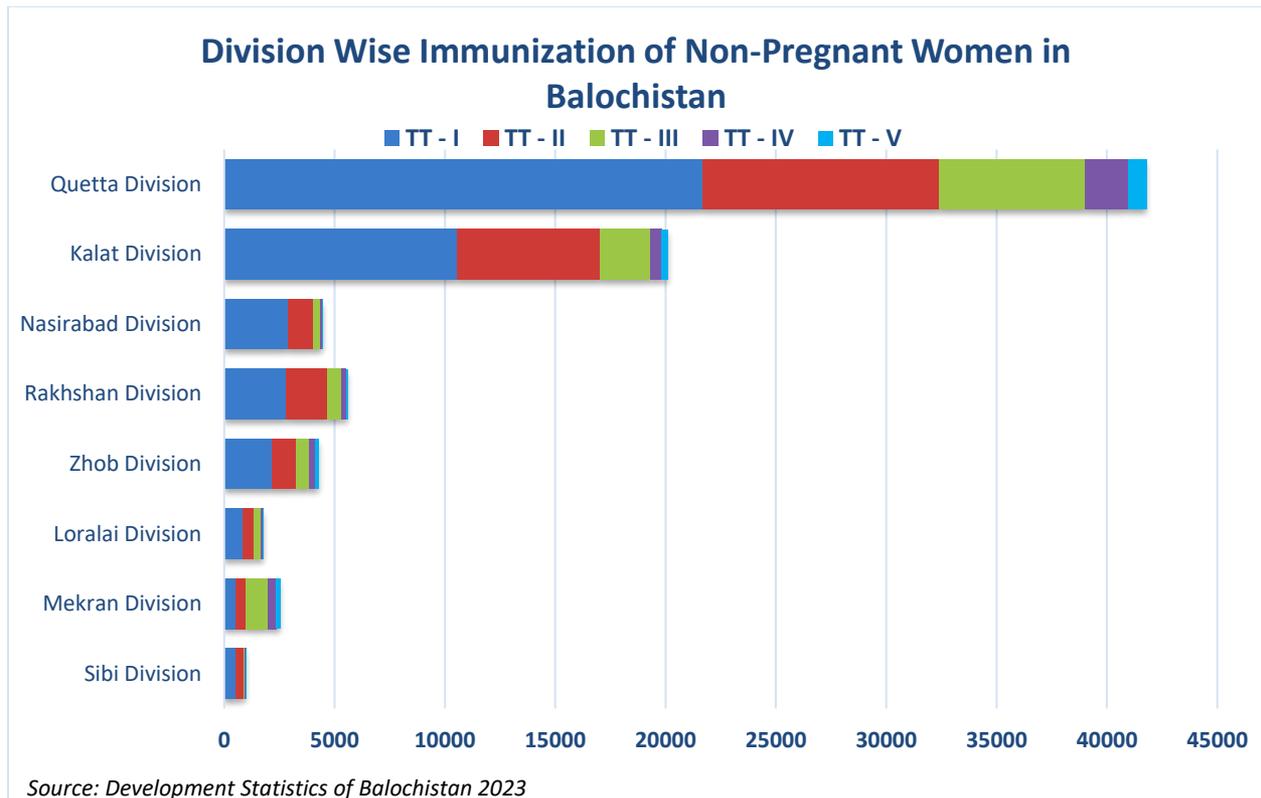
Figure 54: Division Wise Immunization of Non-Pregnant Women in Balochistan

A district-wise analysis showed that District Quetta (21,795) followed by Chaman (15,211) and Khuzdar (7,096) administered highest dosage of tetanus vaccine to non-pregnant women while the lowest number was reported in Hub and Sherani (no dosage) followed by Dera Bugti (13). The figure below shows the district-wise tetanus vaccine coverage among non-pregnant women in Balochistan.
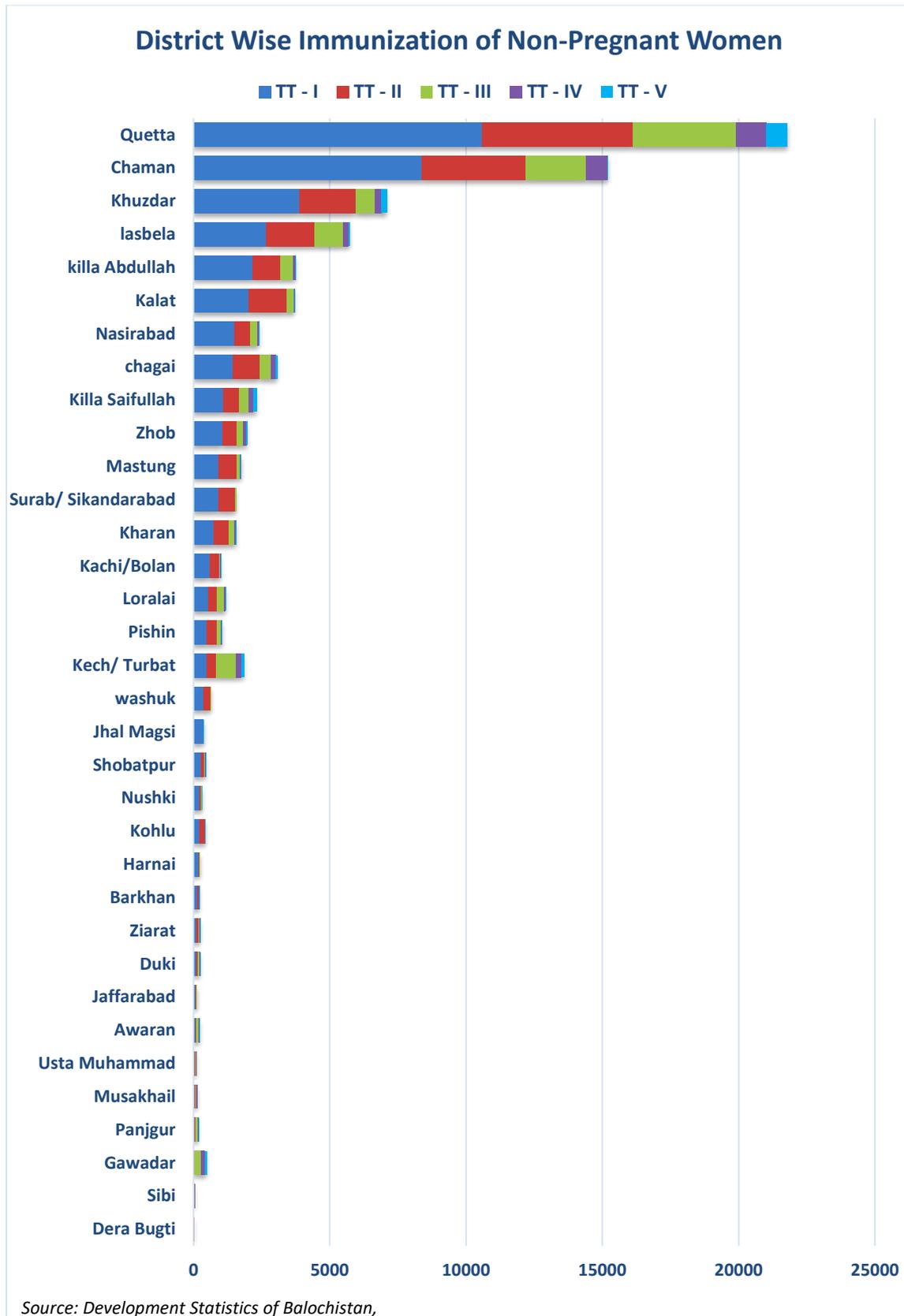
Figure 55: District Wise Immunization of Non-Pregnant Women

Antiretroviral Therapy

A total of 2,447 patients were given Antiretroviral Therapy (ART) treatment in Balochistan in 2023, of which 95.5 percent were men, 3.9 percent women, and 0.6% were transgender (See Figure below). This number was slightly higher compared to 2,430 cases in 2022, of which 95.6 percent were men, 4.2% were women, and 0.1% were transgender.
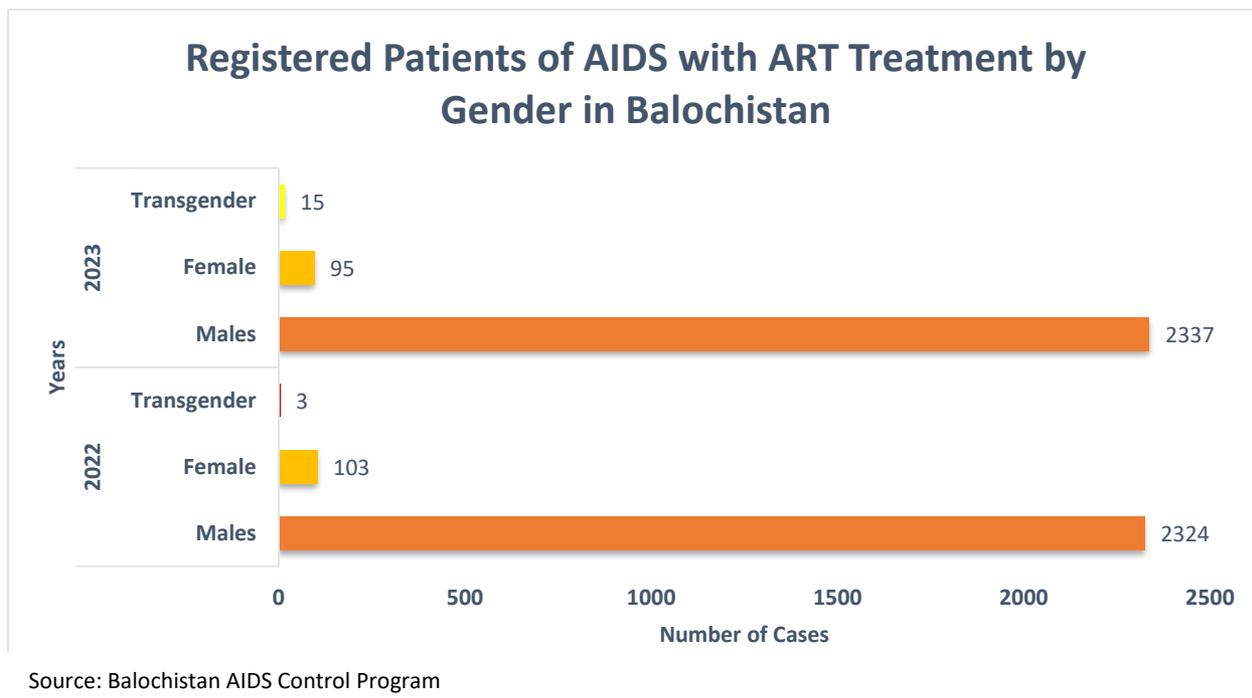

Source: Balochistan AIDS Control Program

Figure 56: Registered Patients of AIDS with ART Treatment by Gender in Balochistan

Maternal, Antenatal, and Postnatal Care in Balochistan

Maternal, Neonatal, and Child Health (MNCH) represents the foundation of a caring and effective healthcare system, aiming to protect and nurture both mothers and their children[56]. From the early stages of pregnancy through childbirth and postpartum recovery, access to quality care ensures that mothers and newborns receive the attention they need to thrive. Regular antenatal visits provide vital opportunities for early detection of potential risks, personalized medical advice, and emotional support, helping to create a safer and healthier environment for both mother and baby[57]. Newborn care, especially in the first few days of life, is equally crucial, addressing challenges like low birth weight and infections that can threaten survival. Investing in MNCH is more than a healthcare strategy – it is a commitment to fostering stronger families, reducing preventable deaths, and building a brighter future for communities and nations alike[58].

Family Planning Visits in MNCH Centers

A total of 73,243 visits was made for family planning in MNCH Centers in 2023 which showed an increase of 2.18 percent compared to 71,679 visits in 2022 (See Figure).

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[56] (Wojcieszek AM et al., 2023)
[57] (Heinonen K, 2021)
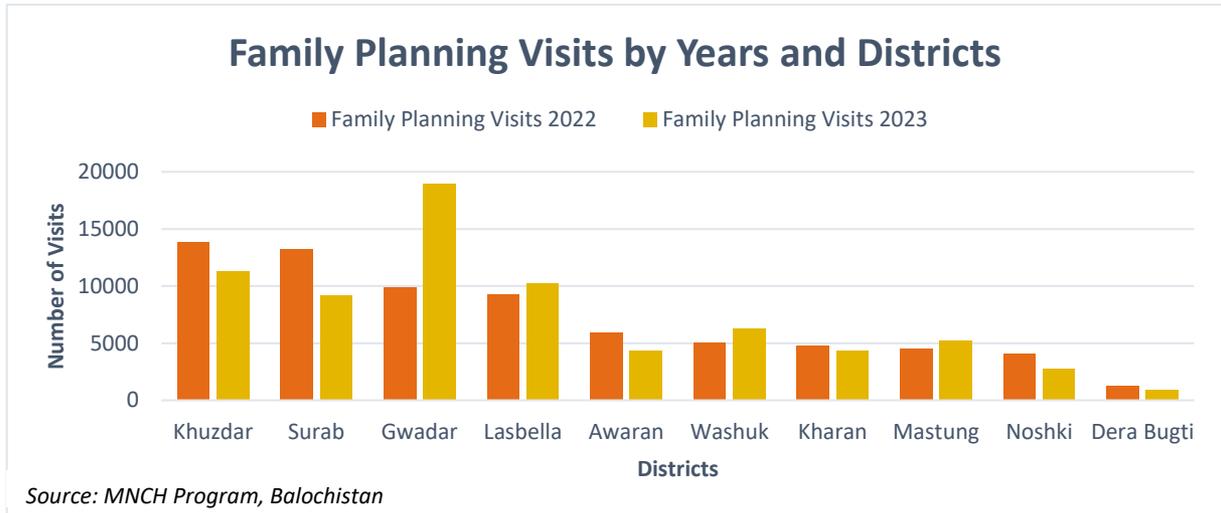[58] (World Health Organization, 2022b)

Figure 57: Family Planning Visits by Years and Districts

A district-wise analysis revealed that Gwadar followed by Khuzdar and Lasbela reported higher visits while lowest number was reported in Dera Bugti, Noshki, and Awaran.

Tetanus Toxoid Immunization among Pregnant Women

A total of 21,213 doses of tetanus toxoid was administered to pregnant women in 2023 which showed a decrease of 0.56 percent compared to 21,332 doses in 2022 (See Figure).
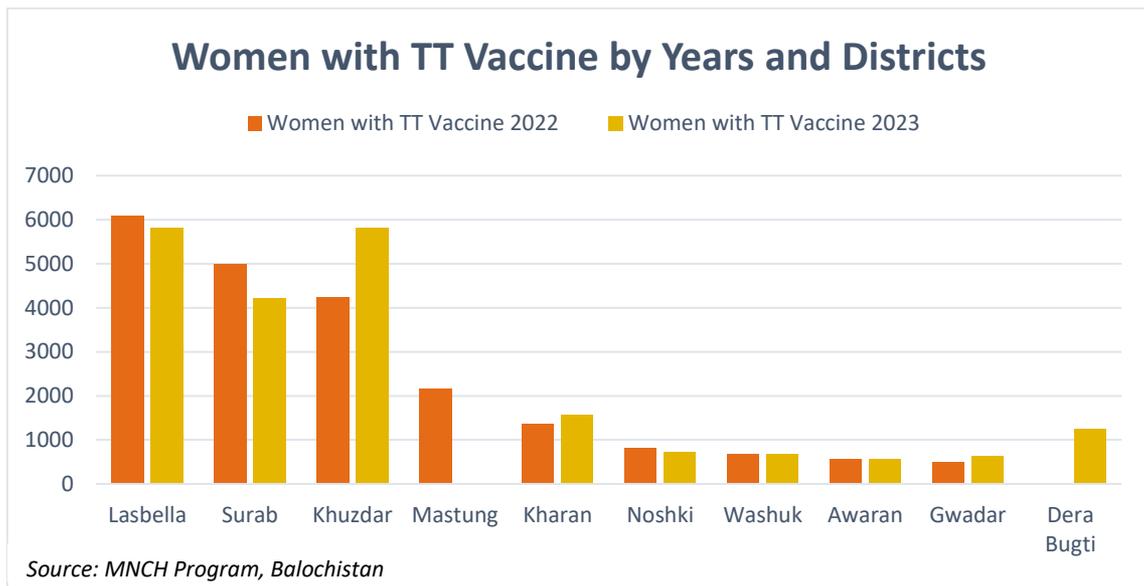

Figure 58: Women with TT Vaccine by Years and Districts

A district-wise analysis revealed that Khuzdar followed by Lasbela and Surab reported higher tetanus vaccine administration while lowest number was reported in Mastung, Awaran, and Gwadar.

Antenatal Care Visits

A total of 97,878 antenatal care (ANC) visits took place across Balochistan in 2023 which were higher (9.5 percent) compared to 89,385 ANC visits in 2022 (See Figure).
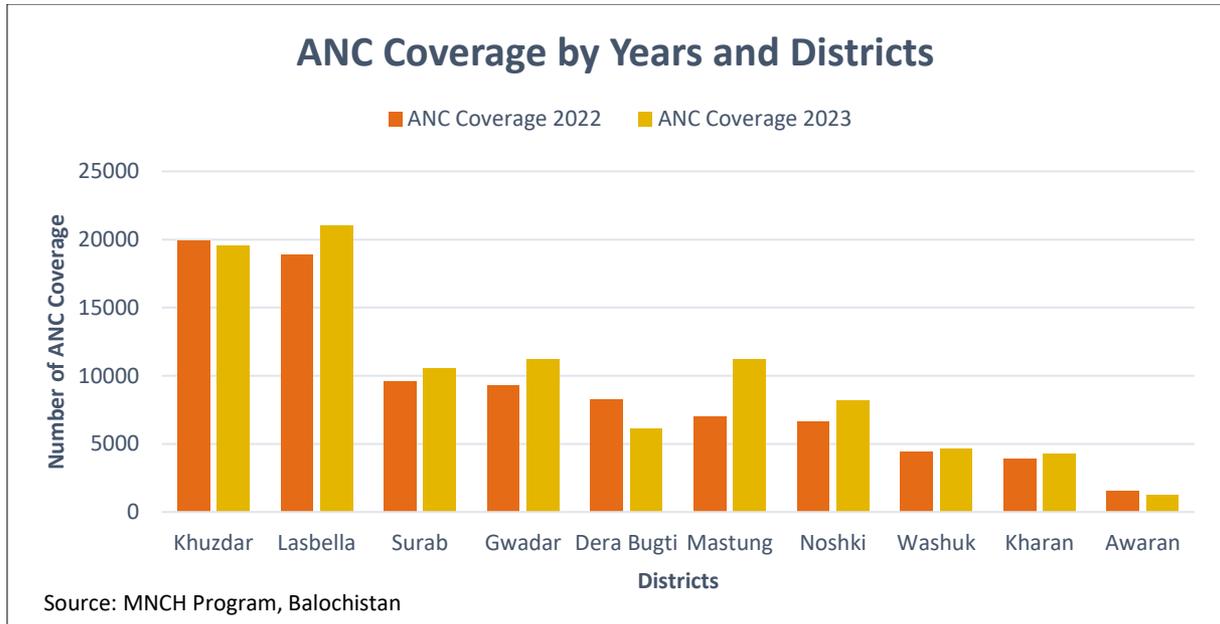

Figure 59: ANC Coverage by Years and Districts

A district-wise analysis revealed that Lasbella followed by Khuzdar and Mastung reported higher number of ANC coverage while lowest number was reported in Awaran, Kharan, and Washuk.

The total number of ANC revisits (ANC-2 and ANC-3) in 2023 was 54,809 which was 1.24 percent lower compared to 55,495 revisits in 2022 (See Figure).
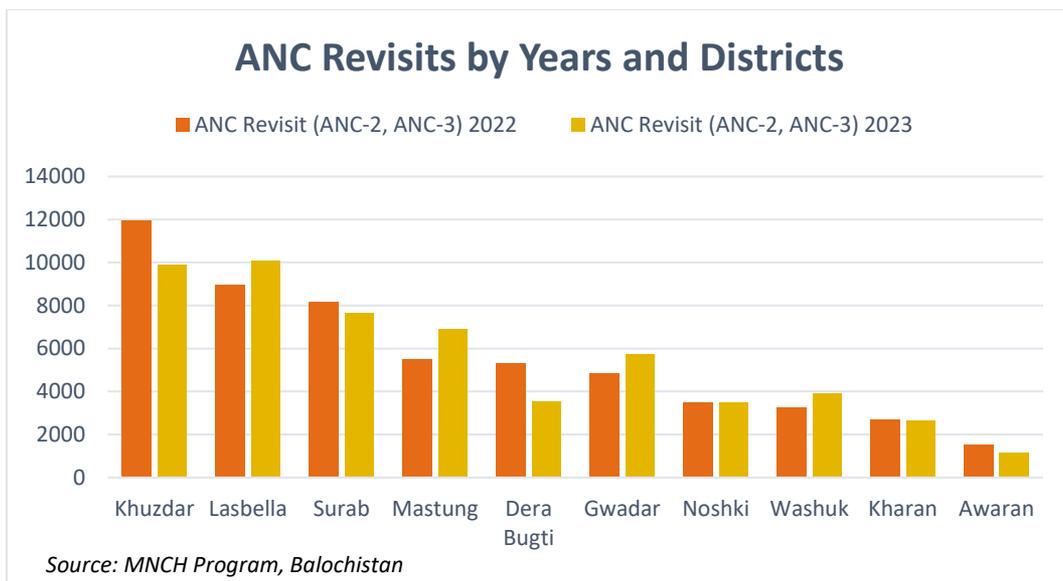

Figure 60: ANC Revisits by Years and Districts

A district-wise analysis revealed that Lasbella followed by Khuzdar and Mastung reported higher number of ANC revisits while lowest number was reported in Awaran, Kharan, and Noshki.

The number of anaemic women (Hb < 10 g/dl) during ANC visits in 2023 was 14,704, which was 13.1 percent lower compared to 16,911 in 2022 (See Figure).
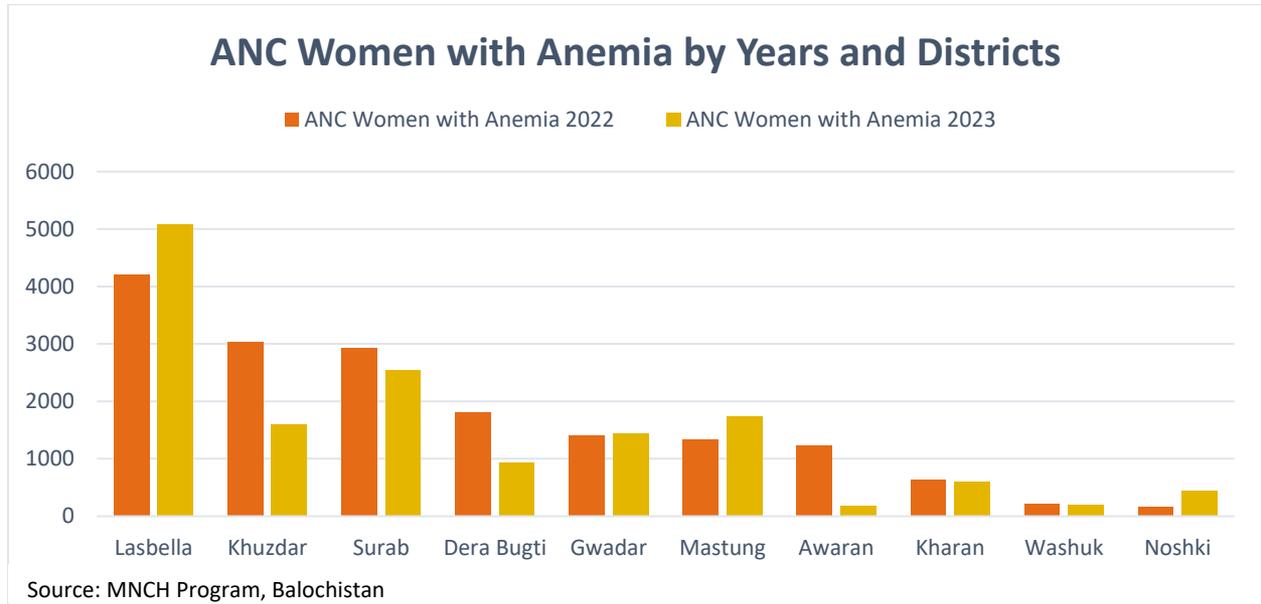

Figure 61: ANC Women with Anaemia by Years and Districts

The number of anaemic mothers was lowest in Awaran followed by Washuk and Noshki while the highest number was reported in Lasbella followed by Surab and Mastung.

Emergency Cases Attended

A total of 207,535 emergency cases was attended in 2023 which was higher (146 percent) compared to 181,112 cases attended in 2022 (See Figure).
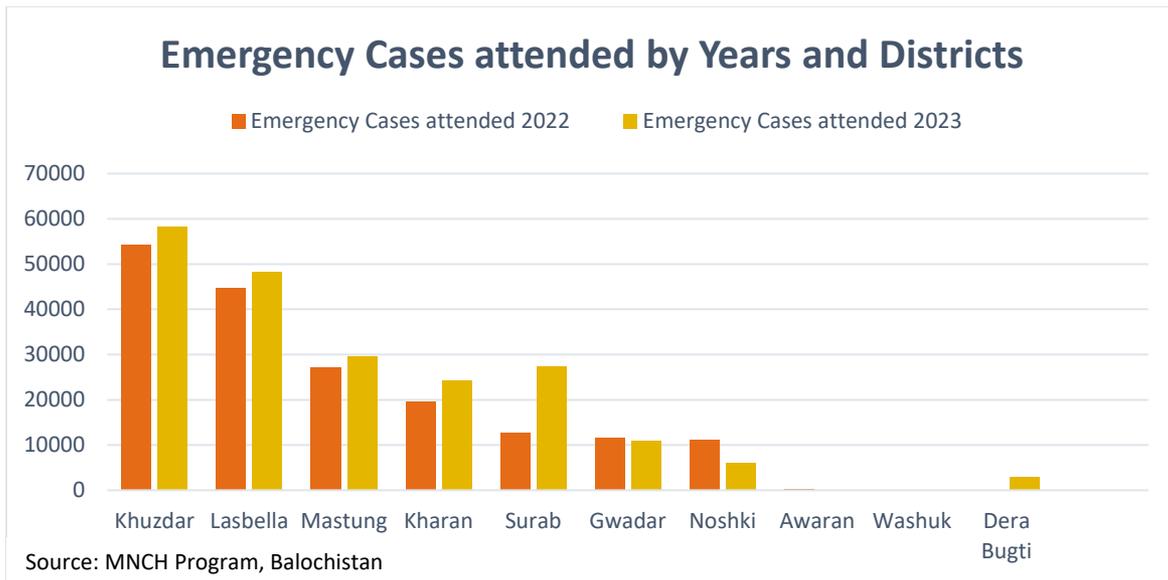
Figure 62: Emergency Cases attended by Years and Districts

A district-wise analysis revealed that Khuzdar followed by Lasbella and Mastung attended higher number of emergency cases while no cases was attended in Awaran and Kharan followed by 2,898 cases in Dera Bugti.

Patients Attended in OPD

A total of 2.37 million patients was attended in OPD in 2023 which showed a slight decline of 0.83 percent compared to 2.39 million patients attended in 2022 (See Figure).
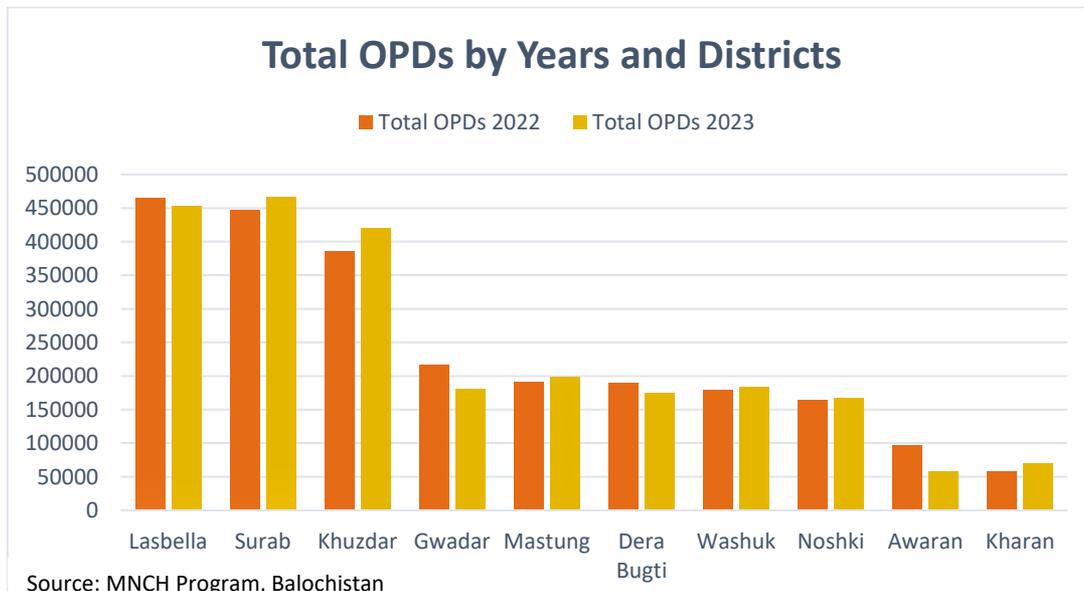

Figure 63: Total OPDs by Years and Districts

A district-wise analysis revealed that Surab followed by Lasbella and Khuzdar attended highest number of patients in OPD while lowest number of patients were attended in Awaran followed by Kharan and Noshki.

Deliveries in health facilities

A total of 54,931 births were delivered in 2023 which showed an increase of 63.1 percent compared to 33,679 births delivered in 2022 (See Figure).
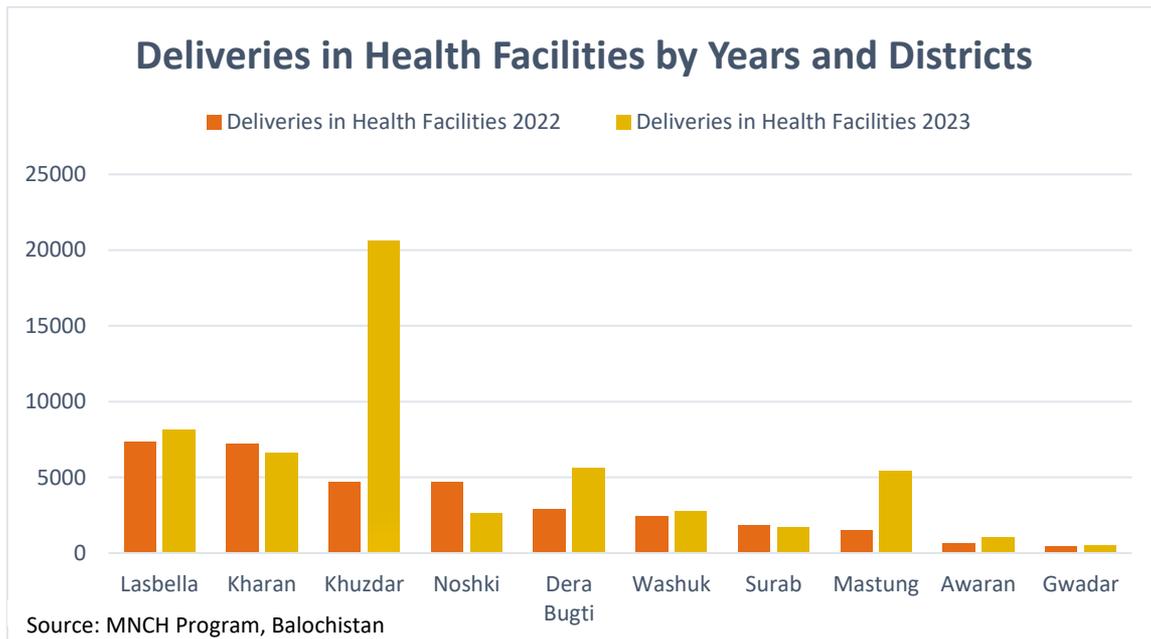
Figure 64: Deliveries in Health Facilities by Years and Districts

A district-wise analysis revealed that Khuzdar followed by Lasbella and Kharan reported highest number of births delivered while lowest number of deliveries was reported in Gwadar followed by Awaran and Surab.

Normal Deliveries

A total of 24,969 births was done through normal delivery in 2023, which showed a decrease of 8.19 percent compared to 27,197 normal births delivered in 2022 (See Figure).

Normal Deliveries by Years and Districts

Normal Deliveries 2022 ■   Normal Deliveries 2023 ■

Source: MNCH Program, Balochistan
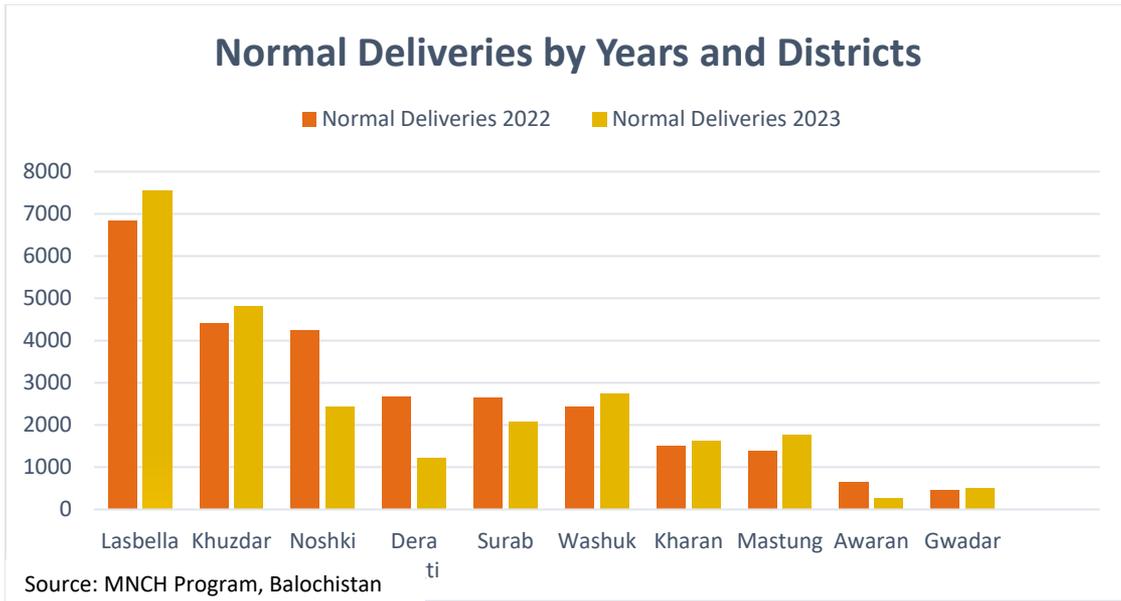
Figure 65: Normal Deliveries by Years and Districts

A district-wise analysis revealed that Lasbella followed by Khuzdar and Washuk reported highest number of normal births delivered while lowest number of normal deliveries was reported in Awaran followed by Gwadar and Dera Bugti.

Caesarean Deliveries

887 deliveries were caesarean in 2023 compared to 775 caesarean deliveries in 2022, which showed an increase of 14.5 percent in 2023 (See Figure).

Cesarean Sections Conducted by Years and Districts

Cesarean Sections Conducted 2022 ■   Cesarean Sections Conducted 2023 ■

Source: MNCH Program, Balochistan
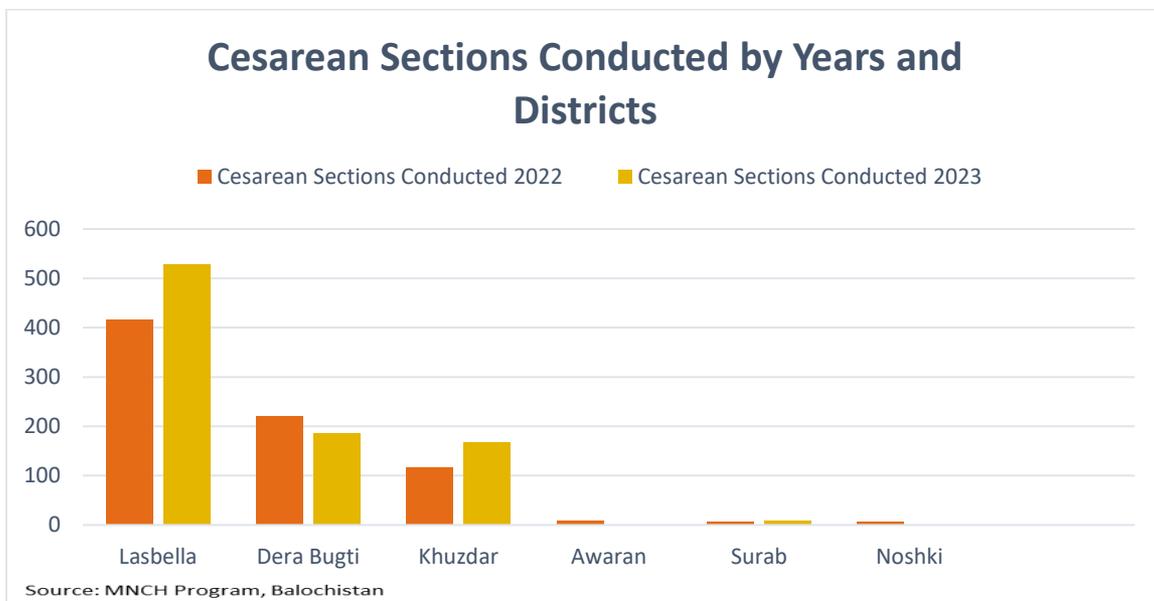
Figure 66: Caesarean Sections Conducted by Years and Districts

Vacuum/Forceps Deliveries

A total of 581 assisted/instrumental births were delivered using forceps and/or ventouse suction cup in 2023 compared to 799 in 2022, showing a decline of 27.3% in 2023 (See Figure).
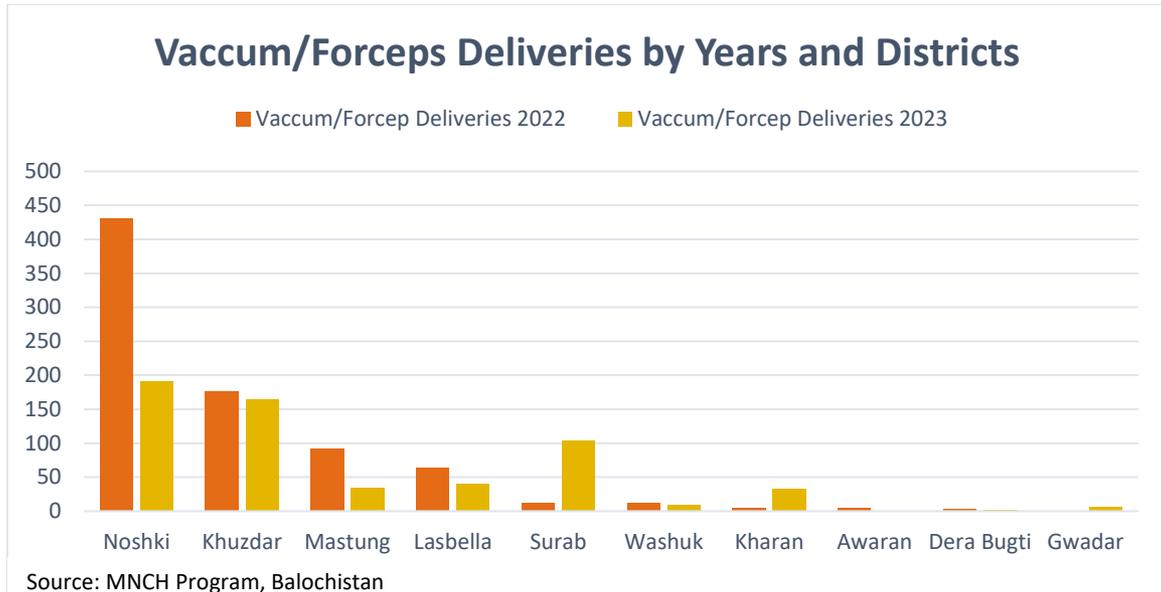
Figure 67: Vacuum/Forceps Deliveries by Years and Districts

Low Birth Weight Deliveries

A total of 1,487 low birth weight (LBW) babies were delivered in 2023 which showed a slight increase of 7.83 percent compared to 1,379 in 2022 (See Figure). The highest number of LBW deliveries, that is 651, was reported in Labella.
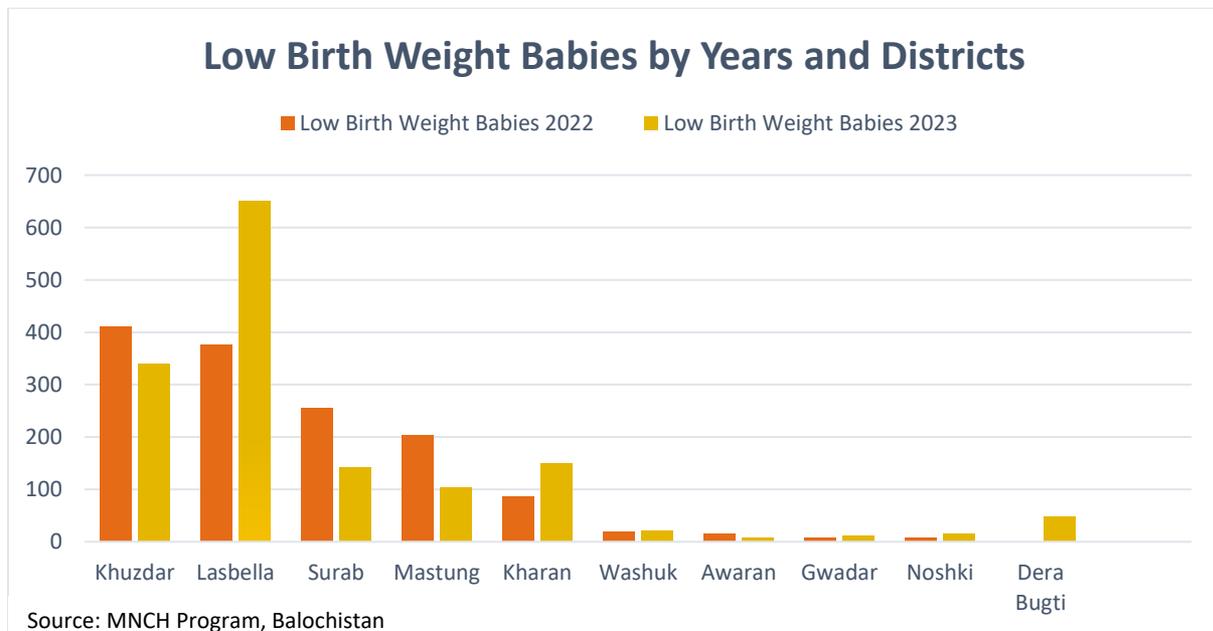
Figure 68: Low Birth Weight Babies by Years and Districts

Premature Deliveries

A total of 57 preterm babies were delivered in 2023 which showed a decrease of 53.3 percent compared to 122 preterm deliveries in 2022 (See Figure).
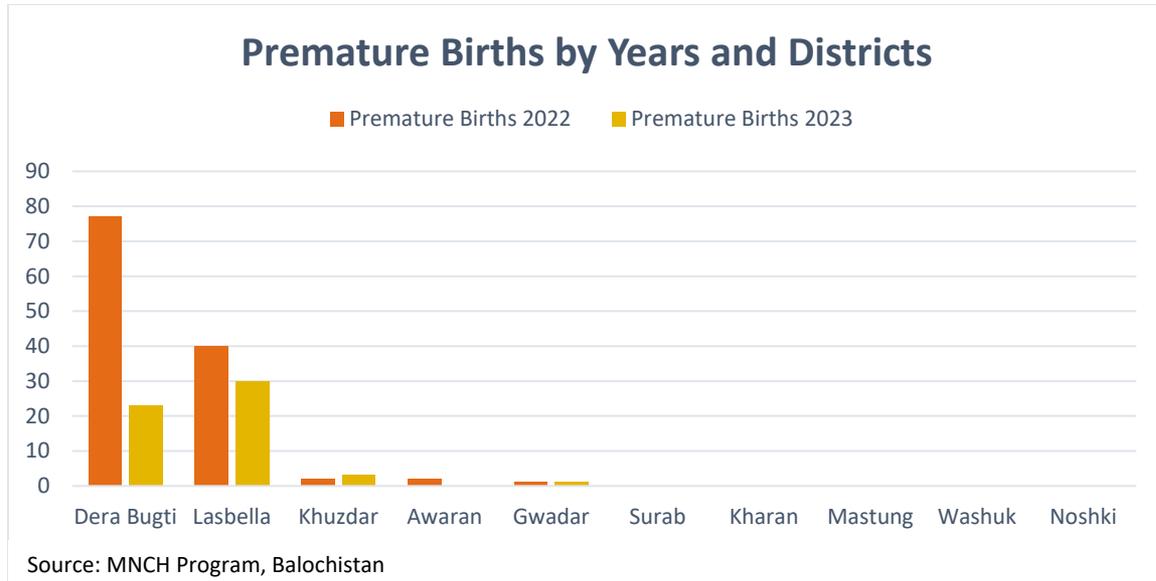
Figure 69: Premature Births by Years and Districts

Live Births
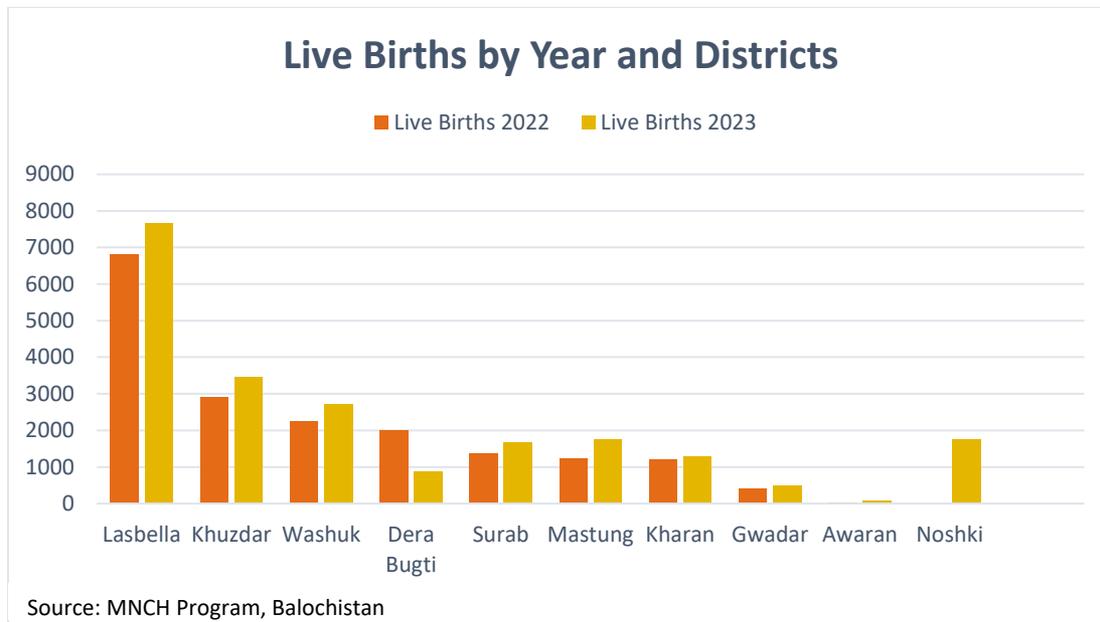
Figure 70: Live Births by Year and Districts

A total of 21,685 live births was delivered in 2023, which showed an increase of 8.19 percent compared to 18,143 live births delivered in 2022.

A district-wise analysis revealed that Labella followed by Khuzdar and Washuk reported highest number of live births delivered while lowest number of live births was reported in Awaran followed by Gwadar and Dera Bugti.

Still Births

A total of 386 still births was reported in 2023, which showed an increase of 24.1 percent compared to 311 still births in 2022 (See Figure).
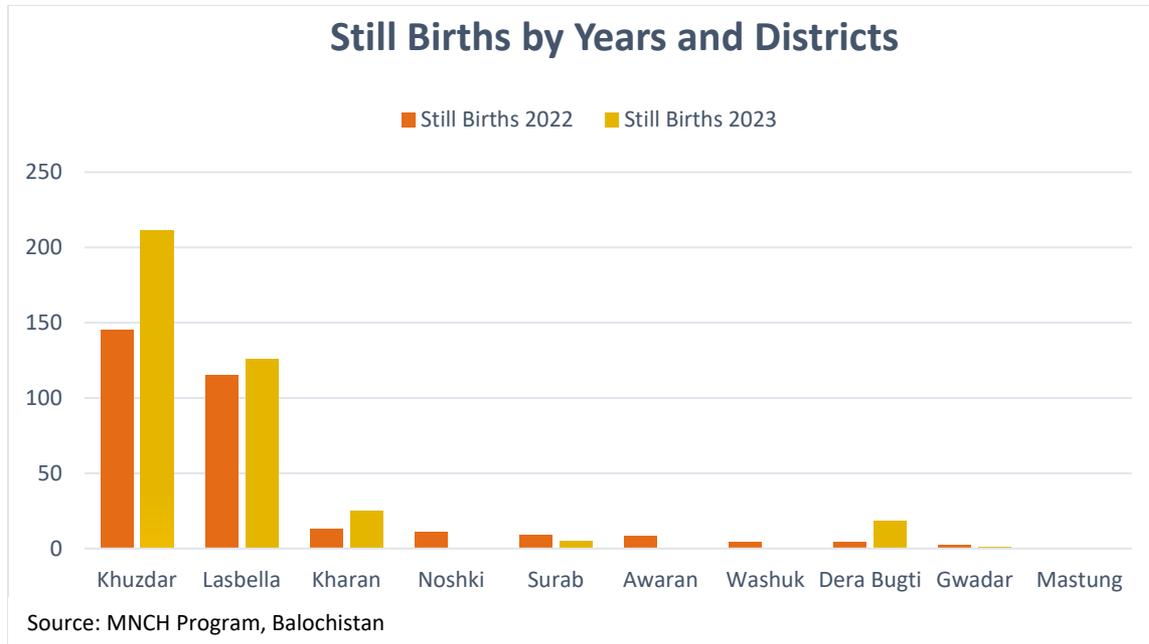
Figure 71: Still Births by Years and Districts

Postnatal Care Visits

A total of 28,493 postnatal care (PNC) visits took place across 10 districts of Balochistan in 2023 which were higher (12.0 percent) compared to 25,448 PNC visits in 2022 (See Figure).

PNC Coverage by Years and Districts

PNC Coverage 2022 **PNC Coverage 2023**

(Districts: Lasbella, Surab, Noshki, Khuzdar, Mastung, Kharan, Washuk, Dera Bugti, Gwadar, Awaran)

Source: MNCH Program, Balochistan
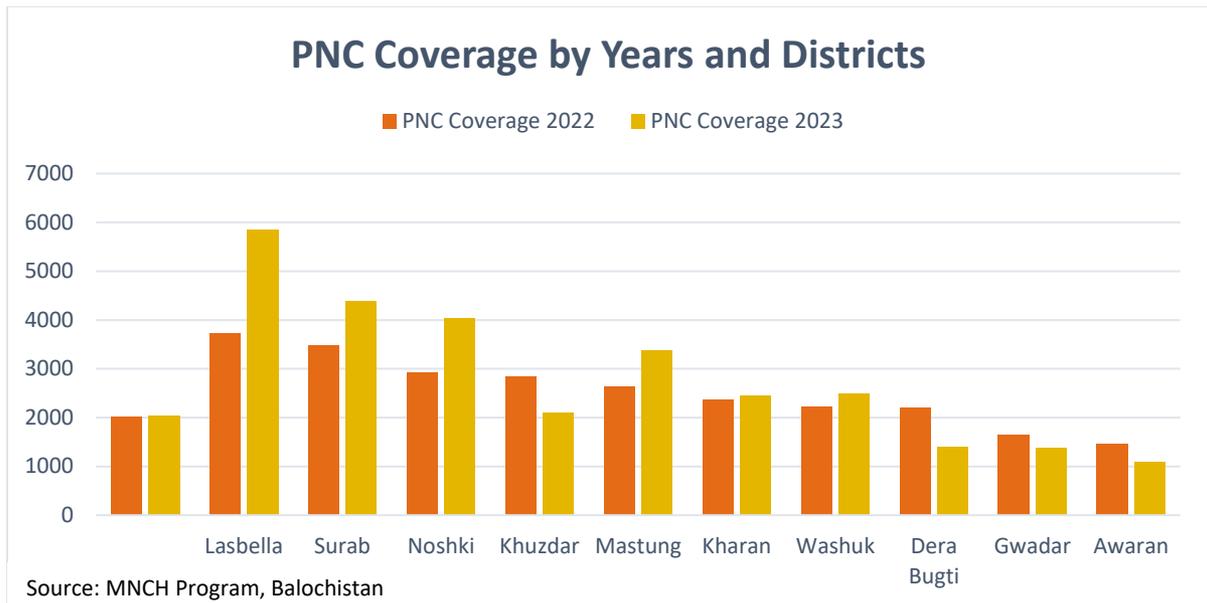
Figure 72: PNC Coverage by Years and Districts

A district-wise analysis revealed that Lasbela followed by Surab and Noshki reported higher number of PNC coverage while lowest number was reported in Awaran, Gwadar, and Dera Bugti.

Immunization Coverage

The total number of immunizations done in 2023 was 84,141 which was higher (59.6 percent) compared to 52,728 immunizations covered in 2022 (See Figure).

Immunization Coverage by Years and Districts

Immunization Coverage 2022 **Immunization Coverage 2023**

(Districts: Surab, Kharan, Noshki, Khuzdar, Lasbella, Mastung, Gwadar, Washuk, Awaran, Dera Bugti)

Source: MNCH Program, Balochistan
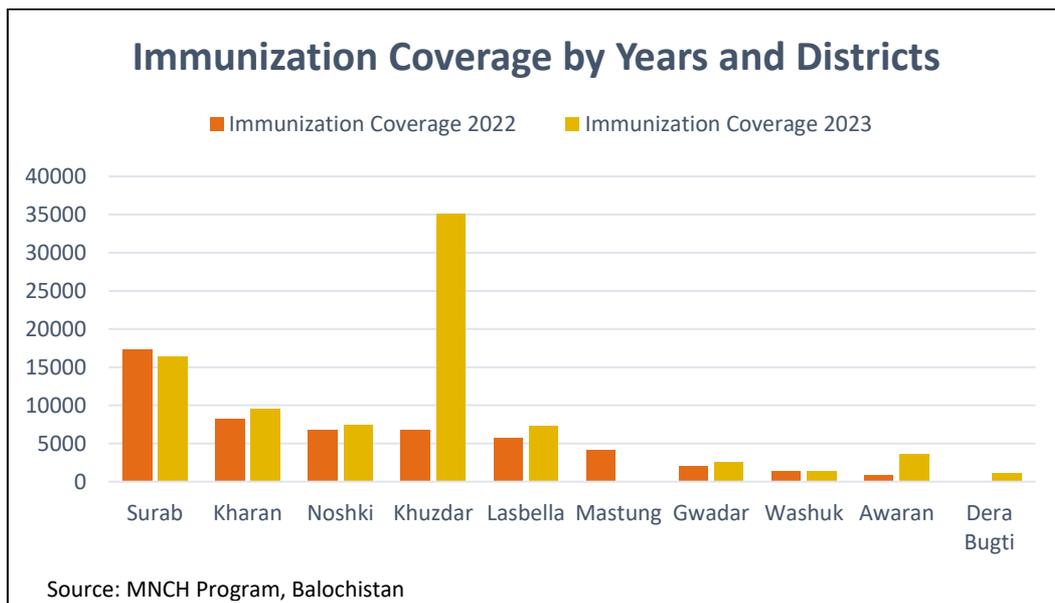
Figure 73: Immunization Coverage by Years and Districts

A district-wise analysis showed that Khuzdar followed by Surab and Kharan reported higher number of immunization coverage while lowest number was reported in Mastung, Dera Bugti, and Washuk.

Disease Profile of Balochistan

The disease profile of any country provides critical insights into its public health landscape, highlighting the prevalence of illnesses and the challenges faced by its population across diverse age groups and genders[59]. It reflects the unique socio-environmental factors influencing health outcomes, such as access to healthcare facilities, nutrition adequacy/inadequacy, and the impact of environmental stressors. This analysis supports policymakers and healthcare practitioners in designing targeted strategies to address pressing health concerns, optimize resource allocation, and improve healthcare delivery systems. By monitoring existing health trends and identifying emerging threats, the disease profile serves as a foundation for evaluating the effectiveness of interventions and ensuring the long-term well-being of the population. This section will present the disease profile of Balochistan by highlighting the situation of epidemic diseases, Hepatitis A and B, Hypertension, T.B., and Diabetes.

Disability and Functional Limitations

A total of 2.2 million disabilities and functional limitations were reported across Balochistan in 2023, of which 53.0 percent were in men and 47.0 percent in women. With respect to men, 13.9 percent reported disability, 41.3 percent functional limitation, 7.9 percent seeing problem, 8.4 percent hearing problem, 13.5 percent difficulty in walking/climbing, 4.3 percent reported communication difficulty/issue, 6.0 percent memorization/focus issues, and 4.7 percent reported difficulty in self-care.

With respect to women, 13.3 percent reported disability, 41.9 percent functional limitation, 7.9 percent seeing problem, 8.5 percent hearing problem, 13.5 percent difficulty in walking/climbing, 4.0 percent reported communication difficulty/issue, 6.0 percent memorization/focus issues, and 4.8 percent reported difficulty in self-care.

Epidemic Diseases

Epidemic diseases pose significant challenges to the health and stability of societies, often overwhelming healthcare systems and disrupting daily life[60]. Their rapid spread can strain medical resources, expose gaps in public health infrastructure, and disproportionately affect vulnerable populations[61]. Beyond the immediate health impact, epidemics can have far-reaching social and economic consequences, including reduced workforce productivity, economic stagnation, and heightened inequalities[62]. Effective management of epidemics requires a proactive approach, including timely detection, robust healthcare policies, and community

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[59] (McCracken & Phillips, 2017)
[60] (Filip R et al., 2022)
[61] (Assefa Y et al., 2022)
[62] (Wang H et al., 2023)

engagement[63]. Addressing these outbreaks not only helps mitigate their direct impact but also strengthens a society's resilience to future public health crises.

A total of 783,217 epidemic diseases were reported in 2023 across 10 districts of Balochistan which showed a decline of 2.60 percent as compared to 804,095 epidemic diseases reported in 2022.
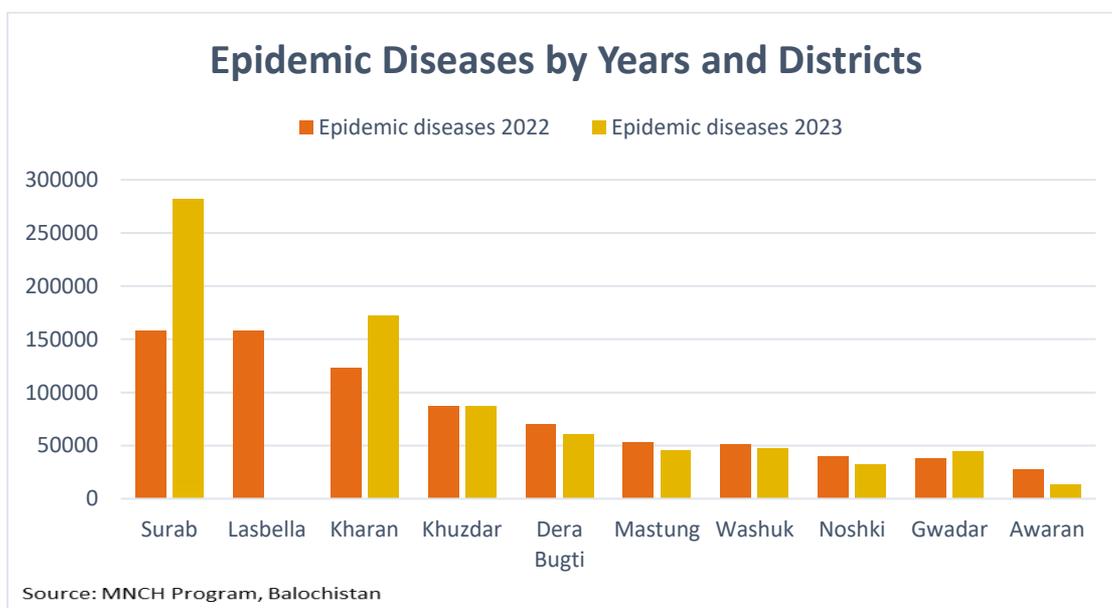
Figure 74: Epidemic Diseases by Year and Districts

A district-wise analysis showed that Surab followed by Kharan and Khuzdar reported higher number of epidemic diseases while lowest number was reported in Lasbela, Awaran, and Noshki.

Hepatitis A and B

Hepatitis A and B are significant public health concerns, with widespread implications for societal health and well-being[64]. Hepatitis A, typically transmitted through contaminated food or water, often causes acute liver infections but is preventable through improved sanitation and vaccination[65]. Hepatitis B, on the other hand, is a more persistent threat, primarily spread through contact with infected blood or bodily fluids and can lead to chronic liver diseases such as cirrhosis or liver cancer[66]. Both forms of hepatitis impose a considerable burden on healthcare systems, with high treatment costs and long-term care requirements. The social implications include stigmatization of infected individuals and reduced economic productivity, particularly in regions with limited access to healthcare.

A total of 8,868 hepatitis (A & B) cases were reported in 2023 across 10 districts of Balochistan which showed an increase of 138.0 percent compared to 3,726 cases reported in 2022. The highest

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[63] (Malik A et al., 2024)

[64] (Mittal P et al., 2016)

[65] (Khattab E et al., 2021)

[66] (Nguyen MH et al., 2020)

number of cases, that is 6,064, was reported in Lasbela in 2023 which showed an increase of 7.92 times compared to 680 cases reported in 2022.
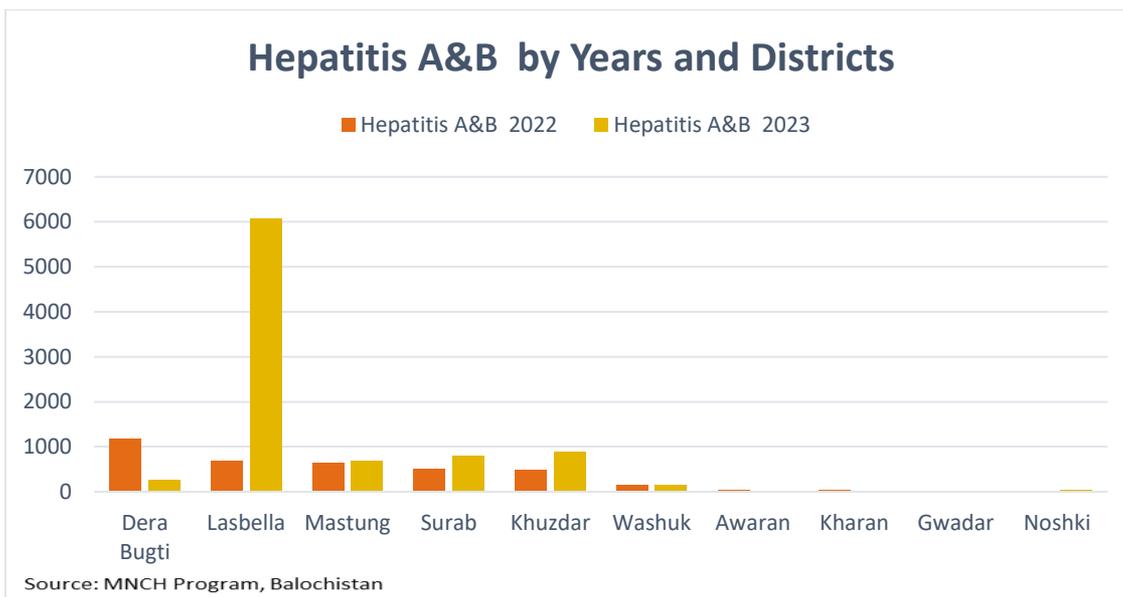
Figure 75: Hepatitis A&B by Year and Districts

Hypertension

Hypertension, commonly referred to as high blood pressure, is a prevalent yet often silent health condition with profound implications for individuals and societies. It significantly increases the risk of cardiovascular diseases, including heart attacks, strokes, and kidney damage, posing a substantial burden on healthcare systems[67]. Left unmanaged, hypertension can lead to severe complications, reducing life expectancy and diminishing quality of life[68]. On a societal level, the condition contributes to lost productivity and higher healthcare costs, particularly in aging populations. Preventive measures, such as promoting a balanced diet, regular physical activity, and routine health screenings, are essential for mitigating its impact [69]. Public awareness campaigns and accessible healthcare services can play a pivotal role in addressing this widespread issue and fostering a healthier population.

A total of 74,784 hypertension cases were reported in 2023 which showed a decrease of 3.33 percent compared to 77,359 cases reported in 2022. The highest number of cases, that is 16,111, was reported in Lasbela in 2023 which showed an increase of 26.6 percent compared to 12,723 cases reported in 2022.

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[67] (World Health Organization, n.d.)
[68] (Fuchs & Whelton, 2020)
[69] (Sattar N et al., 2020)
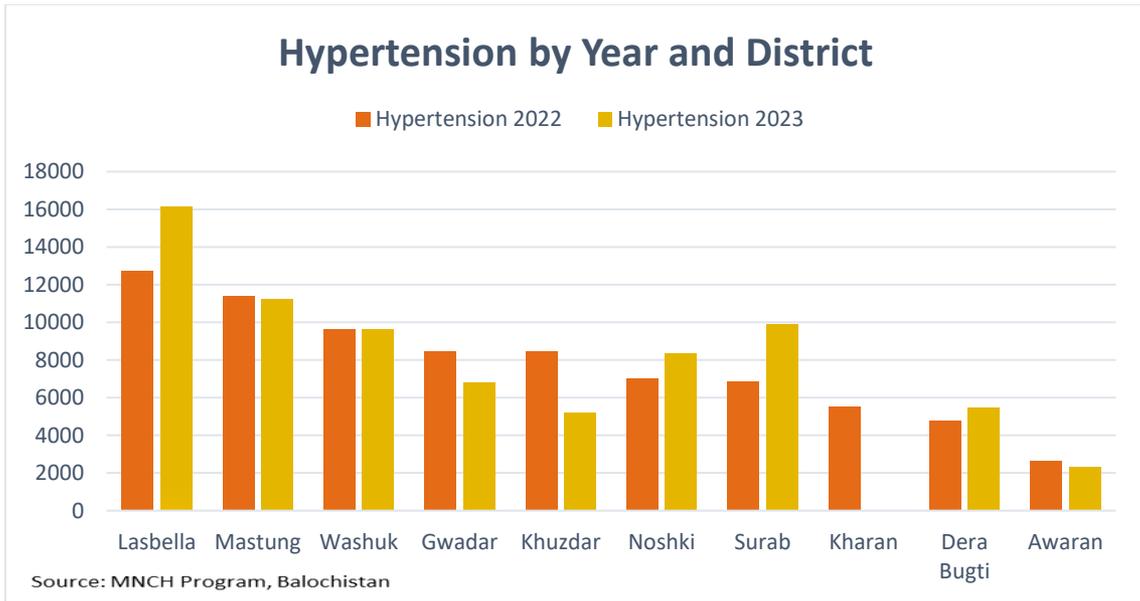
Figure 76: Hypertension by Year and District

Mental Health Problems

There was a total of 1,212 patients diagnosed with different mental health problems in 2023, of which 621 were male and 591 were female. The below figure highlights the different mental health problems experienced by both genders in 2023.
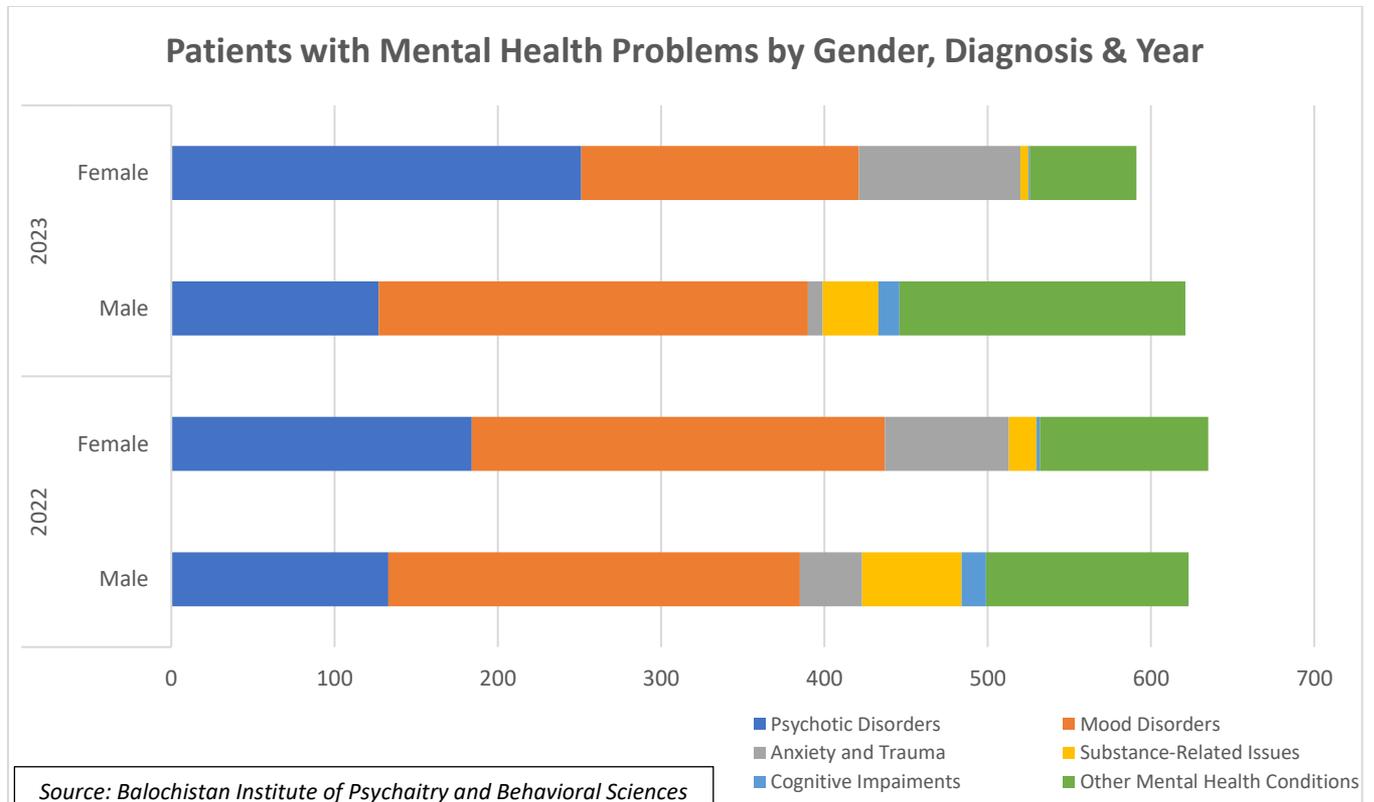
Figure 77: Patients with Mental Health Problems by Gender, Diagnosis & Year

This number was slightly lower than the diagnosed cases in 2022. In 2022, there was a total of 1,258 cases of which 623 were male and 635 were female. The below figure highlights the different mental health problems experienced by both genders in 2022.

The district-wise distribution showed that the highest number of mental health indoor patients were admitted in District Quetta (615), where male patients were 315 and female patients were 300.

Number of Indoor Patients by Districts and Gender in 2023

Source: Balochistan Institute of Psychaitry and Behavioral Sciences
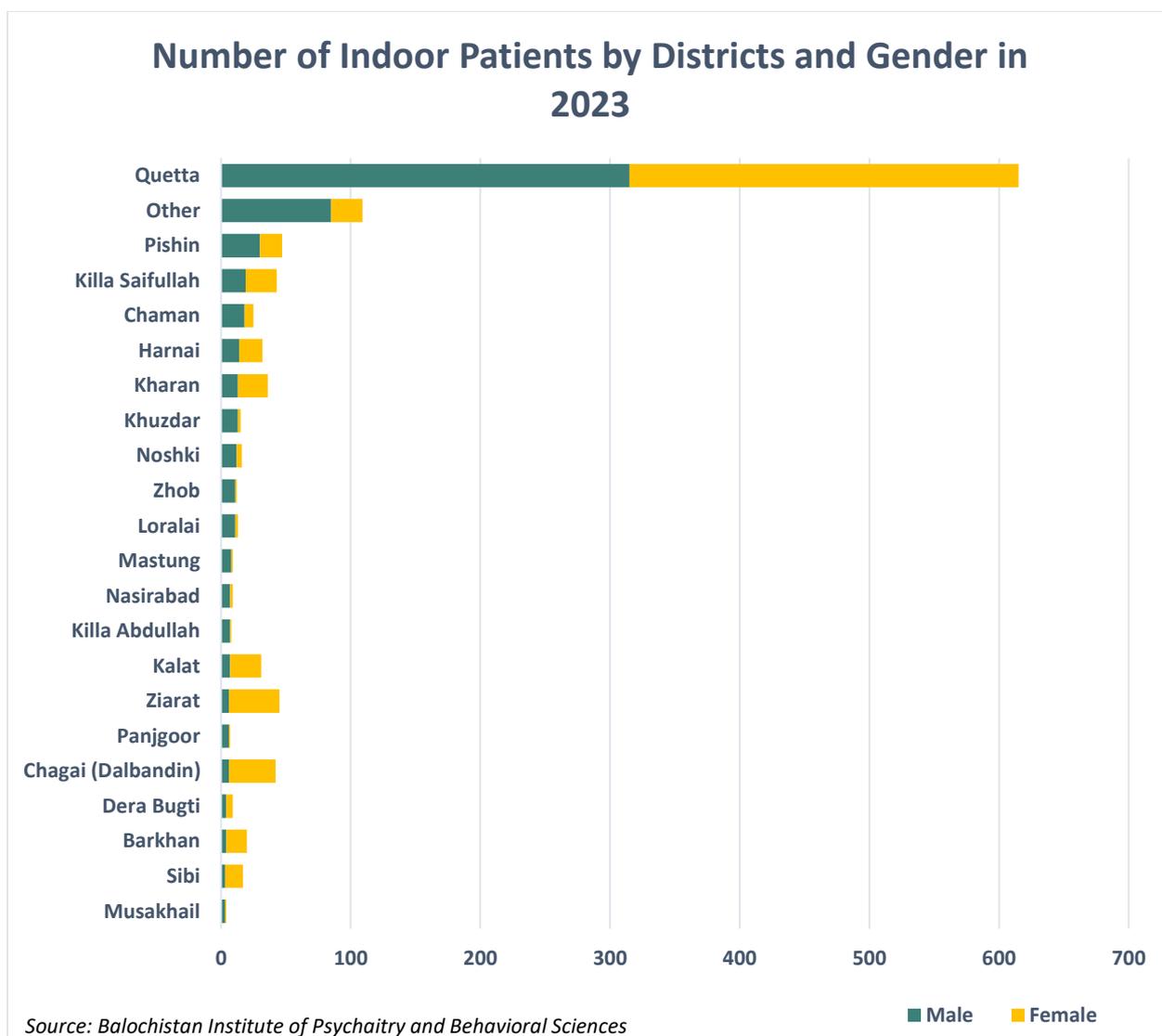
Conclusion

The state of healthcare in Balochistan reveals a mix of advancements and ongoing challenges. While initiatives to strengthen healthcare infrastructure and expand services have led to some gains, such as improved immunization coverage and increased antenatal care visits, glaring gaps persist. Disparities in the distribution of facilities and human resources contribute to uneven access, particularly disadvantaging remote regions. The sharp decline in the number of nurses and stagnant growth in community-based healthcare personnel, such as lady health workers, further strain the system. Gender disparities also remain a pressing issue, with women facing

greater barriers to accessing healthcare. Despite legislative proposals like the Universal Health Coverage Act 2024, resource constraints and systemic inefficiencies hinder effective implementation. This situation calls for a focused and equitable strategy to address Balochistan's healthcare needs.

Recommendations
On the basis of the findings presented in the preceding sections, following policy and procedural recommendations are proposed.

Policy Recommendations

1. Legislative Action: Prioritize the enactment and implementation of the Universal Health Coverage (UHC) Act 2024 to ensure equitable access to healthcare services across all regions of Balochistan.
2. Increased Funding: Boost the healthcare budget, focusing on rural and underserved areas to reduce disparities and improve service delivery.
3. Gender-Inclusive Policies: Introduce and implement policies that address the specific health needs of women, particularly in maternal and reproductive health.
4. Capacity Building: Launch targeted training programs to enhance the skills of healthcare workers, especially in maternal, neonatal, and child health services.
5. Infrastructure Expansion: Invest in building new healthcare facilities in underserved areas and upgrading existing ones to meet local demands.
6. Accountability Mechanisms: Strengthen monitoring and evaluation systems to ensure transparency and the effective execution of healthcare programs.

Procedural Recommendations

1. Strategic Staffing: Recruit and deploy healthcare professionals, particularly nurses and midwives, to underserved and remote areas, ensuring gender-balanced teams.
2. Technology Integration: Expand telemedicine initiatives to provide remote populations with access to medical consultations and diagnostic services.
3. Community Outreach: Organize health education and awareness campaigns at the community level to promote preventive healthcare and immunization.
4. Collaborative Efforts: Forge partnerships with private sector entities and NGOs to augment healthcare delivery and infrastructure development.
5. Data-Driven Planning: Use data analytics to identify gaps in healthcare access and tailor resource allocation to address specific regional needs.
6. Emergency Readiness: Develop comprehensive protocols for responding to health crises, including disease outbreaks and natural disasters.

EDUCATION

EDUCATION

Key Findings

- ❖ As of 2023, the overall literacy rate in Balochistan stands at 54.5%, with a significant gender gap: 69.4% for males and 36.8% for females. This disparity highlights systemic inequalities in educational access.

- ❖ Gross enrolment rates show modest improvements: 72% at the primary level, 47% at the middle level, and 36% at the matriculation level. However, girls' enrolment remains considerably lower than boys' across all levels.

- ❖ Out of 15,168 schools in 2023, 3,359 (22.1%) were non-functional, and 1,817 primary schools were shelter less. Girls' schools are disproportionately affected by inadequate infrastructure.

- ❖ Female teachers make up only 38.7% of the teaching workforce, exacerbating challenges in female education. The student-teacher ratio in girls' primary schools is 23.7, but disparities persist across districts.

- ❖ The survival rate to grade 5 is 30.3%, and the effective transition rate to middle school is 58.7% for girls compared to 62.9% for boys. Early dropouts due to socio-cultural and economic pressures remain a concern.

- ❖ With 3,166 non-formal education centres, primarily for girls, these initiatives serve as critical stopgaps, enrolling 57,053 girls compared to 20,169 boys.

- ❖ Basic facilities remain scarce: only 28.6% of schools have drinking water, 43% have toilets, and 20.9% have electricity. These deficiencies disproportionately impact girls' education.

- ❖ There were 61,695 boys enrolled in public higher and technical institutions in Balochistan compared to 30,594 girls.

Introduction

The pursuit of gender parity in literacy is a universal aspiration, underscored by its inclusion in the United Nations' Sustainable Development Goals (SDGs). As of 2021, global literacy rates reflected a significant yet uneven progress: 86% of the world's adult population was literate, with male literacy at 90% and female literacy at 83%[70]. Despite these gains, the gap in female literacy persists, particularly in low-income and developing regions, where entrenched socio-economic barriers continue to restrict access to education for millions of girls and women. According to UNESCO, nearly two-thirds of the 773 million illiterate adults globally are women, emphasizing the urgent need for targeted interventions to close this gap[71]. Achieving gender parity in education is not merely an academic goal but a cornerstone for achieving broader developmental objectives such as poverty alleviation, economic growth, and societal empowerment. The Millennium Development Goals (MDGs) previously set ambitious targets to eliminate gender disparity in primary and secondary education, yet these targets remain elusive in many parts of the world, especially in South Asia and sub-Saharan Africa.

South Asia, home to over one-fifth of the global population, illustrates the complexity of this challenge. While countries like Bangladesh and Sri Lanka have made notable strides in female literacy, others, including Pakistan, continue to grapple with wide gender disparities in education. Pakistan's overall literacy rate stood at 62.8% in 2020-21, but the gender disparity was glaring: 74% of men were literate compared to only 51% of women[72]. Within Pakistan, Balochistan presents a particularly challenging landscape. As the country's largest province by area but its most underdeveloped in terms of socio-economic indicators, Balochistan's literacy rate lags far behind national averages. In 2020, the overall literacy rate in the province was 46%, with male literacy at 61% and female literacy at a mere 25%[73]. These figures underscore the systemic neglect and cultural barriers that have long hindered educational progress in the province. While national literacy rates have seen incremental improvements, Balochistan's progress has been markedly slower, reflecting the compounded challenges of poverty, geographic isolation, and political instability.

Despite these sobering statistics, there have been some signs of progress in recent years. By 2023, female literacy in Balochistan had risen to approximately 29%, while male literacy remained relatively stagnant at around 62%[74]. This modest improvement can be attributed to targeted interventions such as the Ehsaas Education Stipend, which provides conditional cash transfers to families who send their daughters to school, and the Balochistan Education Sector Plan (BESP) 2020-25, which aims to address systemic issues like teacher shortages and inadequate infrastructure[75]. School enrolment rates have also seen a slight uptick, with the gross enrolment

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[70] (Murray J., 2021)
[71] (United Nations, 2021)
[72] (Pakistan Bureau of Statistics, 2021)
[73] (Balochistan Education Department, 2021)
[74] (Government of Balochistan, 2023)
[75] (Government of Balochistan, 2020)

ratio for girls in primary education increasing from 32% in 2020 to 38% in 2023[76]. However, these gains are fragile and unevenly distributed, with rural areas continuing to lag behind urban centres. The challenges facing female education in Balochistan are deeply rooted and multifaceted. A 2021 report by the Balochistan Education Department revealed that nearly 1,800 schools in the province were "shelter less," lacking basic facilities like classrooms, desks, and sanitation[77]. This infrastructure deficit disproportionately affects girls, as socio-cultural norms often discourage them from traveling long distances to attend school. Additionally, teacher absenteeism and a lack of female educators further exacerbate the problem. Studies have shown that the presence of female teachers significantly increases the likelihood of girls attending school, yet only 18% of teachers in Balochistan are women[78].

Retention rates are another critical issue. While enrolment in primary education has improved, dropout rates remain alarmingly high, particularly for girls. Nearly 60% of girls who enrol in primary school in Balochistan drop out before completing fifth grade, primarily due to factors like early marriages, household responsibilities, and the perceived irrelevance of education in traditional communities[79]. These challenges are compounded by the economic pressures faced by many families, who often prioritize short-term survival over long-term educational investments. Government initiatives and non-governmental efforts have attempted to address these barriers. The Ehsaas program, for instance, has provided financial incentives to over 200,000 families in Balochistan to encourage school attendance, with a focus on female students[80]. Similarly, the Balochistan Education Sector Plan aims to construct new schools, recruit more female teachers, and provide gender-sensitive training to existing educators. In remote districts like Awaran and Kech, where literacy rates are among the lowest in the province, grassroots initiatives led by local communities have shown promise. Community schools, often run by NGOs, have provided basic education to girls who would otherwise have no access to schooling[81]. Digital learning programs, though still in their infancy, are also being explored as a means to overcome the shortage of qualified teachers in remote areas. These initiatives, while small in scale, highlight the potential for innovative solutions to bridge the gender literacy gap.

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[76] (UNICEF Pakistan, 2020)
[77] (Balochistan Education Department, 2021)
[78] (Alif Ailaan, 2020)
[79] (Save the Children, 2021)
[80] (Pakistan Education Statistics, 2021)
[81] (World Bank, 2021)
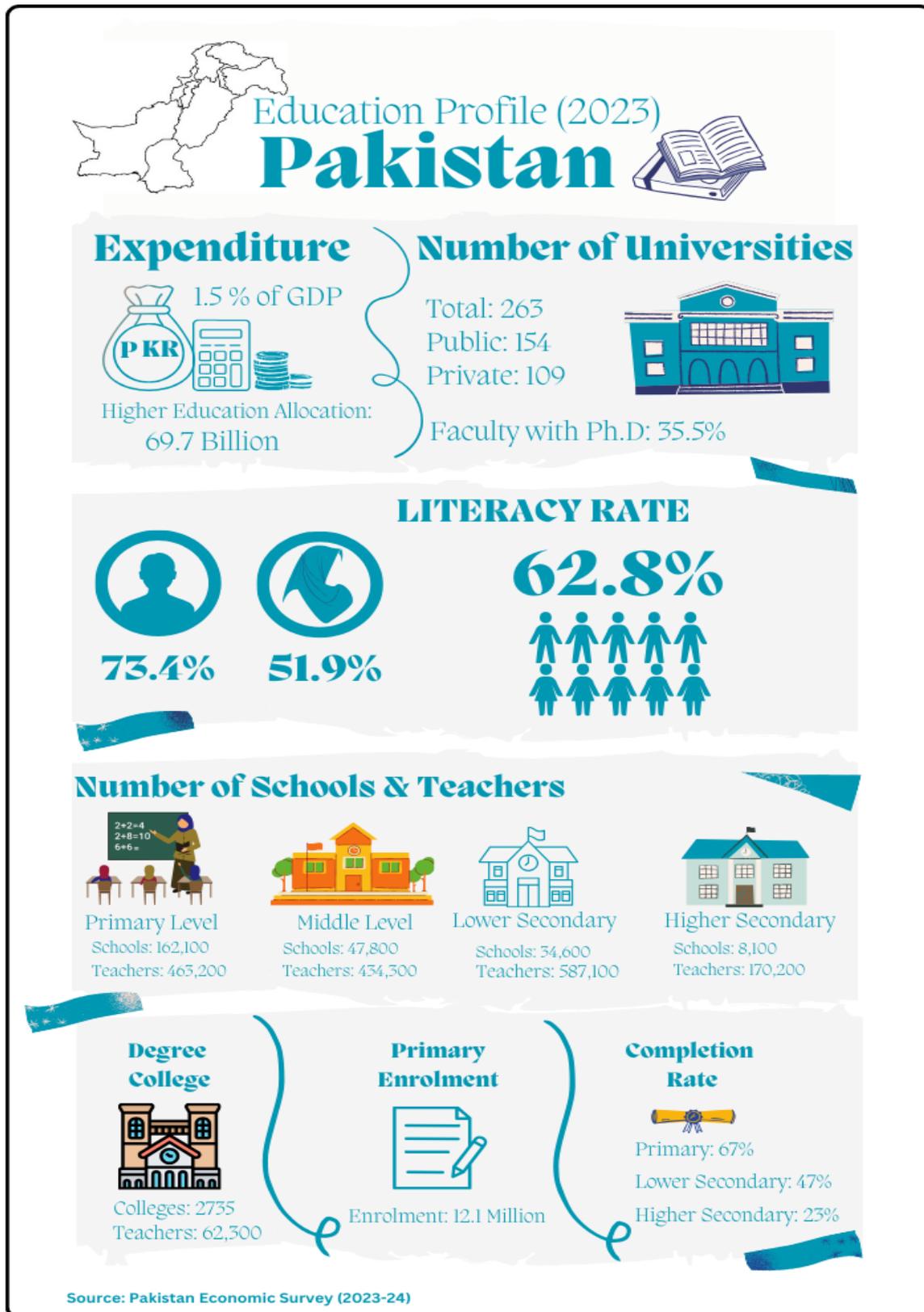
Pakistan Education Profile (2023)

Figure 78: Pakistan Education Profile (2023)
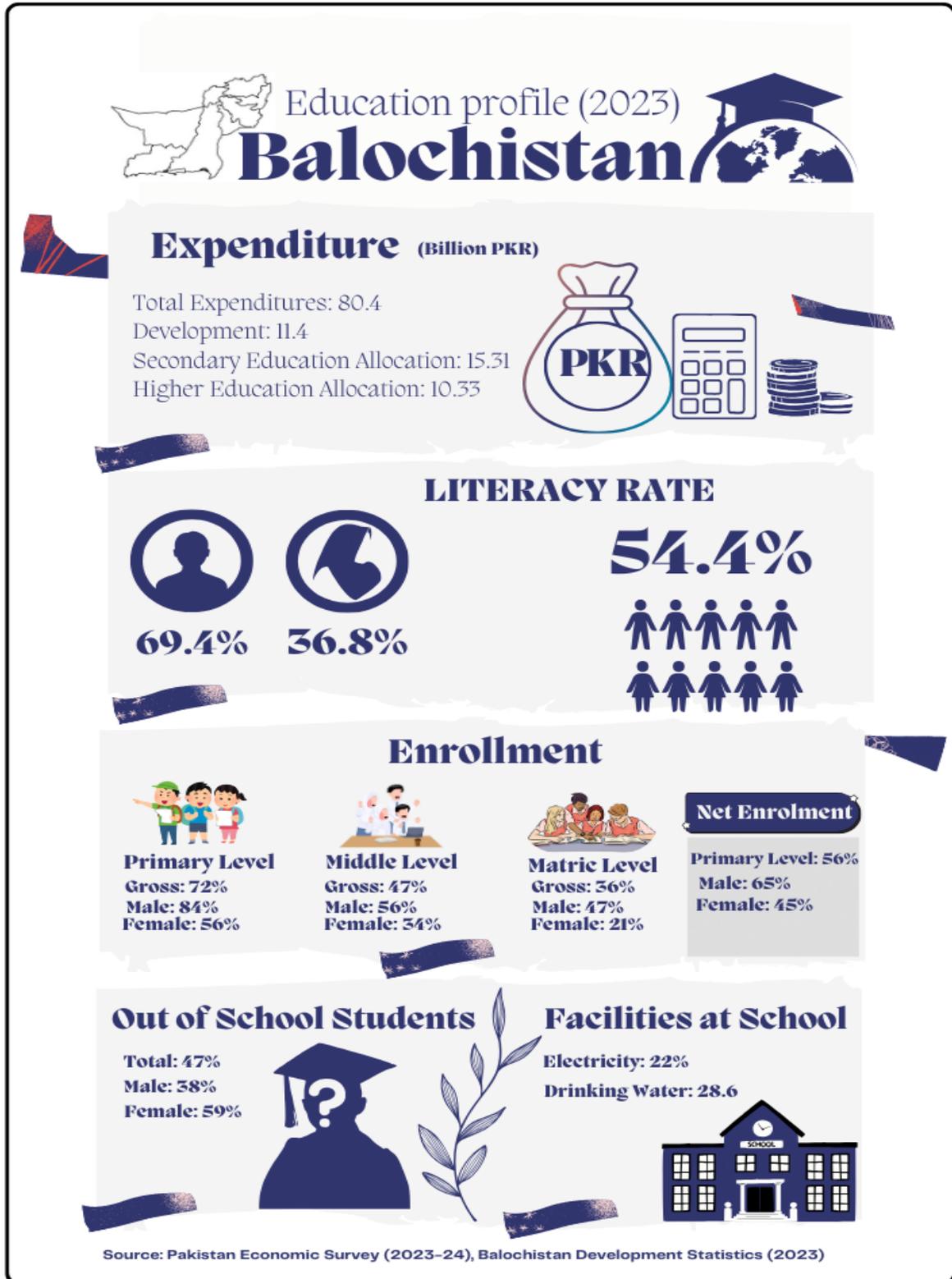
Balochistan Education Profile (2023)

Figure 79: Balochistan Education Profile (2023)

Access to Education

Access to education is crucial for empowering children and shaping the future of communities. However, ensuring meaningful access requires more than just the existence of schools; it depends on multiple factors, including enrolment, availability of qualified teachers, and a balanced student-teacher ratio [82]. These elements, combined with adequate infrastructure, create an environment where students can thrive and achieve their potential. Enrolment is the first step toward ensuring access to education [83]. Increasing enrolment rates, especially among marginalized groups, ensures that every child has the opportunity to learn. However, high enrolment alone does not guarantee quality education[84]. Schools must have enough trained and motivated teachers to handle the influx of students. The availability of teachers is a critical factor, particularly in rural or underserved areas where a lack of educators often limits access[85]. When schools are understaffed, students receive less individual attention, and the quality of instruction suffers[86].

A balanced student-teacher ratio is essential to address these challenges. Overcrowded classrooms make it difficult for teachers to manage their workload effectively and for students to engage meaningfully with the curriculum. Smaller class sizes allow teachers to focus on each child's needs, provide personalized feedback, and create an interactive learning environment[87]. This is especially important for early education, where foundational skills like literacy and numeracy require close attention.

In addition to these factors, infrastructure plays a supporting role. While basic facilities like electricity, water, and toilets are crucial for a conducive learning environment, they must complement efforts to improve enrolment, teacher availability, and classroom dynamics[88]. For instance, teachers are more likely to work in schools with adequate facilities, and parents are more willing to enrol their children in schools that offer safe, hygienic, and resourceful environments[89]. Addressing these factors holistically ensures that every child has access to quality education, empowering them to contribute to society and achieve their dreams.

Schools in Balochistan

There was a total of 15,168 schools in Balochistan in 2023 compared to 15,096 schools in 2022. A district wise analysis showed that the total number of schools increased in each district for the year 2023 compared to the previous year though the increase was not very significant (see Figure below).

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[82] (Ali & Kamrajum, 2023)
[83] (Molekwa M., 2024)
[84] (Arkorful VE et al., 2020)
[85] (Rad D et al., 2022)
[86] (Shaeffer S., 2019)
[87] (Rao N et al., 2021)
[88] (Vakili R et al., 2024)
[89] (Osai JA et al., 2021)

Schools by District & Year in Balochistan

■ 2021-22 ■ 2022-23

District	
PISHIN	
KHUZDAR	
KECH	
QUETTA	
LASBELA	
KILLA...	
BARKHAN	
NASEER ABAD	
JAFER ABAD	
KOHLU	
KACHHI	
SOHBAT PUR	
PANJGUR	
DUKI	
MASTUNG	
LORALAI	
ZHOB	
DERA BUGTI	
KALAT	
KILLA...	
AWARAN	
MUSAKHEL	
JHAL MAGSI	
CHAGHI	
GWADAR	
ZIARAT	
SIBI	
KHARAN	
NOSHKI	
SURAB	
WASHUK	
CHAMAN	
SHERANI	
HARNAI	

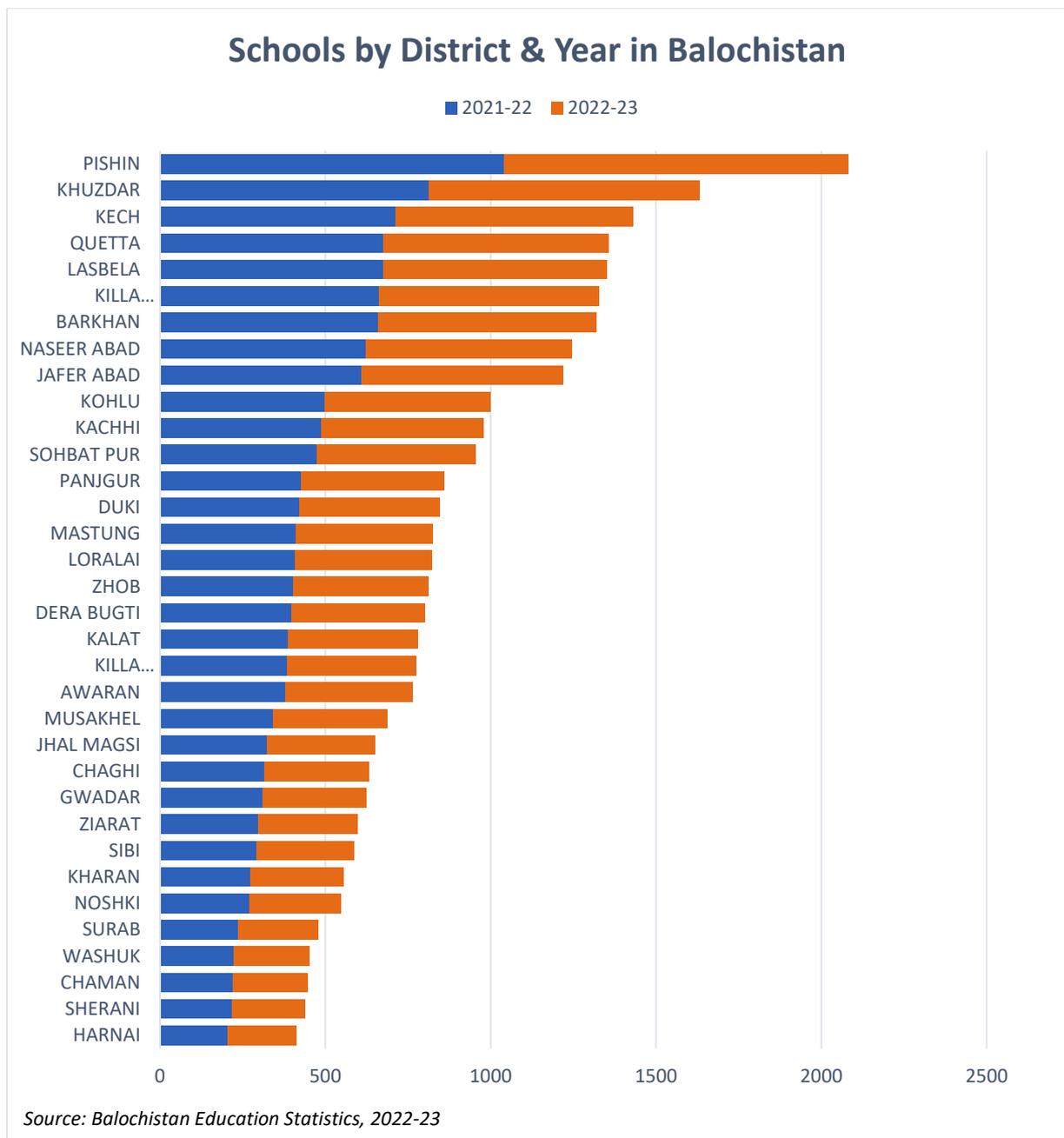*Source: Balochistan Education Statistics, 2022-23*

Figure 80: Schools by District & Year in Balochistan

A gender and district-wise analysis of the total number of schools in Balochistan showed that the number of schools for boys was significantly higher than the number of schools for girls (see Figure below).
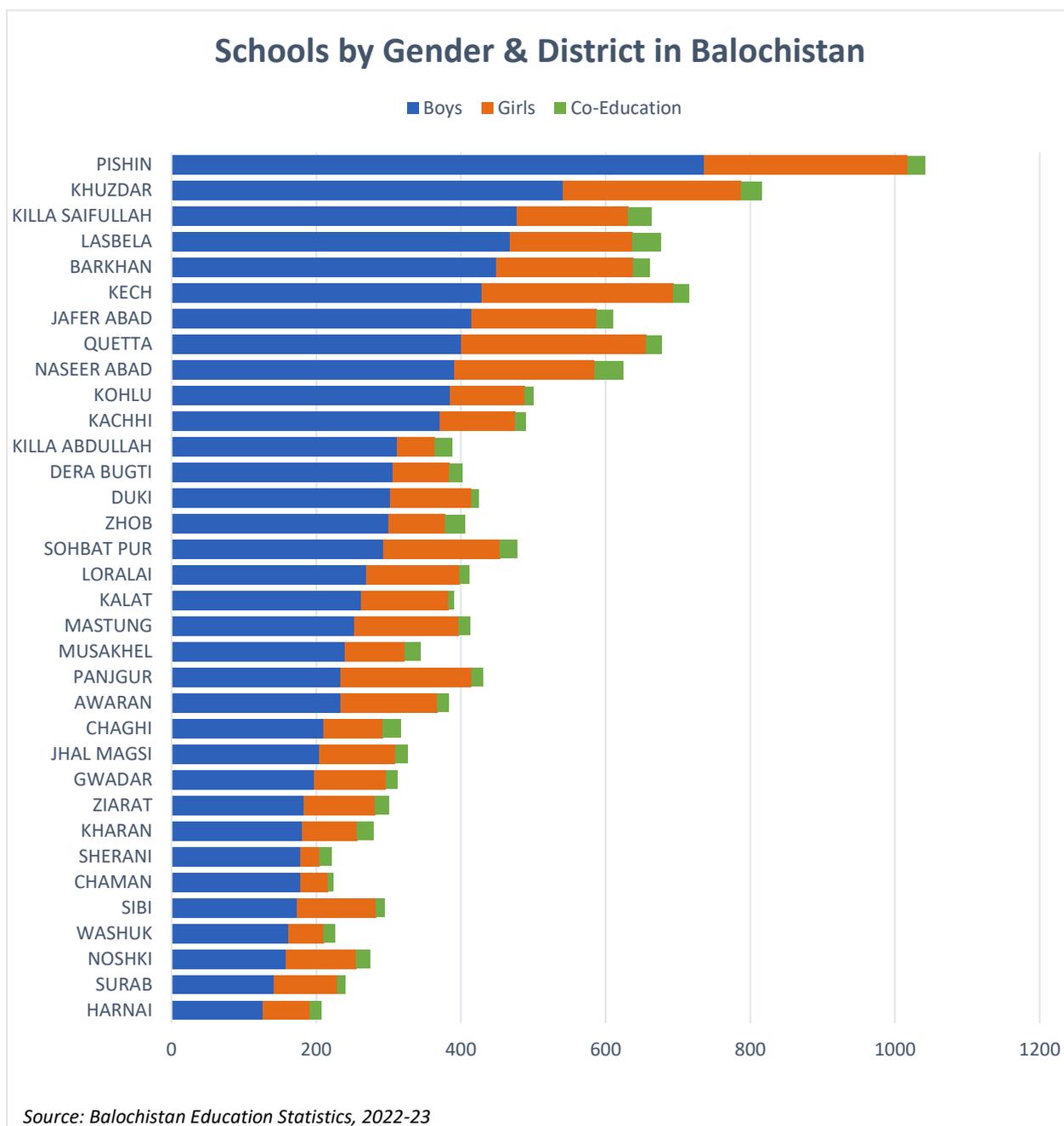
Schools by Gender & District in Balochistan

■ Boys ■ Girls ■ Co-Education

PISHIN
KHUZDAR
KILLA SAIFULLAH
LASBELA
BARKHAN
KECH
JAFER ABAD
QUETTA
NASEER ABAD
KOHLU
KACHHI
KILLA ABDULLAH
DERA BUGTI
DUKI
ZHOB
SOHBAT PUR
LORALAI
KALAT
MASTUNG
MUSAKHEL
PANJGUR
AWARAN
CHAGHI
JHAL MAGSI
GWADAR
ZIARAT
KHARAN
SHERANI
CHAMAN
SIBI
WASHUK
NOSHKI
SURAB
HARNAI

0   200   400   600   800   1000   1200

Source: Balochistan Education Statistics, 2022-23

Figure 81: Schools by Gender & District in Balochistan

Of the total schools in Balochistan in 2023, 12,224 (80.6 percent) were primary, 1,578 were middle (10.4 percent), and 9.0 percent (1,366) were high/higher secondary schools. Of the primary schools, 8,470 (69.3 percent) were for boys compared to 3,076 (25.2 percent) for girls whereas 678 (5.5 percent) schools were co-education.

With respect to middle schools, the gap between schools for boys and girls was little as there were 868 (55.0 percent) schools for boys compared to 710 (45.0 percent) schools for girls. There was a total of 738 (61.8 percent) high and 88 (51.2 percent) higher secondary schools for boys in 2023

compared to 456 (38.2 percent) and 84 (48.8 percent) for girls, respectively. Figure below gives a gendered comparison of schools in Balochistan in 2023.
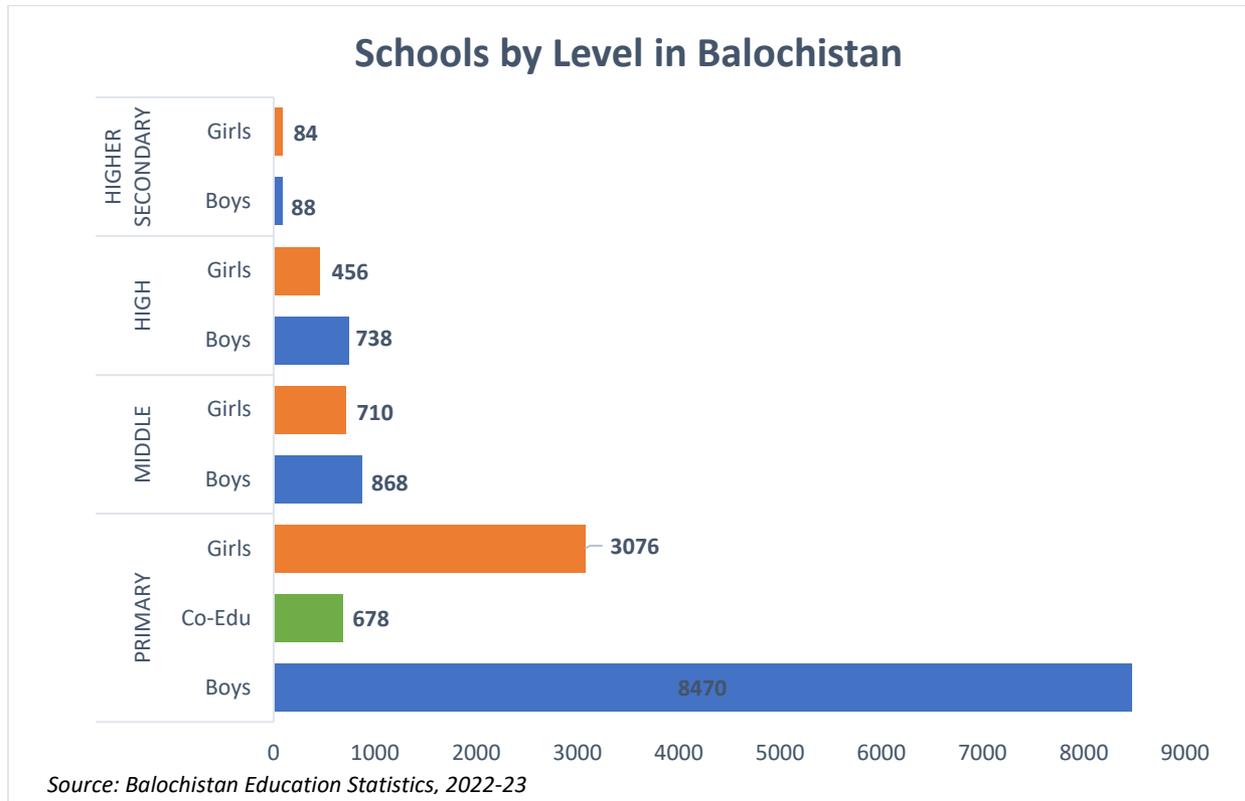

Schools by Level in Balochistan

Level	Category	Value
HIGHER SECONDARY	Girls	84
HIGHER SECONDARY	Boys	88
HIGH	Girls	456
HIGH	Boys	738
MIDDLE	Girls	710
MIDDLE	Boys	868
PRIMARY	Girls	3076
PRIMARY	Co-Edu	678
PRIMARY	Boys	8470

Source: Balochistan Education Statistics, 2022-23

Figure 82: Schools by Level in Balochistan

The district-wise analysis (see Figure below) showed that Pishin (630) followed by Khuzdar (458) and Killa Saifullah (423) had the highest number of primary schools for boys whereas the lowest number was reported for Harnai (102) followed by Noshki and Surab (116 in each).

For girls, the highest number of primary schools were in District Pishin (194) followed by Kech (190) and Khuzdar (177) whereas the lowest number was present in Sherani (18) followed by Chaman (24) and Washuk (32).

The highest number of co-education primary schools was in District Naseerabad and Labella (40 each) followed by Killa Saifullah (33) while the lowest number was reported for Chaman and Kalat (08 each) followed by Duki (10).
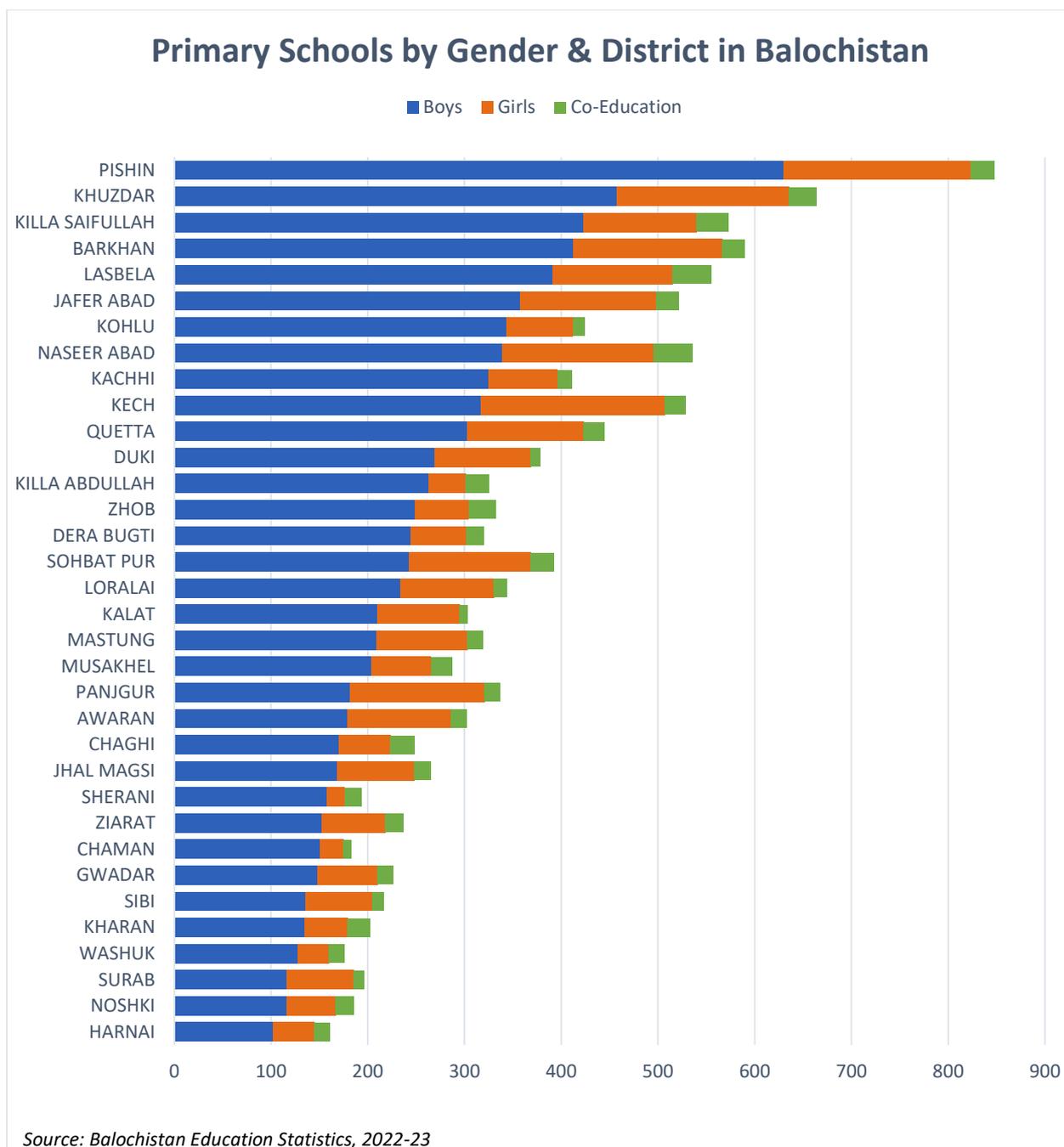
Primary Schools by Gender & District in Balochistan

■ Boys ■ Girls ■ Co-Education

Source: Balochistan Education Statistics, 2022-23

Figure 83: Primary Schools by Gender & District in Balochistan

With respect to middle schools for boys, the highest number was present in District Pishin (61) followed by Kech (57) and Quetta (46) while the lowest number was reported for District Ziarat (11) followed by Harnai (12) and Surab and Sherani (14 each).

The highest number of middle schools for girls was reported in District Pishin (61) followed by Quetta (56) and Khuzdar (46) and the lowest number was present in District Sherani (02) followed by Districts Chaman and Killa Abdullah (06 each). The Figure below shows a district and gender-wise analysis of middle schools in Balochistan for the year 2023.
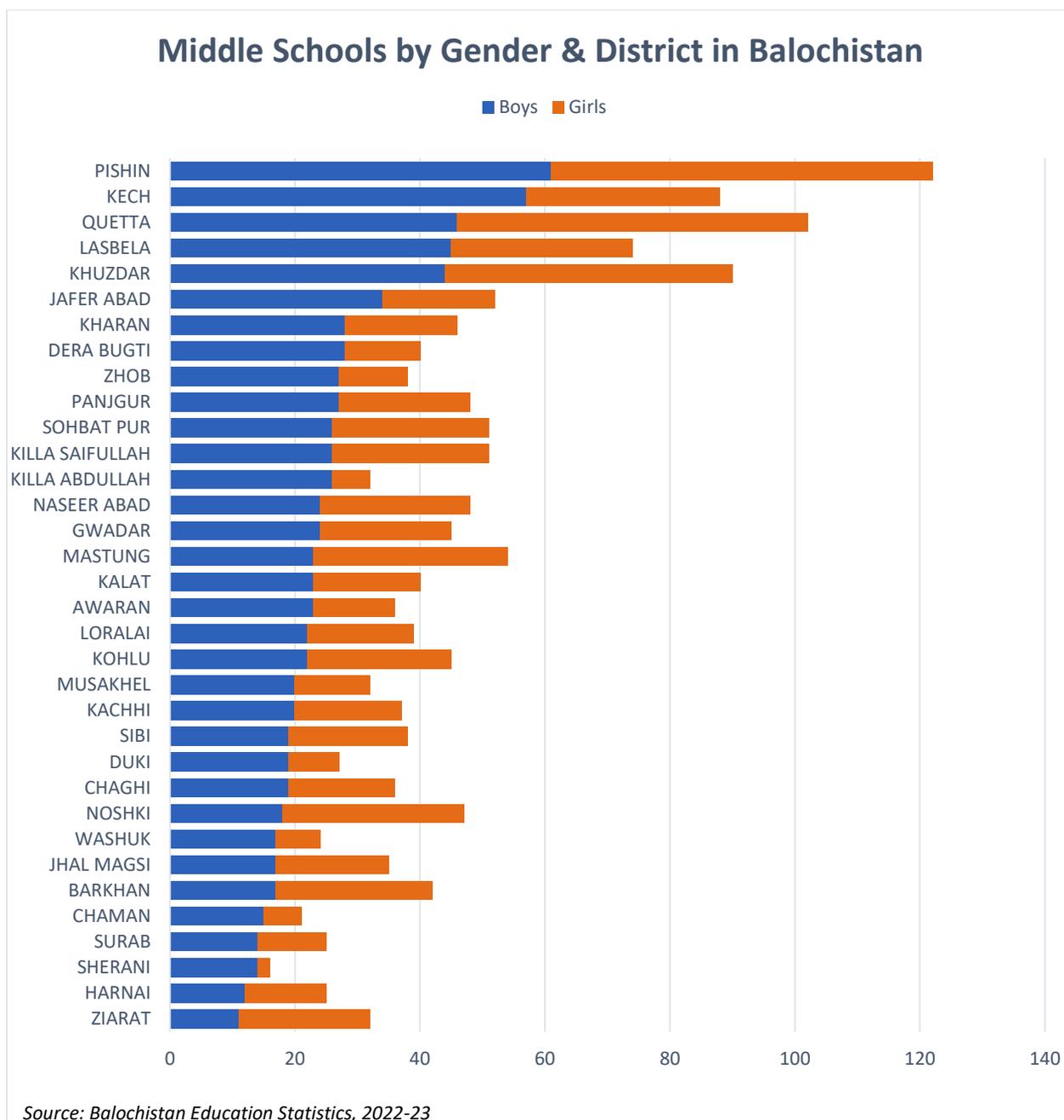
Middle Schools by Gender & District in Balochistan

■ Boys ■ Girls

Source: Balochistan Education Statistics, 2022-23

Figure 84: Middle Schools by Gender & District in Balochistan

The highest number of high schools for boys was in District Kech (48) followed by Quetta (45) and Pishin (44) while the lowest number was in Sherani (07) followed by Surab (09) and Harnai (11).

With respect to high schools for girls, the highest number was reported in District Quetta (71) followed by Kech (35) and Pishin (25) while the lowest number was reported in Duki (03) followed by Sherani (04) and Surab and Washuk (06 each). The Figure below shows a district and gender-wise analysis of high schools in Balochistan for the year 2023.
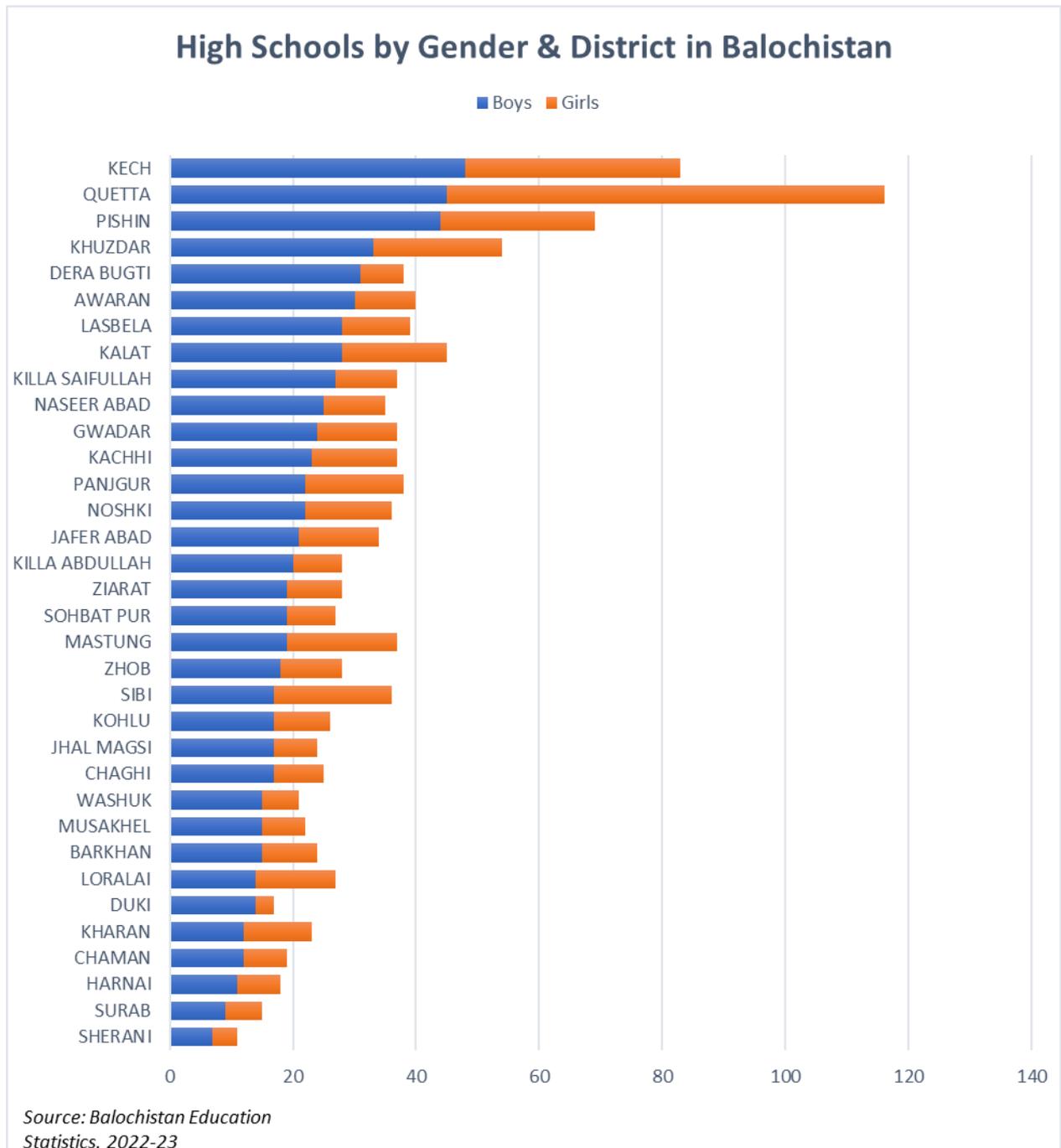
Figure 85: High Schools by Gender & Districts in Balochistan

The highest number of higher secondary schools for boys was observed in Districts Quetta and Kech (07 each) followed by Khuzdar, Kharan, and Zhob (06 each) while no schools were reported for Districts Duki, Sherani, Chaman, Ziarat, and Loralai.

For girls, the highest number of higher secondary schools was reported in District Kech (09) followed by Quetta (08) and Labella (05) while no school was reported for District Killa Abdullah followed by one school each in Districts Sherani, Chaman, Jhal Magsi, Pishin, Killa Saifullah, Jafarabad, Mastung, Sibi, and Surab (see Figure below).
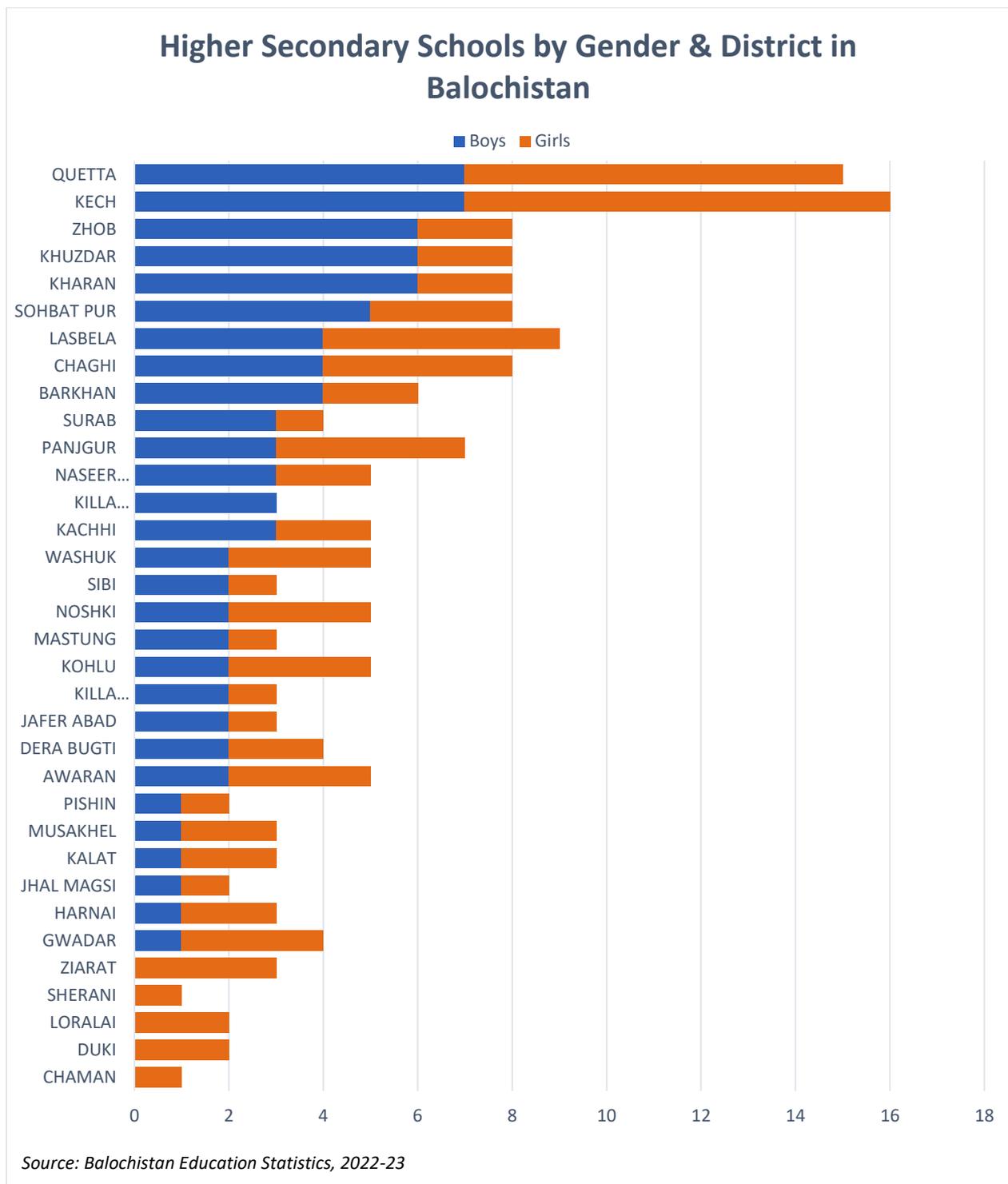
Higher Secondary Schools by Gender & District in Balochistan

Legend: ■ Boys ■ Girls

District	Boys	Girls
QUETTA	7	8
KECH	7	9
ZHOB	6	2
KHUZDAR	6	2
KHARAN	6	2
SOHBAT PUR	5	3
LASBELA	4	5
CHAGHI	4	4
BARKHAN	4	2
SURAB	3	1
PANJGUR	3	4
NASEER…	3	2
KILLA…	3	0
KACHHI	3	2
WASHUK	2	3
SIBI	2	1
NOSHKI	2	3
MASTUNG	2	1
KOHLU	2	3
KILLA…	2	1
JAFER ABAD	2	1
DERA BUGTI	2	2
AWARAN	2	3
PISHIN	1	1
MUSAKHEL	1	2
KALAT	1	2
JHAL MAGSI	1	1
HARNAI	1	2
GWADAR	1	3
ZIARAT	0	3
SHERANI	0	1
LORALAI	0	2
DUKI	0	2
CHAMAN	0	1

Source: Balochistan Education Statistics, 2022-23

Figure 86: Higher Secondary Schools by Gender & District in Balochistan

Non-functional Schools

There was a total of 3,359 non-functional schools in Balochistan in 2023 of which 2,293 (68.3 percent) were of boys, 937 were girls (27.9 percent), and 129 (3.8 percent) were co-education

schools. A district-wise analysis (see Figure below) revealed that the highest number of non-functional schools was reported in District Khuzdar (240) followed by Pishin (216) and Kalat (169), whereas the lowest number was reported in District Bera Bugti (11) followed by Sohbat (27) and Gwadar (46).

The highest number of non-functional schools for boys was reported in District Khuzdar (172) followed by Pishin (134) and Kalat (126), whereas the lowest number was reported in District Bera Bugti (07) followed by Sohbat (16) and Gwadar (27).

For girls, highest number of non-functional schools was reported in District Pishin (77) followed by Awaran (74) and Naseerabad (63), whereas the lowest number was reported in District Labella (01) followed by Kohlu and Dera Bugti (04 each).

The highest number of non-functional co-education schools was reported in Districts Quetta and Zhob (13 each) followed by Killa Abdullah (12) while Districts Jaferabad, Jhal Magsi, Kharan, Sherani, and Washuk had one non-functional co-education school. It is important to mention here that each of these districts only had one co-education school and it was non-functional. The Figure below highlights these comparisons.
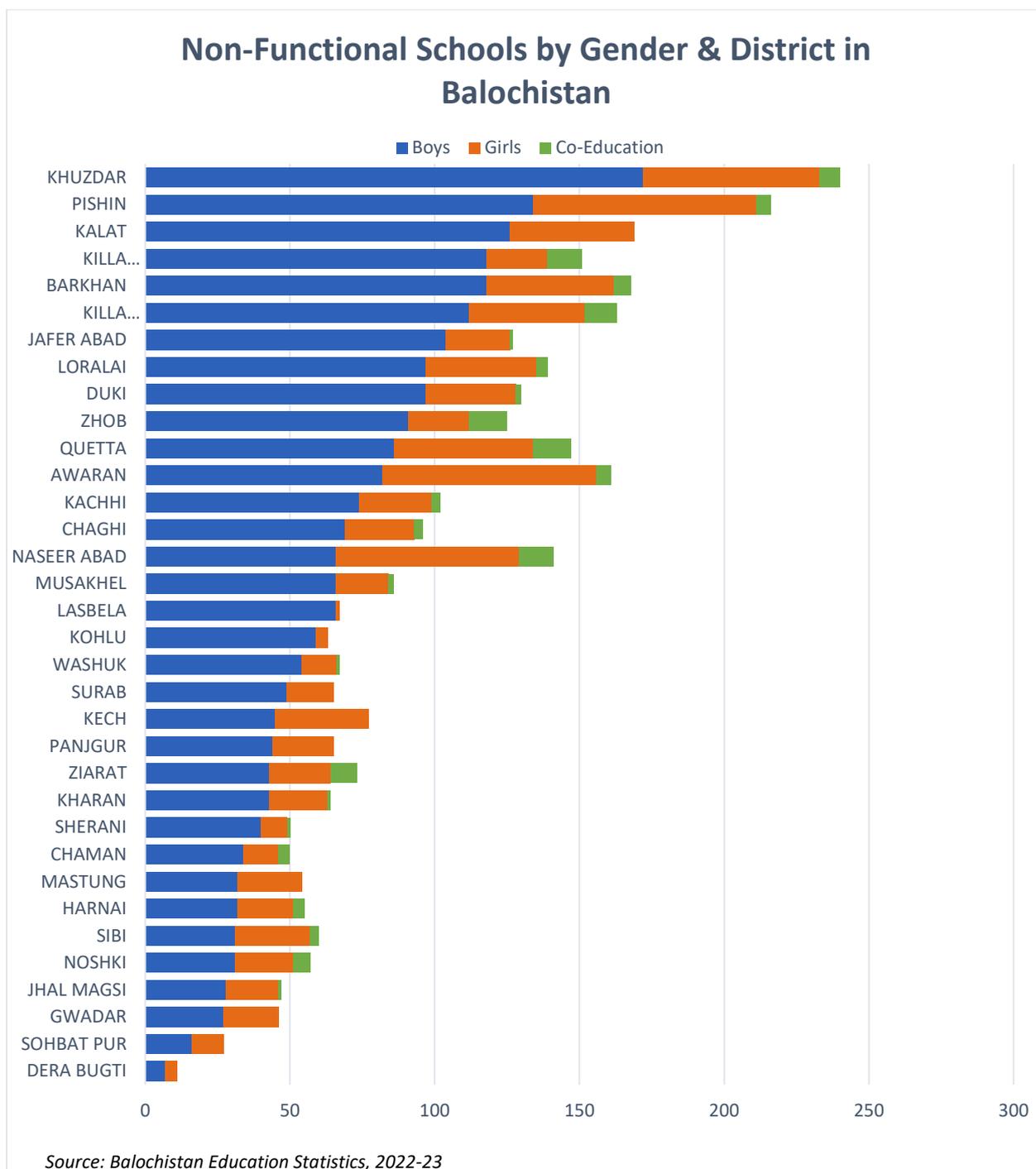
Figure 87: Non-Functional Schools by Gender & District in Balochistan

There was a total of 3,295 non-functional primary schools in Balochistan in 2023, of which 2,265 (68.7 percent) were boys, 901 (27.3 percent) were girls, and 129 (3.9%) were co-education schools, respectively. A district-wise analysis showed that the highest number of non-functional primary schools was present in District Khuzdar (233) followed by Pishin (213) and Barkhan (166) while the lowest number was reported in Dera Bugti (11) followed by Sohbat (27) and Jhal Magsi (45). The highest number of non-functional primary schools for boys were reported in District

Khuzdar (170) followed by Pishin (134) and Kalat (124) while the lowest number was reported in Dera Bugti (07) followed by Sohbat (16) and Gwadar (27). For girls, the highest number of non-functional primary schools was reported in District Pishin (74) followed by Awaran (73) and Naseerabad (60) while the lowest number was reported in Labella (01) followed by Dera Bugti and Kohlu (04 each). The figure below highlights these comparisons.
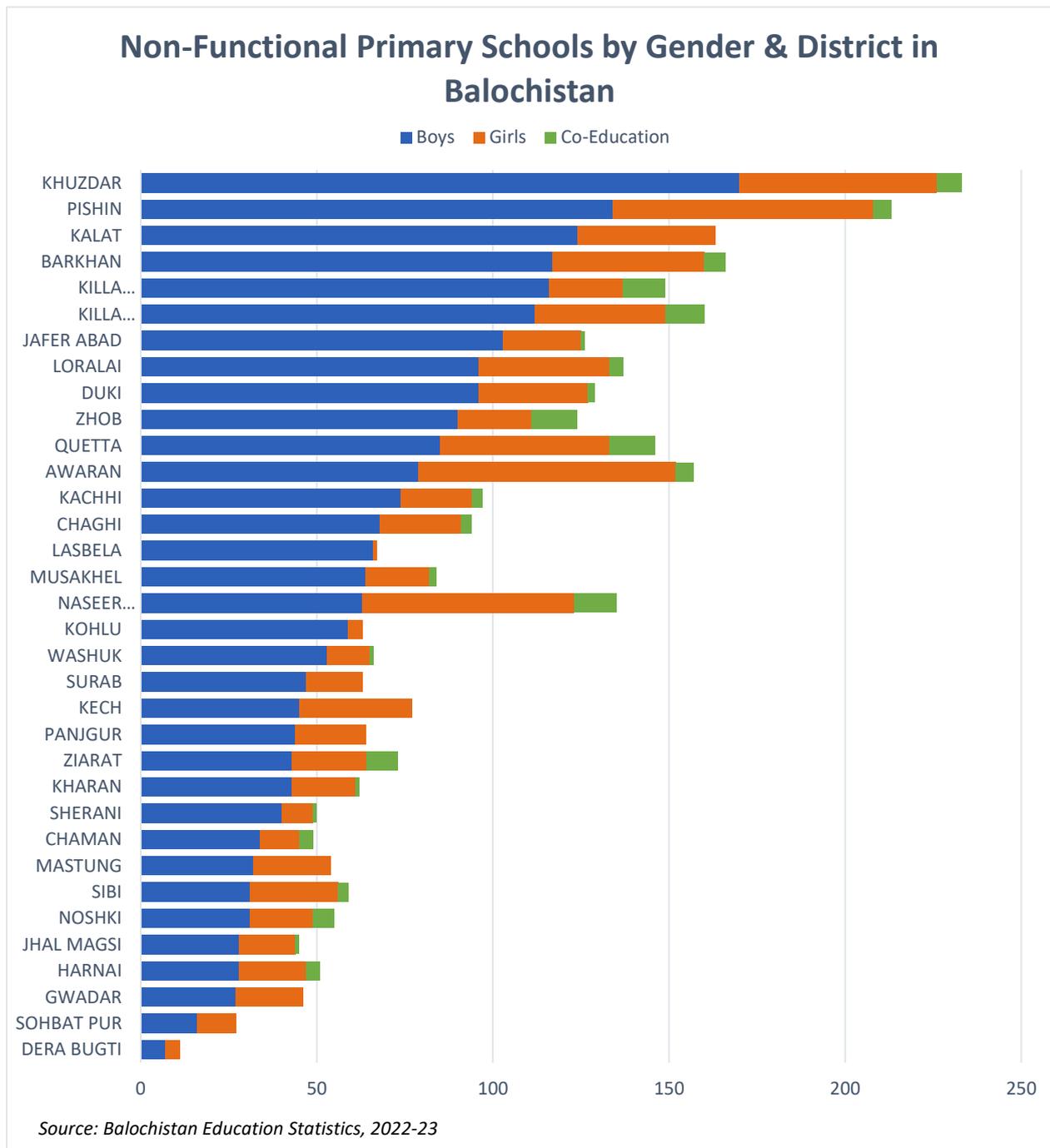

Source: Balochistan Education Statistics, 2022-23

Figure 88: Non-Functional Primary Schools by Gender & District in Balochistan

There was a total of 60 non-functional middle schools in Balochistan in 2023, of which 27 (45.0 percent) were boys and 33 (55.0 percent) were girl schools, respectively. The Figure below highlights the district-wise comparison of non-functional middle schools for boys and girls.
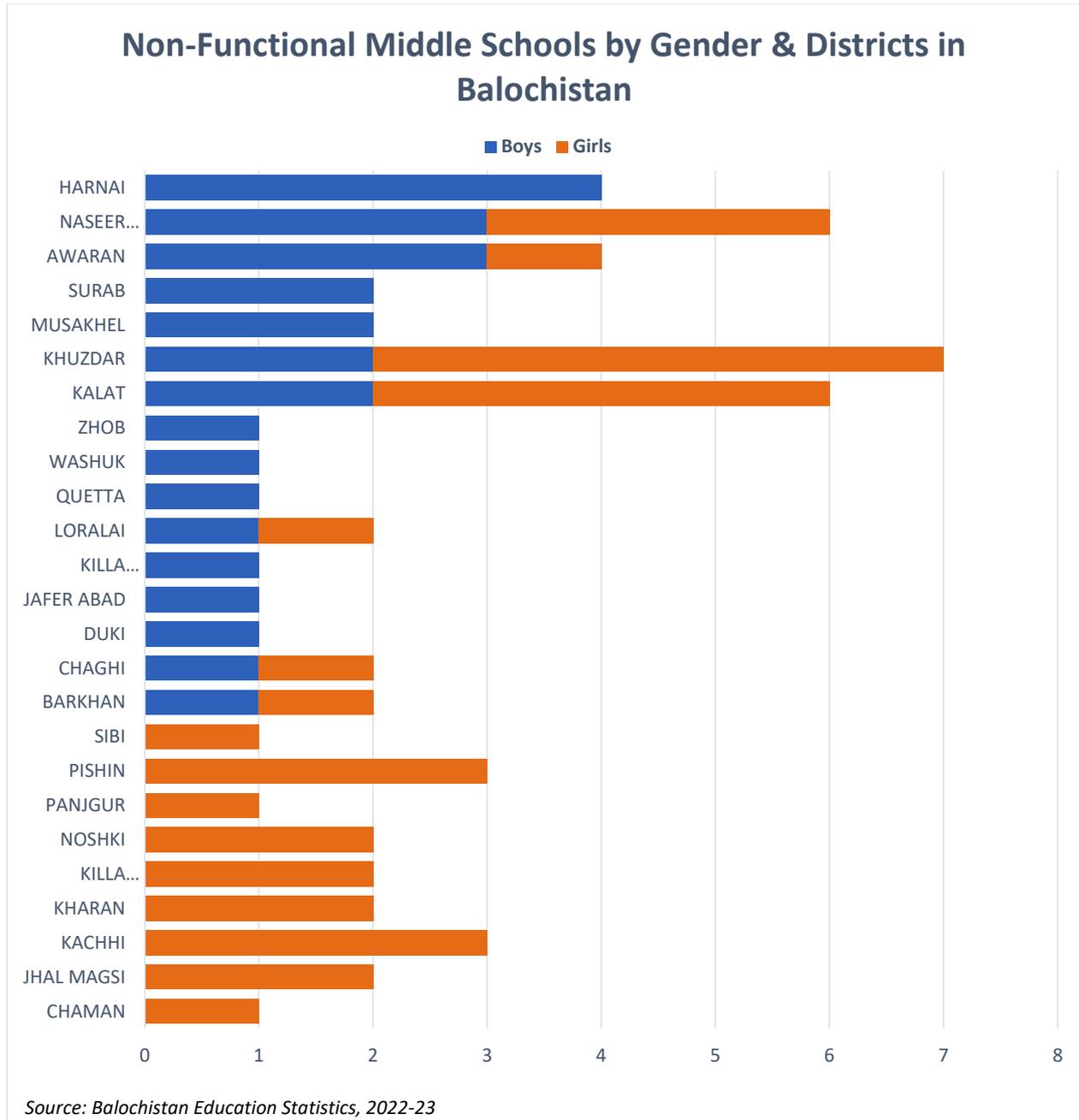

Figure 89: Non-Functional Middle Schools by Gender & Districts in Balochistan

Single Room Primary Schools

There was a total of 3,385 single room primary schools in Balochistan in 2023 of which 2,377 (70.2 percent) were of boys, 731 were girls (21.6 percent), and 277 (8.2 percent) were co-education schools. A district-wise analysis (see Figure below) revealed that the highest number of single room primary schools was reported in District Burkhan (405) followed by Kohlu (259) and Pishin

(210), whereas the lowest number was reported in District Chaman (19) followed by Harnai and Jhal Magsi (27 each).

The highest number of single room primary schools for boys was reported in District Burkhan (288) followed by Kohlu (225) and Pishin (159), whereas the lowest number was reported in District Noshki (08) followed Harnai (09) and Jhal Magsi (12).

For girls, highest number of single room primary schools was reported in District Barkhan (103) followed by Duki (55) and Pishin (47), whereas no single room primary school was reported in District Awaran, two in Sherani, and three each in Chaman, Killa Abdullah, and Noshki.

The highest number of single room co-education schools was reported in Districts Sohbat (18) followed by Dera Bugti (16), and Kech and Chaghi(15 each) while there was no single room co-education school in Mastung, Sherani, and Ziarat. The Figure below presents a gendered and district-wise comparison of single room primary schools in Balochistan.
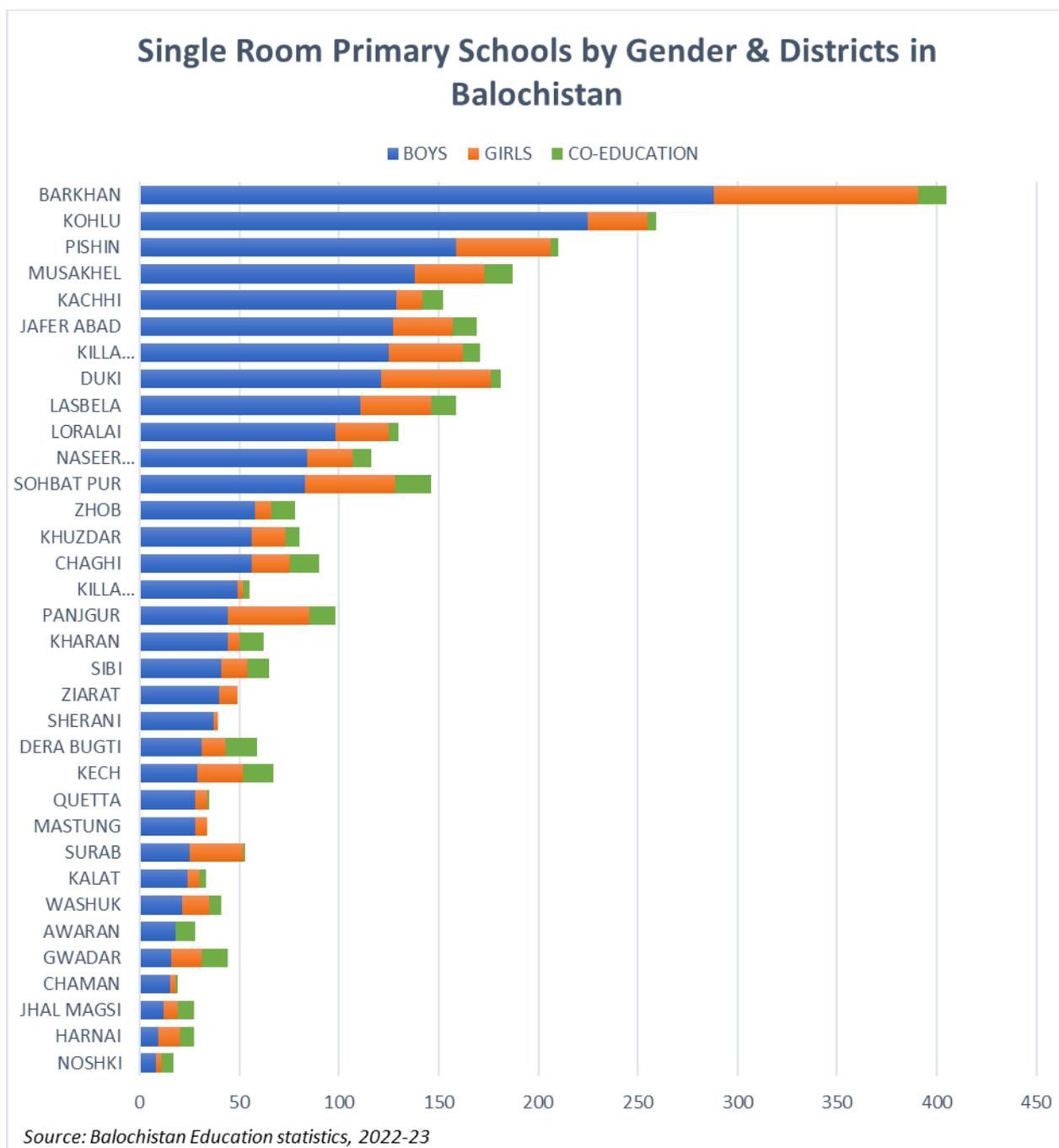
Single Room Primary Schools by Gender & Districts in Balochistan

BOYS **GIRLS** **CO-EDUCATION**

Source: Balochistan Education statistics, 2022-23

Figure 90: Single Room Primary Schools by Gender & Districts in Balochistan

Shelter less Primary Schools

There was a total of 1,817 shelter less primary schools in Balochistan in 2023 of which 1,136 (62.5 percent) were of boys, 660 were girls (36.3 percent), and 21 (1.2 percent) were co-education schools. A district-wise analysis revealed that the highest number of shelter less primary schools was reported in District Pishin (181) followed by Awaran (133) and Khuzdar (128), whereas the lowest number was reported in District Kohlu (04) followed by Barkhan and Duki (02 each).

The highest number of shelter less primary schools for boys was reported in District Pishin (121) followed by Khuzdar (84) and Dera Bugti (75), whereas the lowest number was reported in District Burkhan and Duki (02 each) followed by Kohlu (03).

For girls, highest number of shelter less primary schools was reported in District Awaran (78) followed by Pishin (59) and Kech (55), whereas no shelter less primary school was reported in Districts Barkhan and Duki followed by one in Kohlu. The Figure below presents a gendered and district-wise comparison of shelter less primary schools in Balochistan.
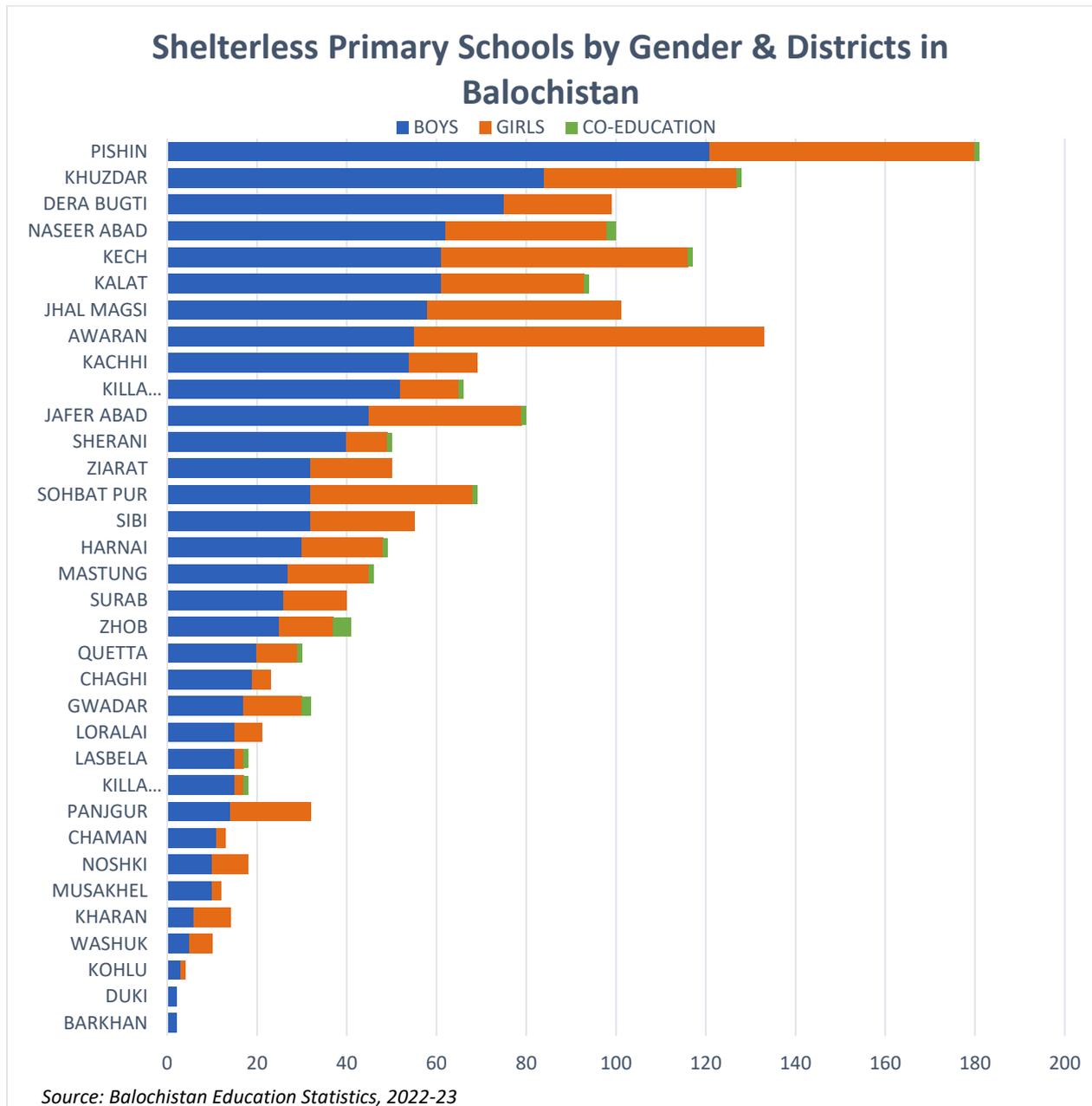

Figure 91: Shelter less Primary Schools by Gender & Districts in Balochistan

Enrolment

Enrolment in Primary Schools

There was a total of 93,827 enrolments in pre-primary (*Kachi*), of which 54,658 (58.3 percent) were boys and 39,169 (41.7 percent) were girls. The highest number of boys was enrolled in District Quetta (6,316) followed by Pishin (4,845) and Kech (4,138) while the lowest number was enrolled in District Kharan (513) followed by Harnai (517) and Musakhel (578). For girls, the highest enrolments were in District Kech (4,045) followed by Quetta (3,547) and Pishin (3,198) while the lowest were observed in District Sherani (210) followed by Musakhel (290) and Killa Abdullah (298). The Figure presents a gendered and district-wise comparisons of these enrolments.
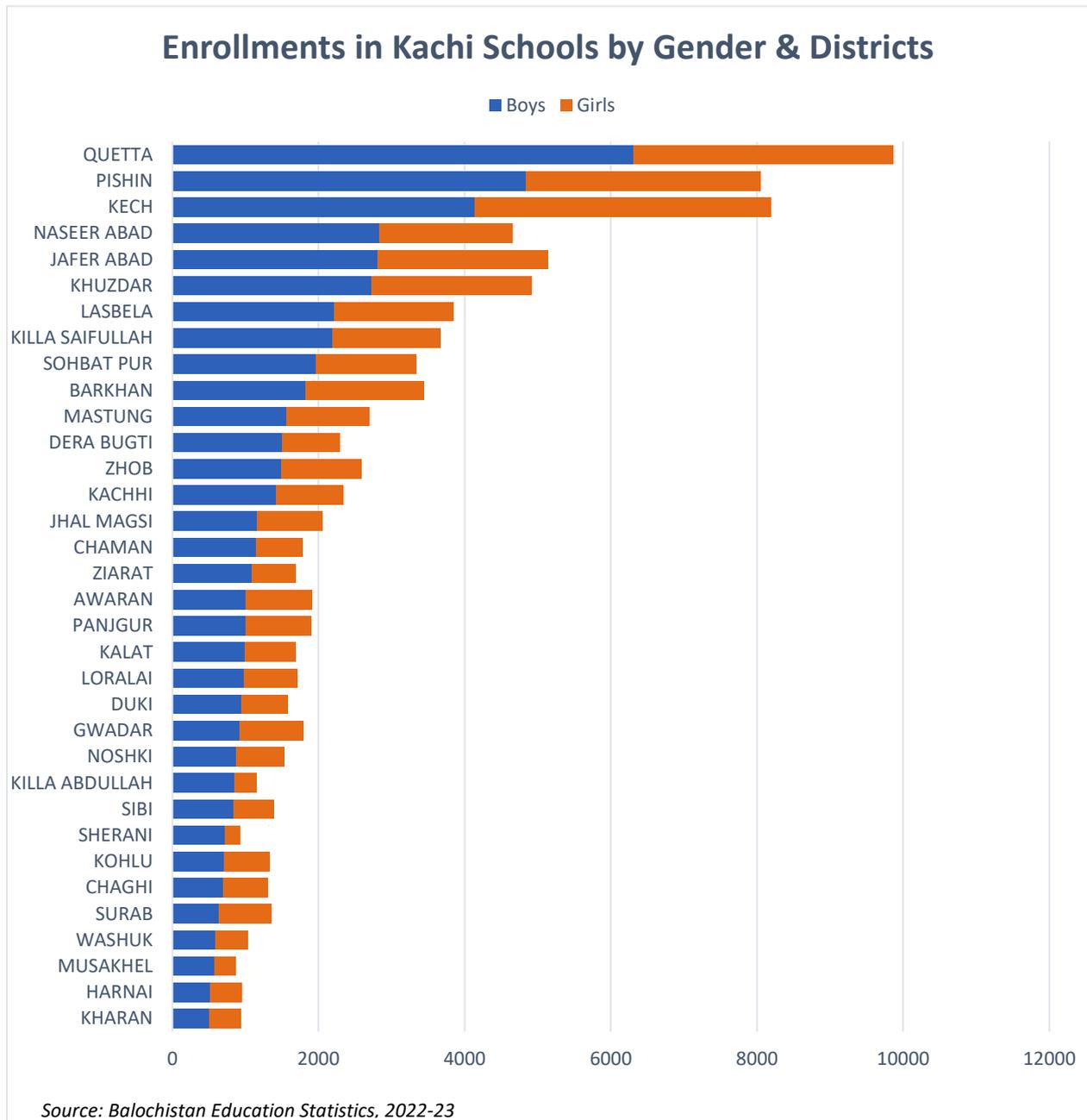
Figure 92: Enrolments in Kachi Schools by Gender & Districts

With respect to primary school enrolment, there was a total of 312,427 enrolments, of which 184,838 (59.2 percent) were boys and 127,589 (40.8 percent) were girls. The highest number of boys was enrolled in District Quetta (14,118) followed by Labella (11,965) and Pishin (11,029) while the lowest number was enrolled in District Harnai (1,215) followed by Sherani (2,027) and Washuk (2,094). For girls, the highest enrolments were in District Kech (10,477) followed by Khuzdar (8,190) and Labella (8,114) while the lowest were observed in District Sherani (875) followed by Harnai (912) and Sibi (1,292). The Figure presents a gendered and district-wise comparisons of these enrolments.
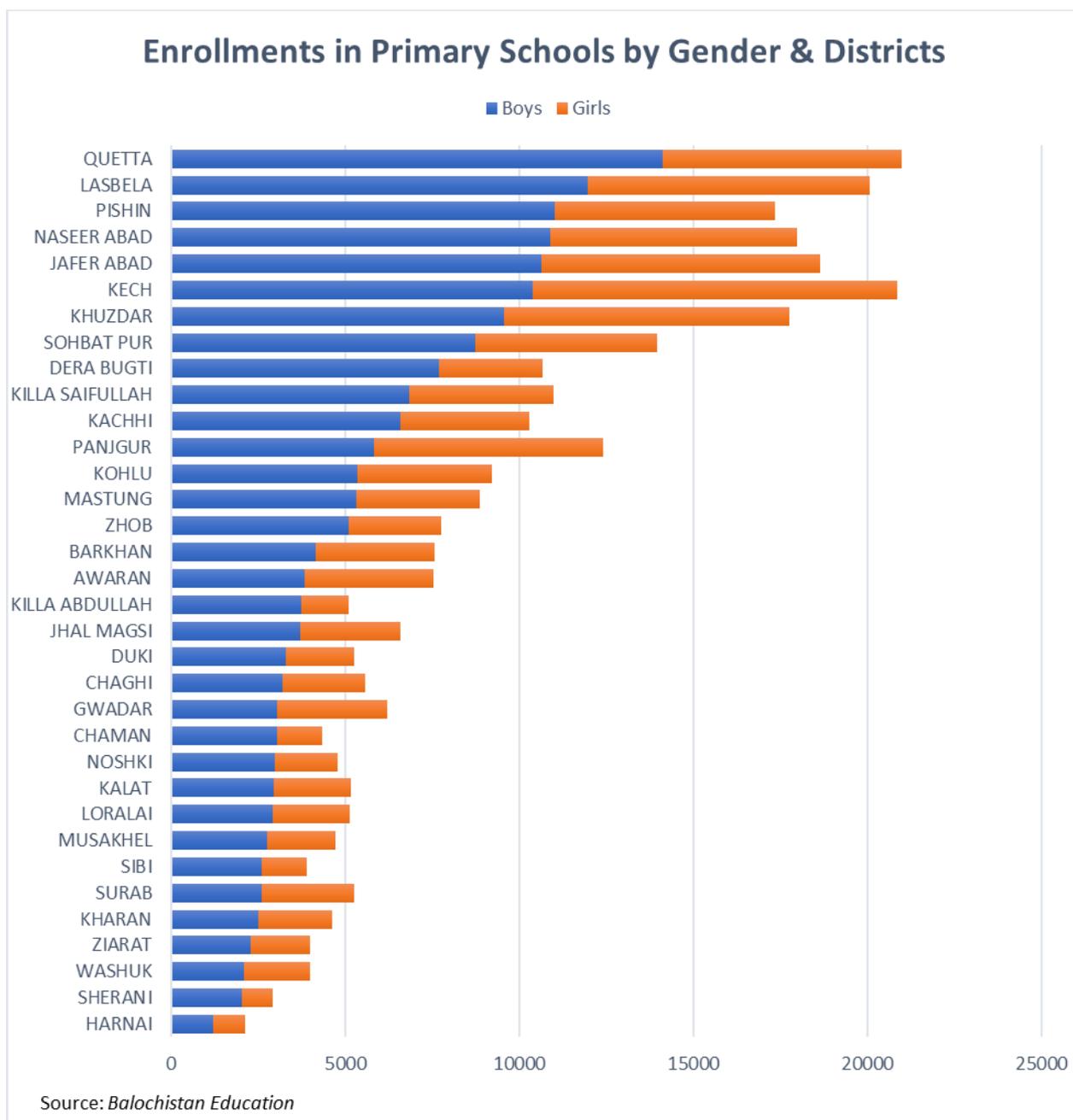
Figure 93: Enrolments in Primary Schools by Gender & Districts

Enrolment in Middle Schools

There was a total of 181,756 enrolments in middle schools, of which 31,521 (17.3 percent) were pre-primary, 111,930 (61.6 percent) were primary and 38,305 (21.1 percent) were for middle. With respect to pre-primary enrolments, 14,870 (47.2 percent) were boys and 16,651 (52.8 percent) were girls. A gendered and district-wise comparisons of the pre-primary enrolments in middle schools is given below.

Kachi Enrolment in Middle Schools by Gender and District

■ Boys ■ Girls

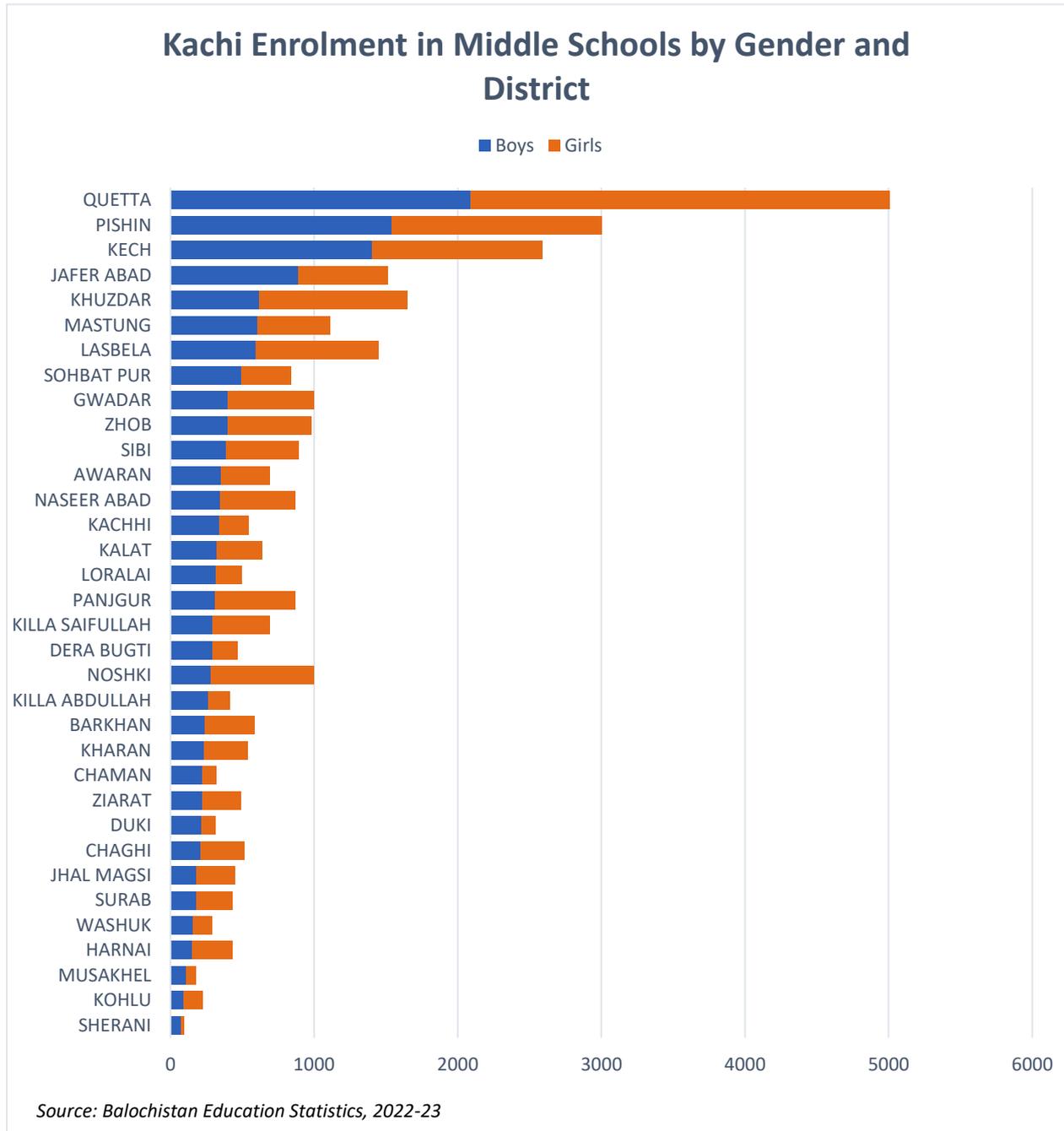*Source: Balochistan Education Statistics, 2022-23*

Figure 94: Kachi Enrolment in Middle Schools by Gender and District

With respect to primary enrolments, 56,876 (50.8 percent) were boys and 55,054 (49.2 percent) were girls. A gendered and district-wise comparisons of the primary enrolments in middle schools is given below.
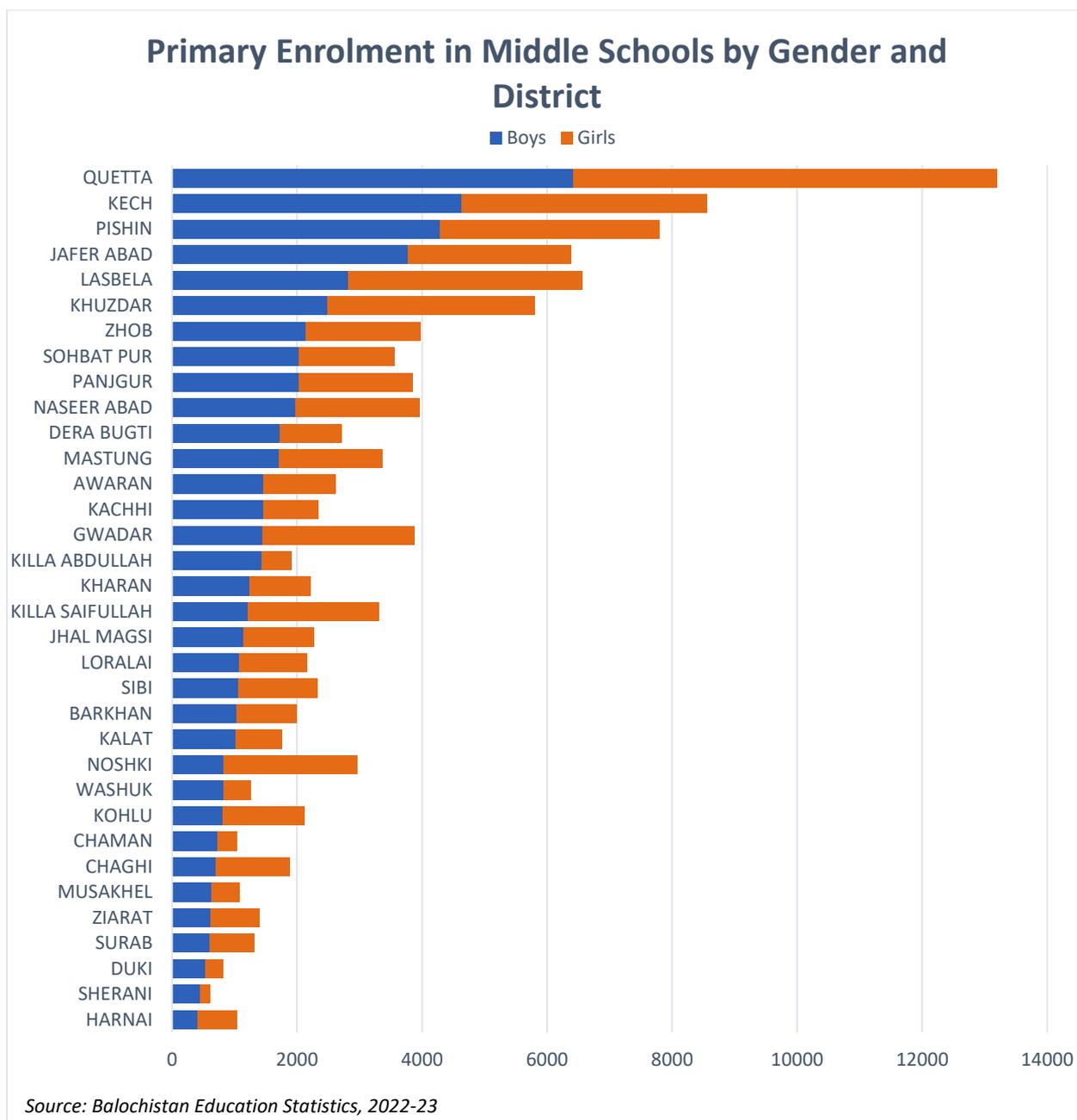
Primary Enrolment in Middle Schools by Gender and District

■ Boys ■ Girls

Source: Balochistan Education Statistics, 2022-23

Figure 95: Primary Enrolment in Middle Schools by Gender and District

With respect to middle enrolments, there was a total of 21,938 (57.3 percent) boys' enrolments and 16,367 (42.7 percent) girls' enrolments. The district-wise analysis revealed that Quetta (2,530) followed by Kech (2,263) and Jaferabad (1,739) had highest enrolment for boys while lowest number was reported in Harnai (82) followed by Duki (100) and Surab (141). With respect to girls' enrolment, the highest number was reported in District Kech (1,625) followed by Quetta (1,505) and Labella (1,451) whereas lowest numbers were reported for Sherani (05) followed by Duki (19) and Chaman (38). The below Figure highlights the gender and district-wise middle level enrolments.
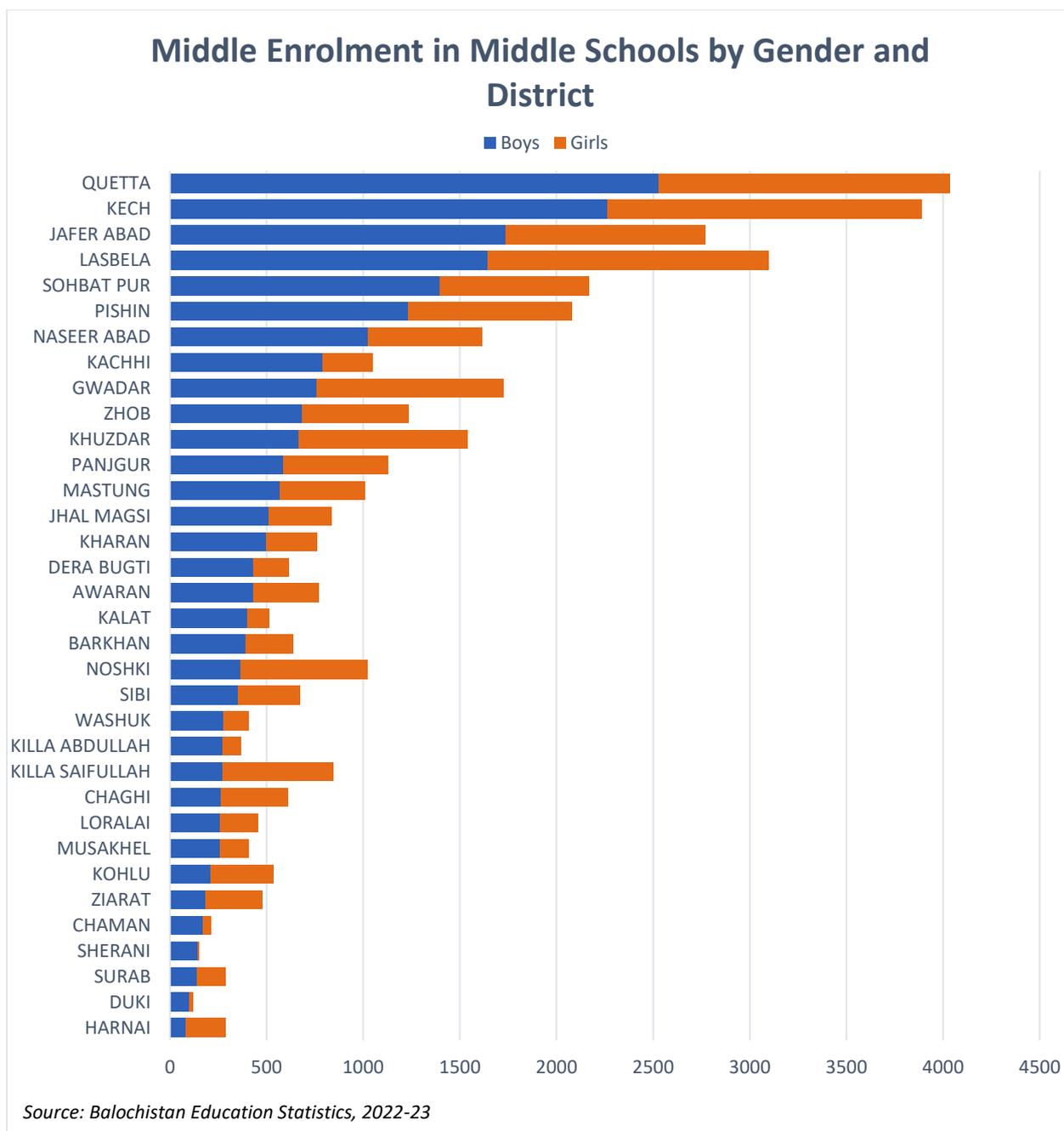
Middle Enrolment in Middle Schools by Gender and District

Source: Balochistan Education Statistics, 2022-23

Figure 96: Middle Enrolment in Middle Schools by Gender and District

Enrolment in High Schools

There was a total of 383,358 enrolments in high schools, of which 43,935 (11.5 percent) were pre-primary, 169,809 (44.3 percent) were primary, 103,169 (26.9 percent) were middle, and 66,445 (17.3 percent) were for high schools. With respect to pre-primary enrolments, 22,858 (52.0 percent) were boys and 21,077 (48.0 percent) were girls. A gendered and district-wise comparisons of the pre-primary enrolments in high schools is given below.
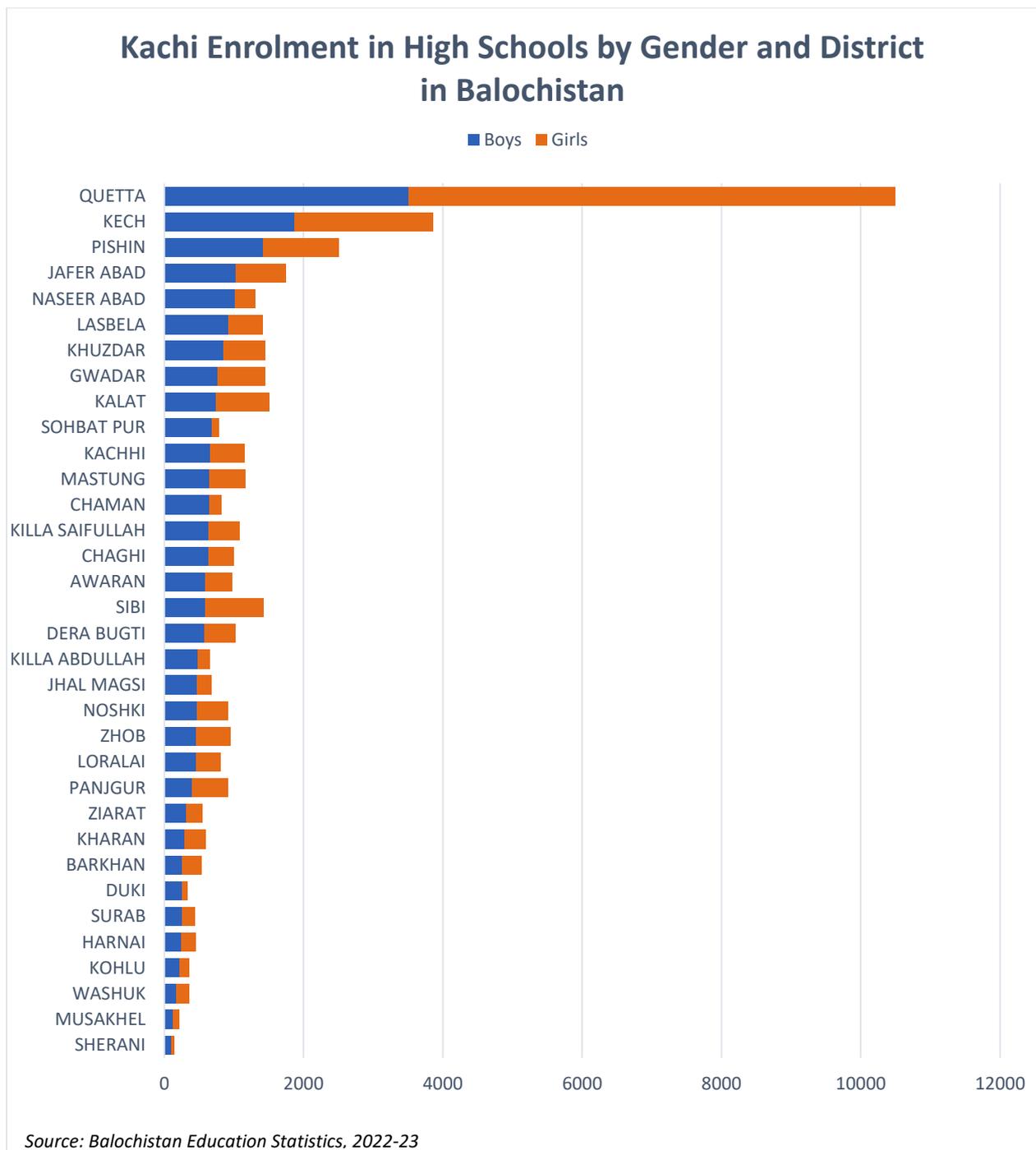
Figure 97: Kachi Enrolment in High Schools by Gender and District in Balochistan

With respect to primary enrolments in high schools, 92,904 (54.7 percent) were boys and 76,905 (45.3 percent) were girls. A gendered and district-wise comparisons of the primary enrolments in high schools is given below.
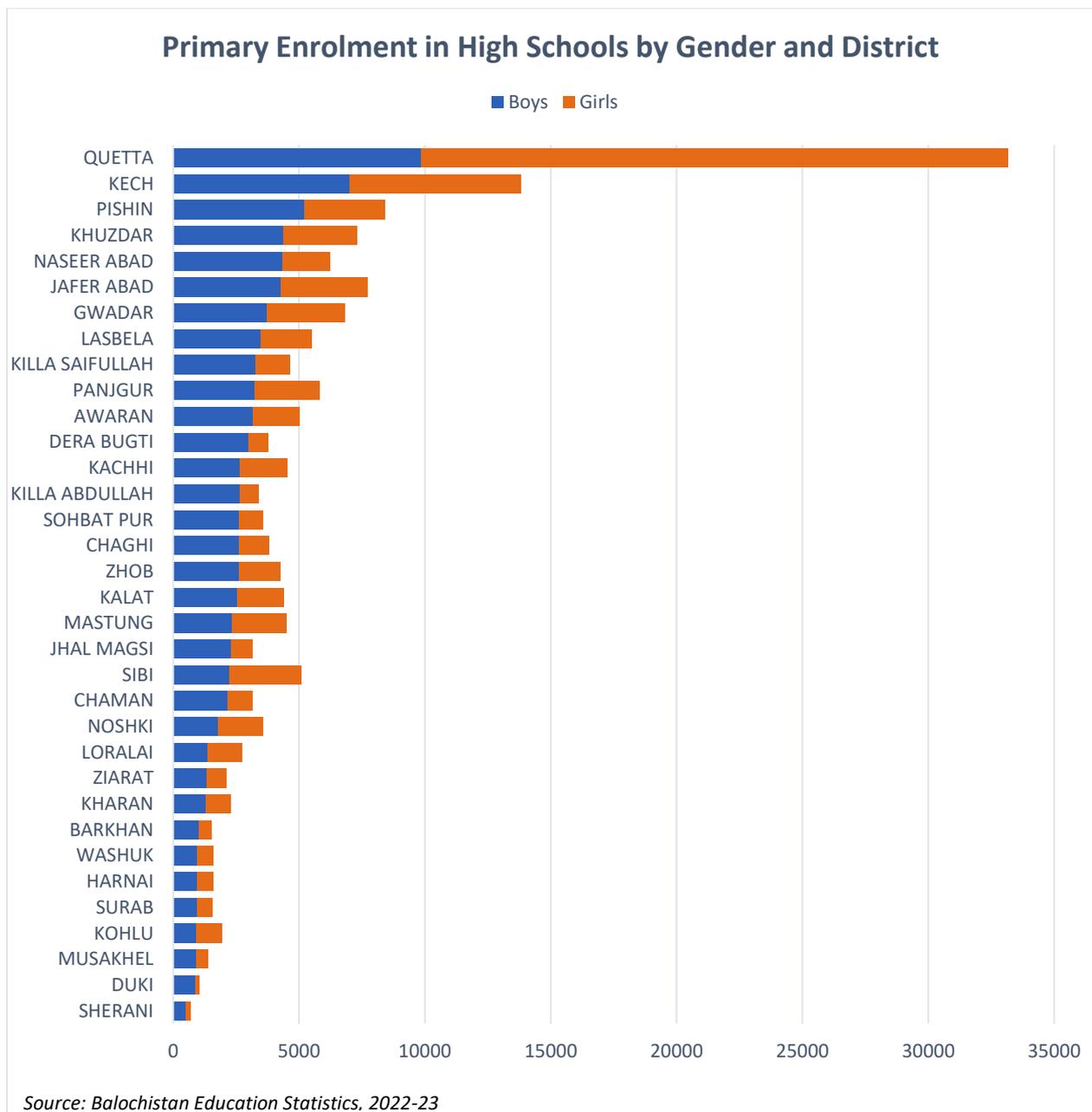
Primary Enrolment in High Schools by Gender and District

■ Boys ■ Girls

District	
QUETTA	
KECH	
PISHIN	
KHUZDAR	
NASEER ABAD	
JAFER ABAD	
GWADAR	
LASBELA	
KILLA SAIFULLAH	
PANJGUR	
AWARAN	
DERA BUGTI	
KACHHI	
KILLA ABDULLAH	
SOHBAT PUR	
CHAGHI	
ZHOB	
KALAT	
MASTUNG	
JHAL MAGSI	
SIBI	
CHAMAN	
NOSHKI	
LORALAI	
ZIARAT	
KHARAN	
BARKHAN	
WASHUK	
HARNAI	
SURAB	
KOHLU	
MUSAKHEL	
DUKI	
SHERANI	

Source: Balochistan Education Statistics, 2022-23

Figure 98: Primary Enrolment in High Schools by Gender and District

With respect to middle enrolments, there was a total of 62,401 (60.5 percent) boys' enrolments and 40,768 (39.5 percent) girls' enrolments. The below Figure highlights the gender and district-wise middle level enrolments in high schools.
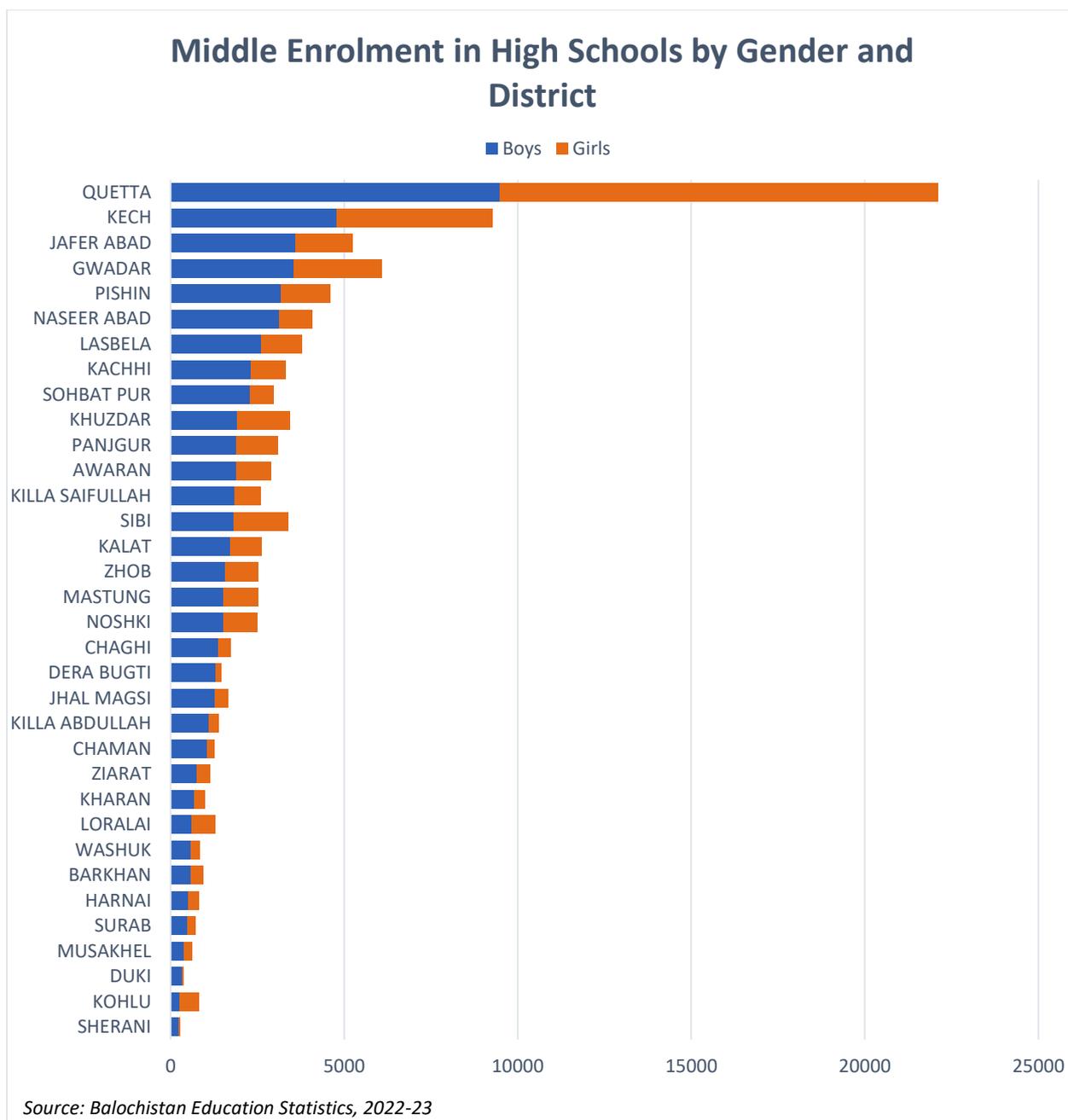
Figure 99: Middle Enrolment in High Schools by Gender and District

With respect to high school enrolments, there was a total of 40,990 (61.7 percent) boys' enrolments and 25,455 (38.3 percent) girls' enrolments. The district-wise analysis revealed that Quetta (6,431) followed by Kech (3,499) and Naseerabad (2,442) had highest enrolment for boys while lowest number was reported in Sherani (100) followed by Kohlu (179) and Duki (201). With respect to girls' enrolment, the highest number was reported in District Quetta (7,785) followed by Kech (2,826) and Gwadar (1,456) whereas lowest numbers were reported for Duki (12) followed by Sherani (17) and Kila Abdullah (79). The below Figure highlights the gender and district-wise high school enrolments.
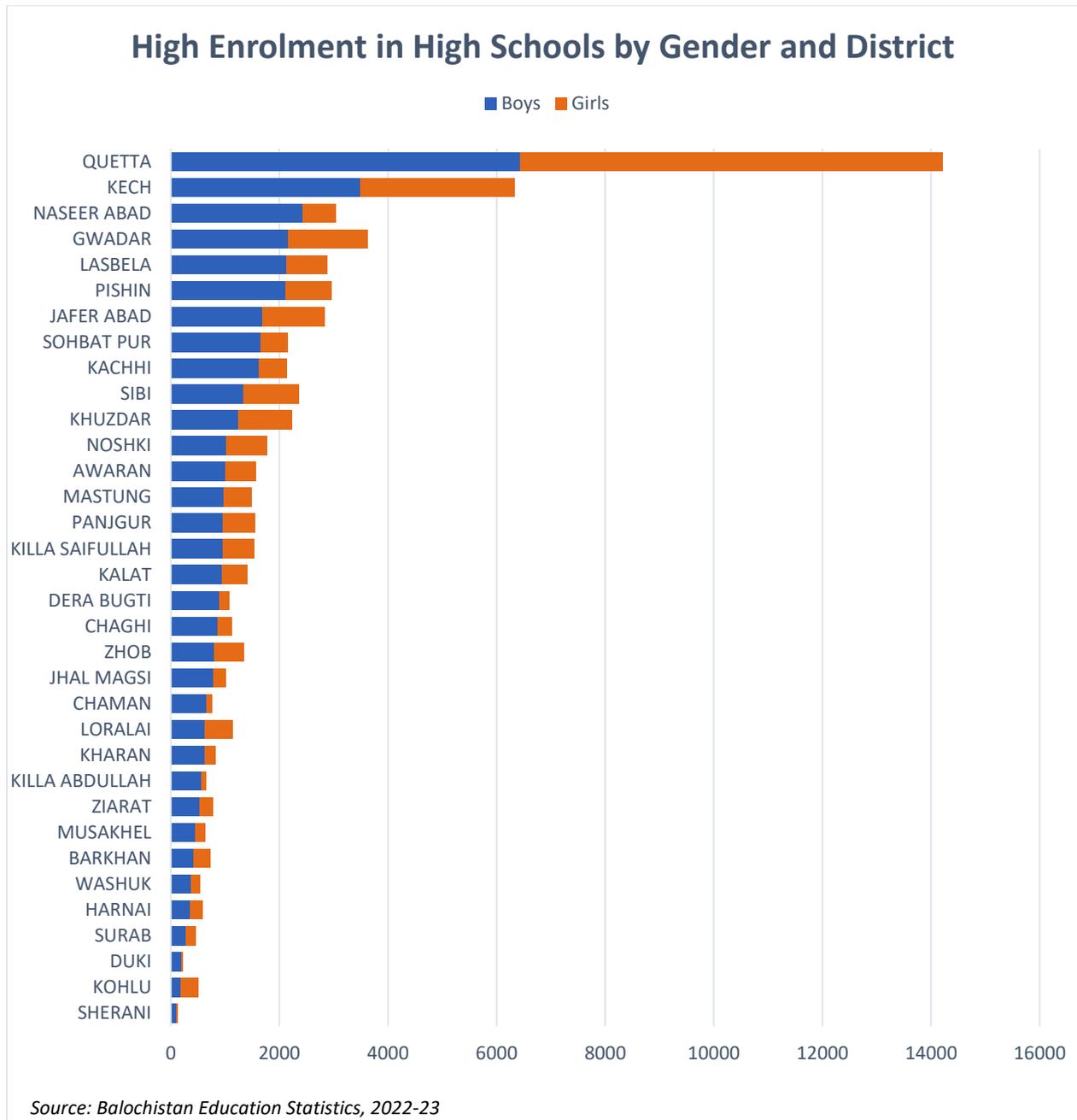
High Enrolment in High Schools by Gender and District

■ Boys ■ Girls

Source: Balochistan Education Statistics, 2022-23

Figure 100: High Enrolment in High Schools by Gender and District

Students with Disabilities

There was a total of 1,753 students with disabilities, of which 1,082 (61.7 percent) were boys and 671 (38.3 percent) were girls. The high number of male students with disabilities was reported in District Quetta (132) followed by Pishin (120) and Mastung (67) while the lowest number was present in Musakhel (03) followed by Awaran and Sherani (04 each). For girls, the highest number was reported in District Quetta (128) followed by Pishin (83) and Kech (55) whereas no disability among female students was reported in District Kila Abdullah followed by one each in Districts Awaran, Musakhel, and Sherani. The figure below highlights the district-wise and gender comparisons of students with disabilities in schools of Balochistan.
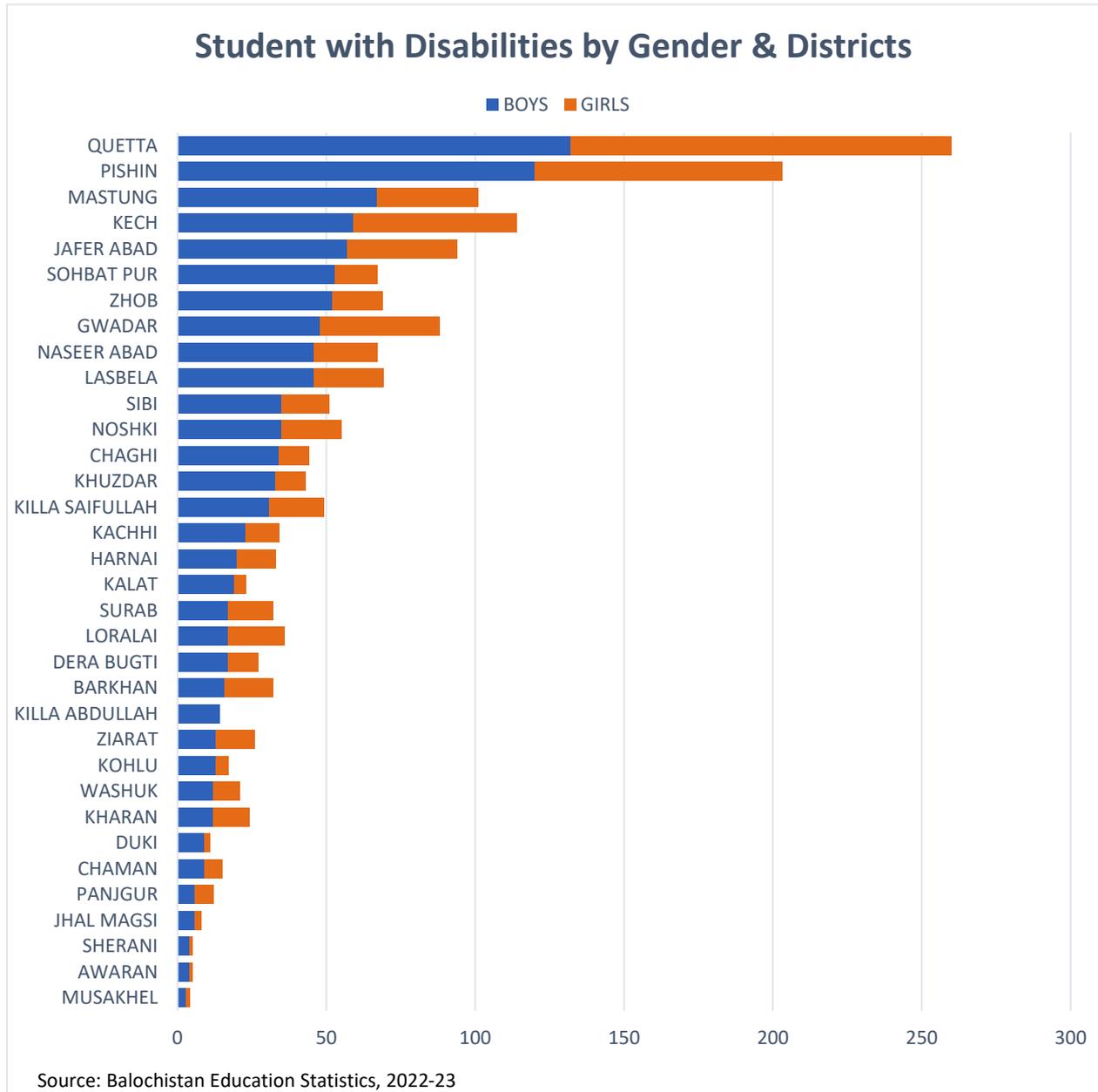
Student with Disabilities by Gender & Districts

Figure 101: Student with Disabilities by Gender & Districts

Effective Transition Rate

The transition rate from primary to middle school for boys was 62.9 percent whereas it was 58.7 percent for girls. The district-wise analysis showed that the highest transition rate for boys from primary to middle school was observed in District Gwadar (89.3 percent) followed by Zhob (81.7 percent) and Sibi (80.2 percent) whereas for girls, it was reported in District Gwadar (87.8 percent) followed by Sibi (84.9 percent) and Quetta (84.7 percent). The lowest transition rate for boys from primary to middle school was observed in District Kohlu (38.5 percent) followed by Surab (39.5 percent) and Musakhel (45.9 percent) whereas for girls, it was reported in District Sherani (21.7

percent) followed by Duki (34.4 percent) and Kharan (43.7 percent). This comparison is highlighted below as Figure.
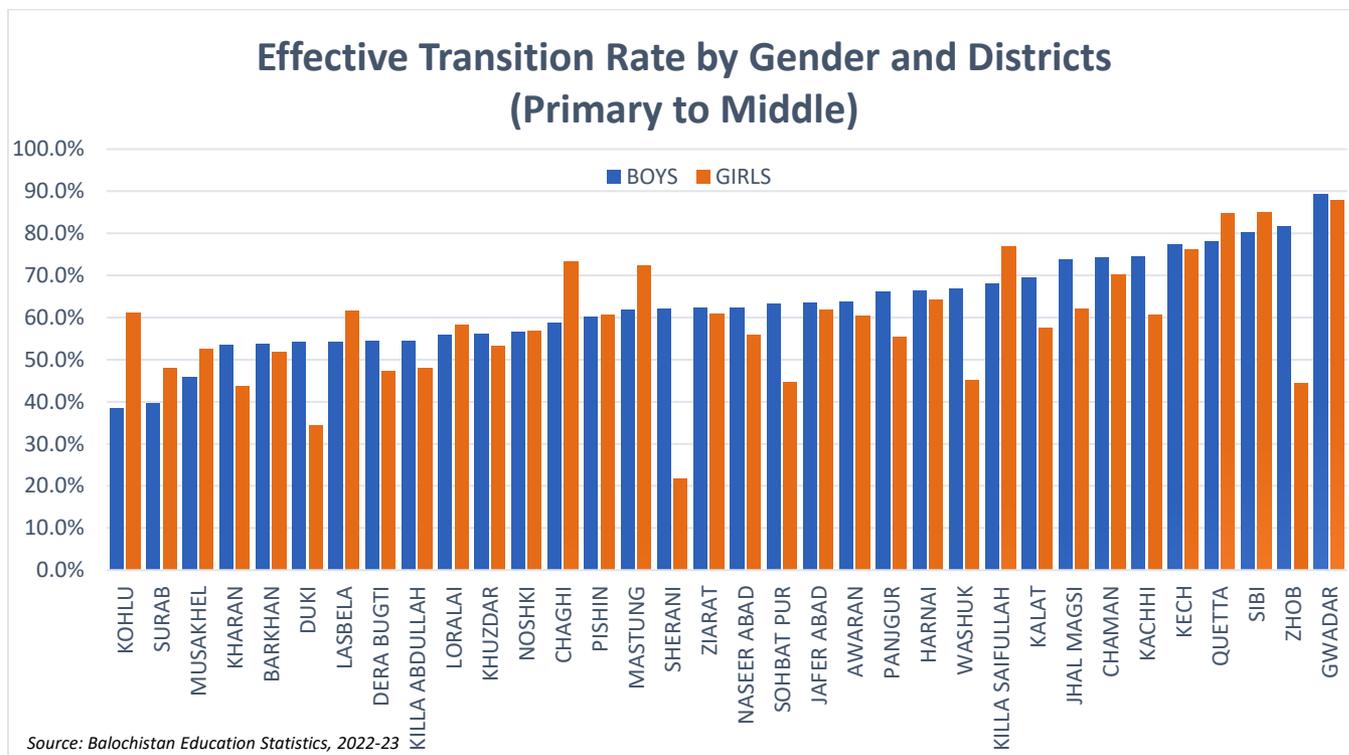

Effective Transition Rate by Gender and Districts (Primary to Middle)

BOYS GIRLS

Source: Balochistan Education Statistics, 2022-23

Figure 102: Effective Transition Rate by Gender and Districts (Primary to Middle)

The transition rate from middle to high school for boys was 85.3 percent whereas it was 77.8 percent for girls. The district-wise analysis showed that the highest transition rate for boys from middle to high school was 100 percent and it was observed in Districts Awaran, Chaman, Dera Bugti, Duki, Loralai, and Zhob whereas for girls, it was reported in District Dera Bugti (100 percent) followed by Sibi (99.1 percent) and Surab (98.4 percent). The lowest transition rate for boys from middle to high school was observed in District Jaferabad (47.0 percent) followed by Noshki (55.3 percent) and Sherani (65.6 percent) whereas for girls, it was reported in District Duki (13.6 percent) followed by Sherani (20.0 percent) and Loralai (43.8 percent). This comparison is highlighted below as Figure.
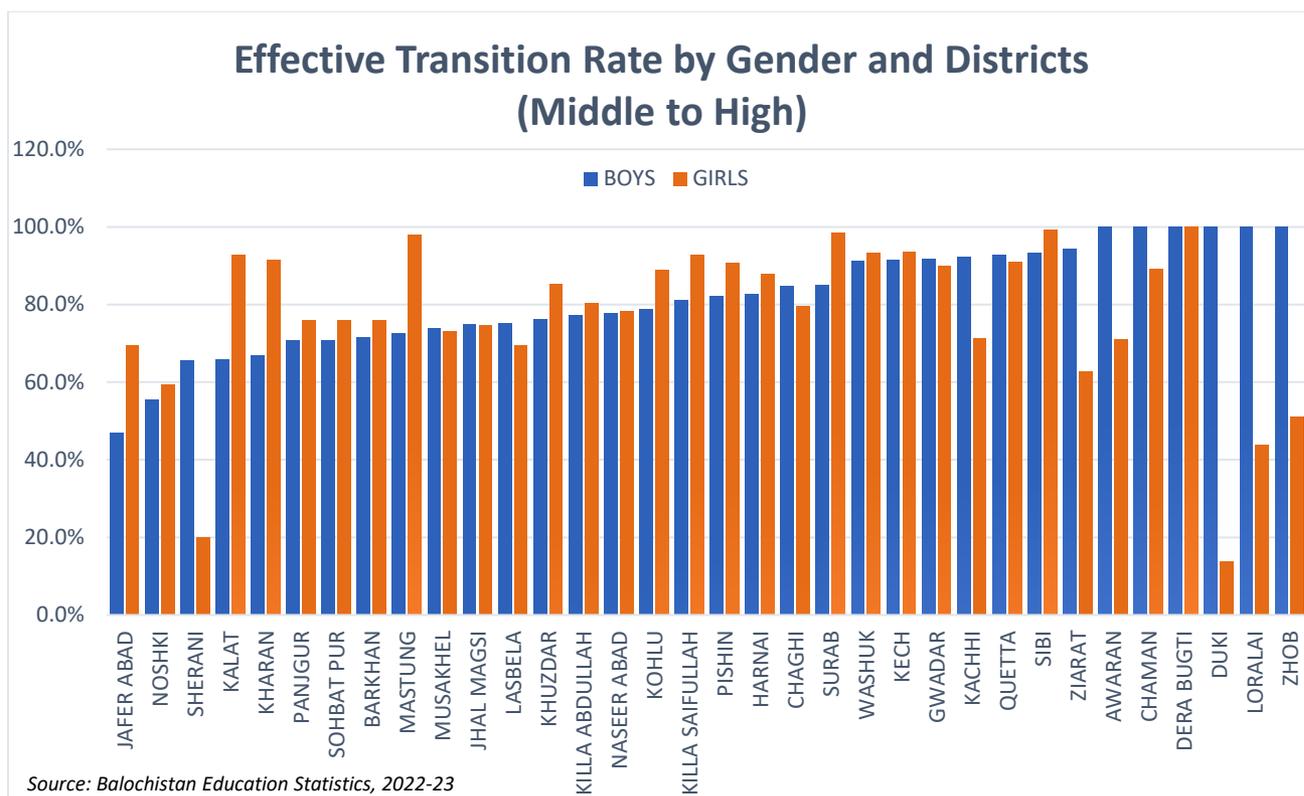
Source: Balochistan Education Statistics, 2022-23

Figure 103: Effective Transition Rate by Gender and Districts (Middle to High)

Survival Rate to Grade 5

The survival rate to Grade 5 in Balochistan was 30.3 percent and the highest survival rate was reported for District Panjgur (64.7 percent) followed by Duki (64.4 percent) and Labella (55.8 percent). The lowest survival rates were reported for District Kharan (11.5 percent) followed by Loralai (11.8 percent) and Pishin (12.5 percent). This comparison is highlighted in Figure below.
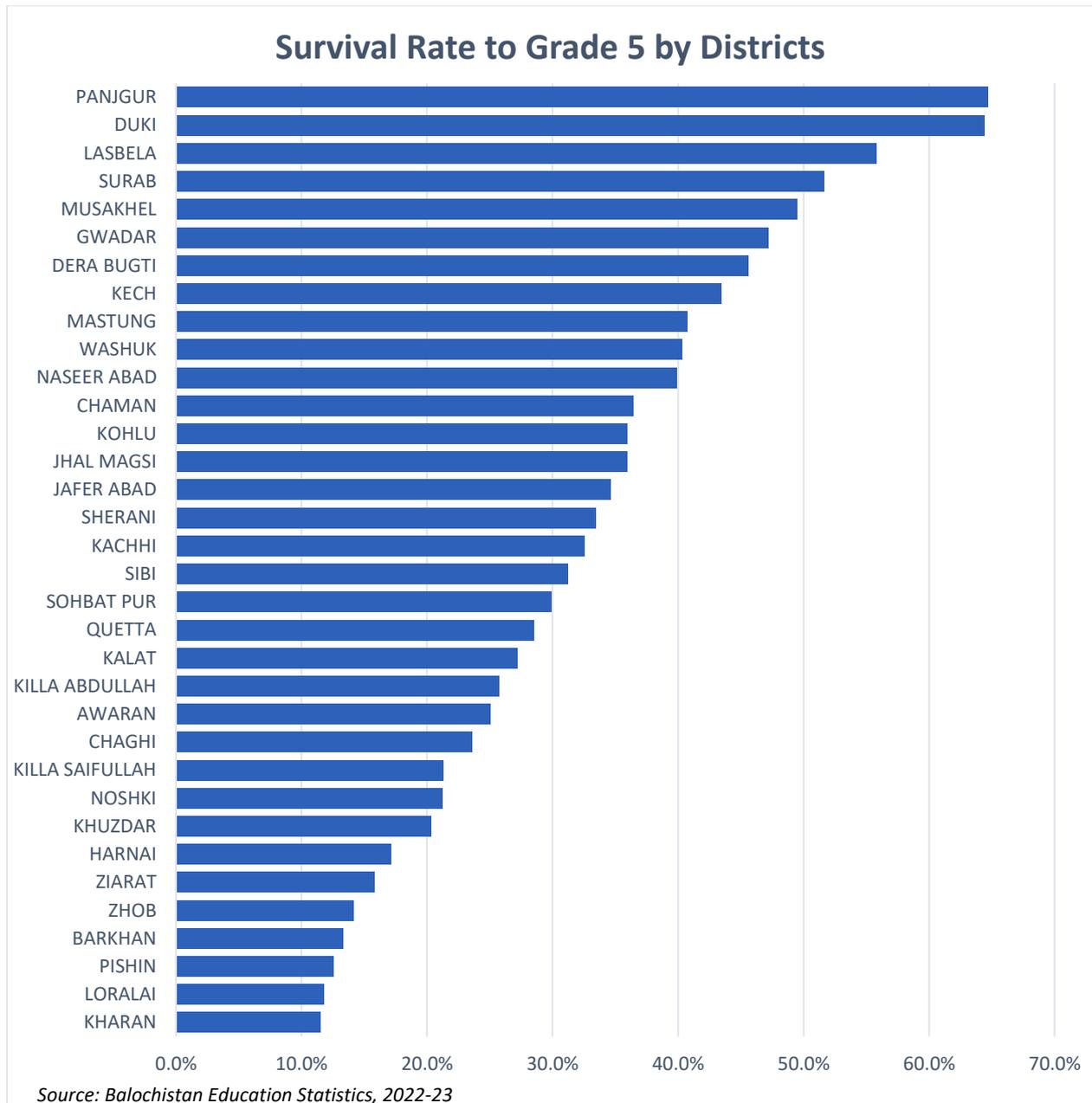
Survival Rate to Grade 5 by Districts

District	Survival Rate
PANJGUR	
DUKI	
LASBELA	
SURAB	
MUSAKHEL	
GWADAR	
DERA BUGTI	
KECH	
MASTUNG	
WASHUK	
NASEER ABAD	
CHAMAN	
KOHLU	
JHAL MAGSI	
JAFER ABAD	
SHERANI	
KACHHI	
SIBI	
SOHBAT PUR	
QUETTA	
KALAT	
KILLA ABDULLAH	
AWARAN	
CHAGHI	
KILLA SAIFULLAH	
NOSHKI	
KHUZDAR	
HARNAI	
ZIARAT	
ZHOB	
BARKHAN	
PISHIN	
LORALAI	
KHARAN	

Source: Balochistan Education Statistics, 2022-23

Figure 104: Survival Rate to Grade 5 by Districts

The survival rate to Grade 5 for boys was 29.6 percent which was slightly lower compared to that of girls (31.3 percent). The highest survival rate for boys was reported in District Panjgur (64.6 percent) followed by Duki (63.1 percent) and Labella (57.0 percent) whereas lowest rates were reported for District Loralai (7.3 percent) followed by Barkhan (9.8 percent) and Pishin (12.3 percent). The highest survival rate for girls was reported in District Panjgur (64.7 percent) followed by Duki (64.4 percent) and Labella (55.8 percent) whereas lowest rates were reported for District Kharan (11.5 percent) followed by Loralai (11.8 percent) and Pishin (12.5 percent). The below Figure highlights the survival rates of male and female with respect to district.
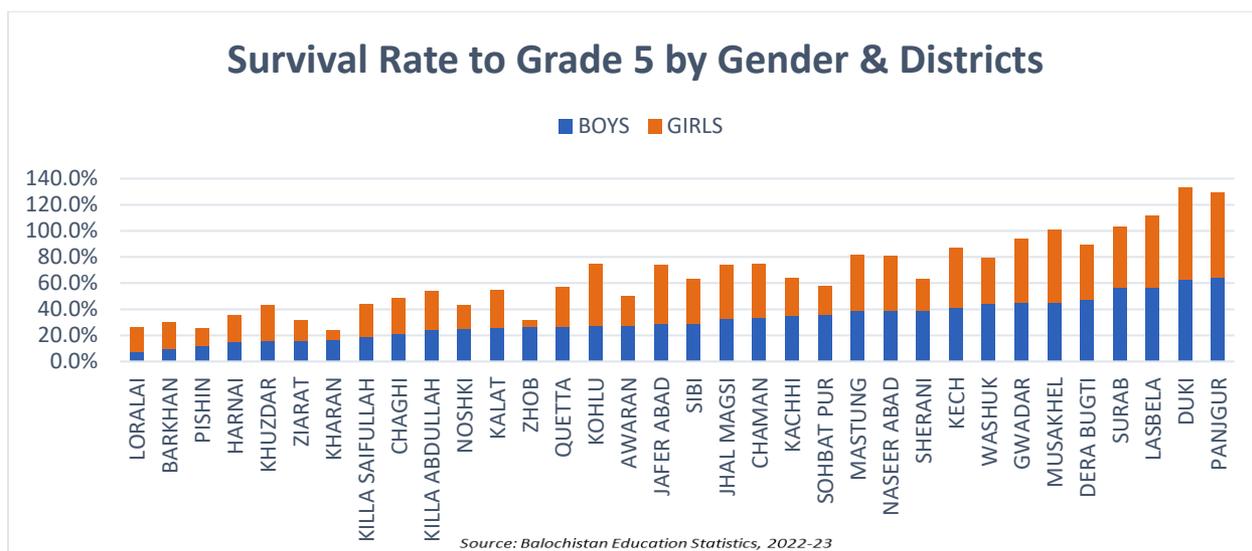
Figure 105: Survival Rate to Grade 5 by Gender & Districts

Teaching & Non-Teaching Staff

Teaching Staff

There was a total of 29,965 male teachers in schools of Balochistan compared to 18,922 female teachers. The highest number of male teachers was reported in District Quetta (2,998) followed by Kech (2,166) and Pishin (2,021) while the lowest number was reported in District Sherani (284) followed by Surab (322) and Harnai (336). With respect to female teachers, the highest number was reported in District Quetta (3,833) followed by Kech (1,501) and Pishin (1,087) while the lowest numbers were reported in District Sherani (83) followed by Chaman (125) and Killa Abdullah (147). The below figure presents these comparisons.
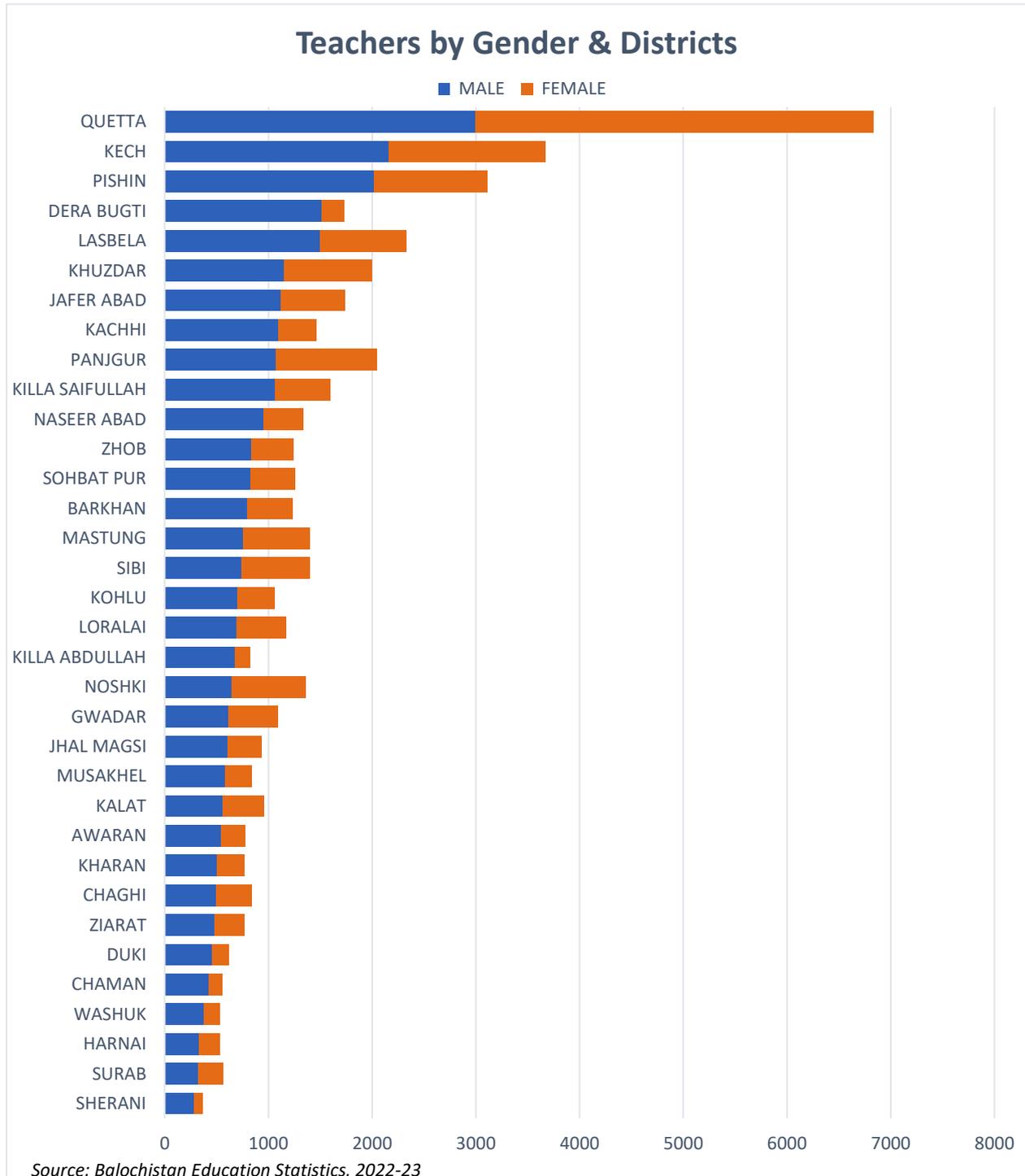
Figure 106: Teachers by Gender & Districts

Non-Teaching Staff

With respect to non-teaching staff, there were 6,513 males and 774 females. The highest number of male non-teaching staff was reported in District Quetta (744) followed by Kech (634) and Dera Bugti (396) while the lowest number was reported in District Sherani (28) followed by Chaman

(44) and Duki (46). With respect to female non-teaching staff, the highest number was reported in District Kech (116) followed by Quetta (103) and Gwadar (40) while the lowest numbers were reported in District Duki (01) followed by Washuk (02) and Chaman, Sherani and Ziarat had five staff members each. The below figure highlights these comparisons.
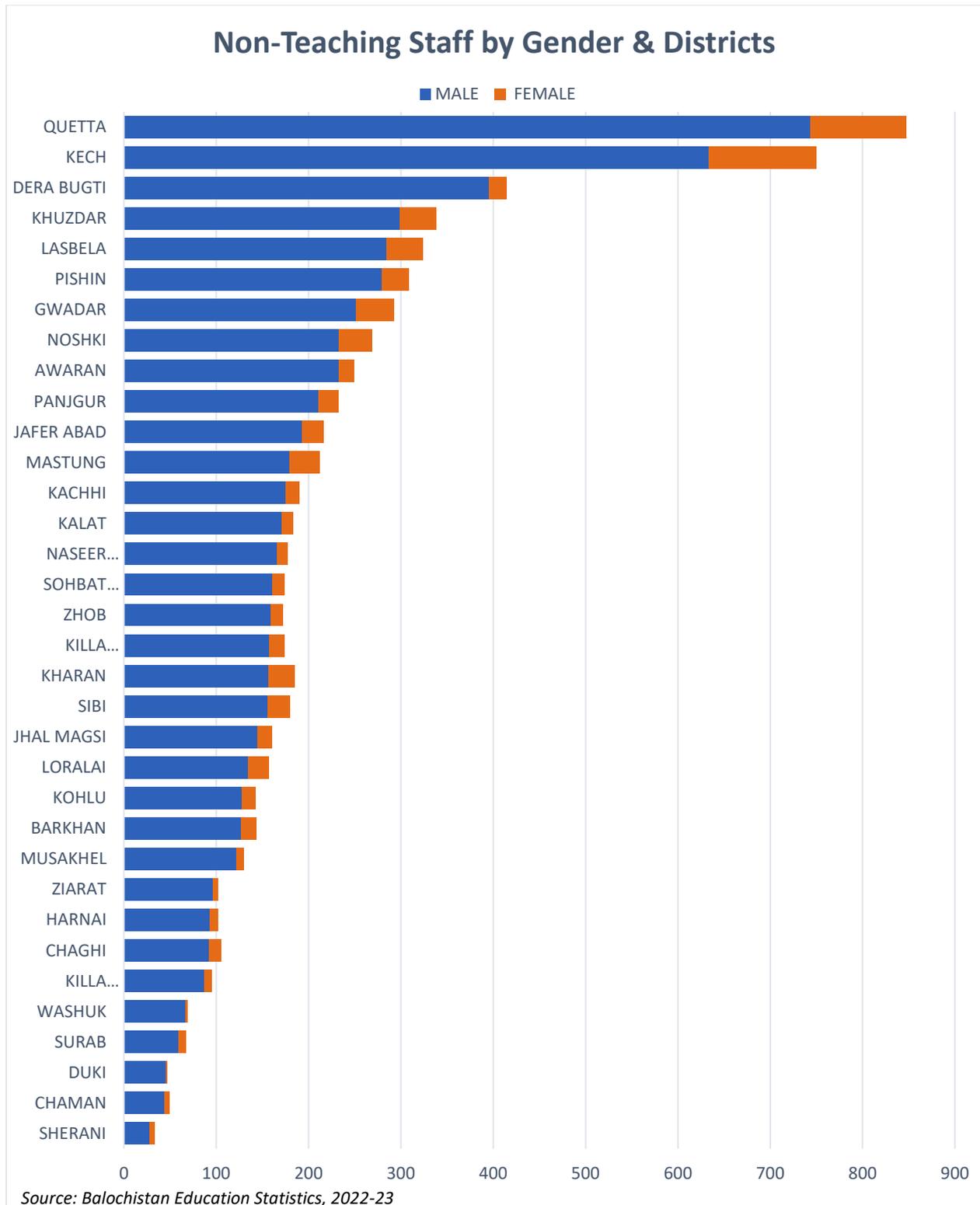
Non-Teaching Staff by Gender & Districts

Source: Balochistan Education Statistics, 2022-23

Figure 107: Non-Teaching Staff by Gender & Districts

Student-Teacher Ratio

The overall student-teacher ratio (STR) for boys' schools in Balochistan was 21.8, for girls' schools it was 21.6, and 22.9 for co-education schools. For boys, the highest STR was reported for District Awaran (36.8) followed by Naseerabad (35.0) and Sohbat (34.3) while lowest STR was reported for Musakhel (12.1) followed by Loralai (13.4) and Dera Bugti (13.6). For girls, the highest STR was reported for District Naseerabad (37.3) followed by Gwadar (34.5) and Jaferabad (32.5) while lowest STR was reported for Sherani (10.9) followed by Noshki (14.0) and Loralai (15.0). For co-education schools, the highest STR was reported for District Jaferabad (42.7) followed by Quetta (40.5) and Chaman (38.8) while lowest STR was reported for Killa Abdullah (9.4) followed by Sherani (11.1) and Killa Saifullah (11.6). The figure below presents these variations.
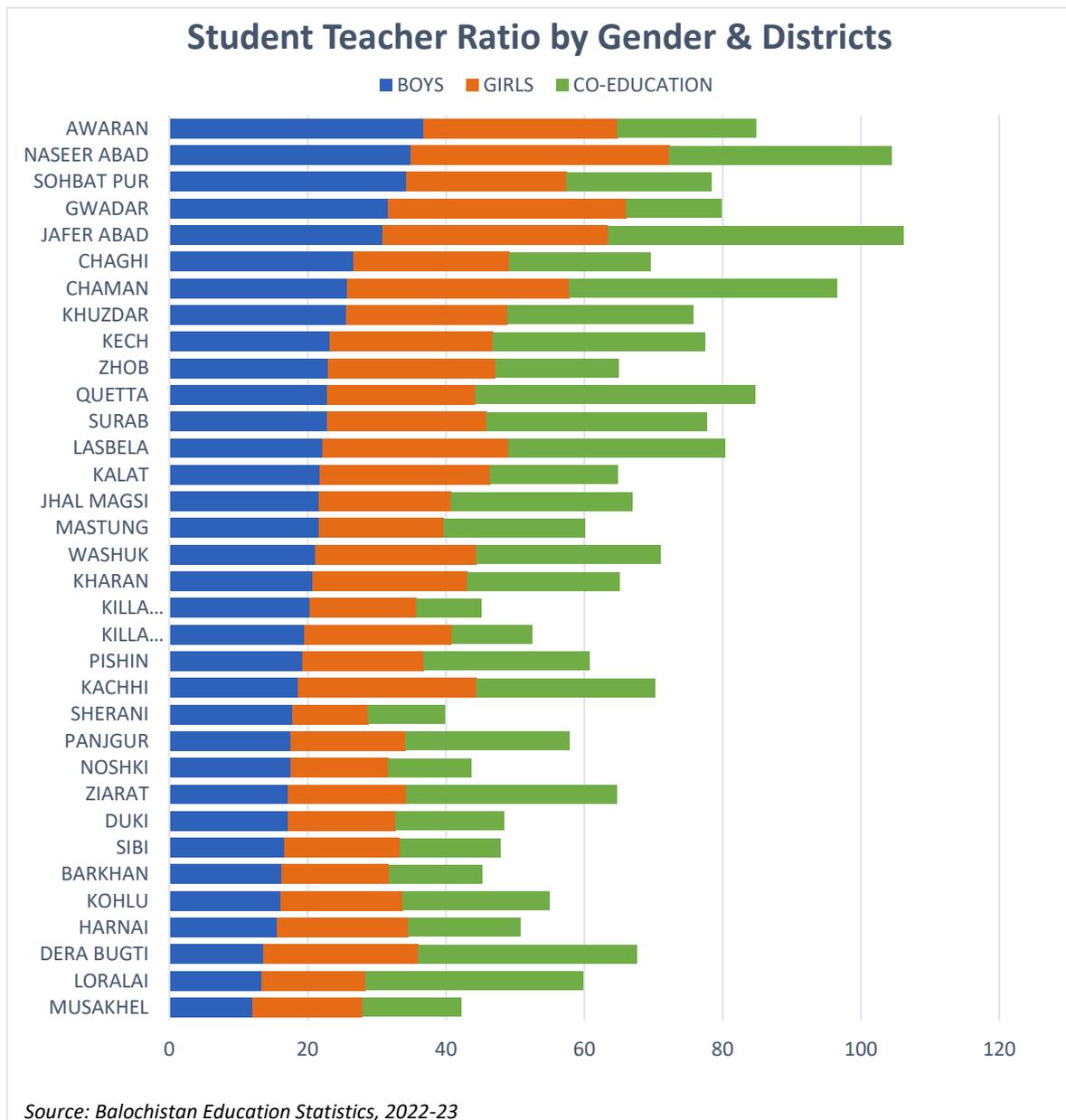

Source: Balochistan Education Statistics, 2022-23

Figure 108: Student Teacher Ratio by Gender & Districts

With respect to primary schools, STR in boys' primary schools was 27.7 and 23.7 in girls' schools. In boys' primary schools, the highest STR was reported in District Awaran (50.1) followed by Naseerabad (41.2) and Jaferabad and Sohbat (39.1 in each) while the lowest STR was reported in Sibi (14.6) followed by Musakhel (16.8) and Loralai (17.3). In girls' primary schools, the highest STR was reported in District Naseerabad (39.7) followed by Jaferabad (36.8) and Awaran (35.8) while the lowest STR was reported in Sibi (12.5) followed by Noshki (13.1) and Loralai (13.7). The below figure highlights these comparisons.
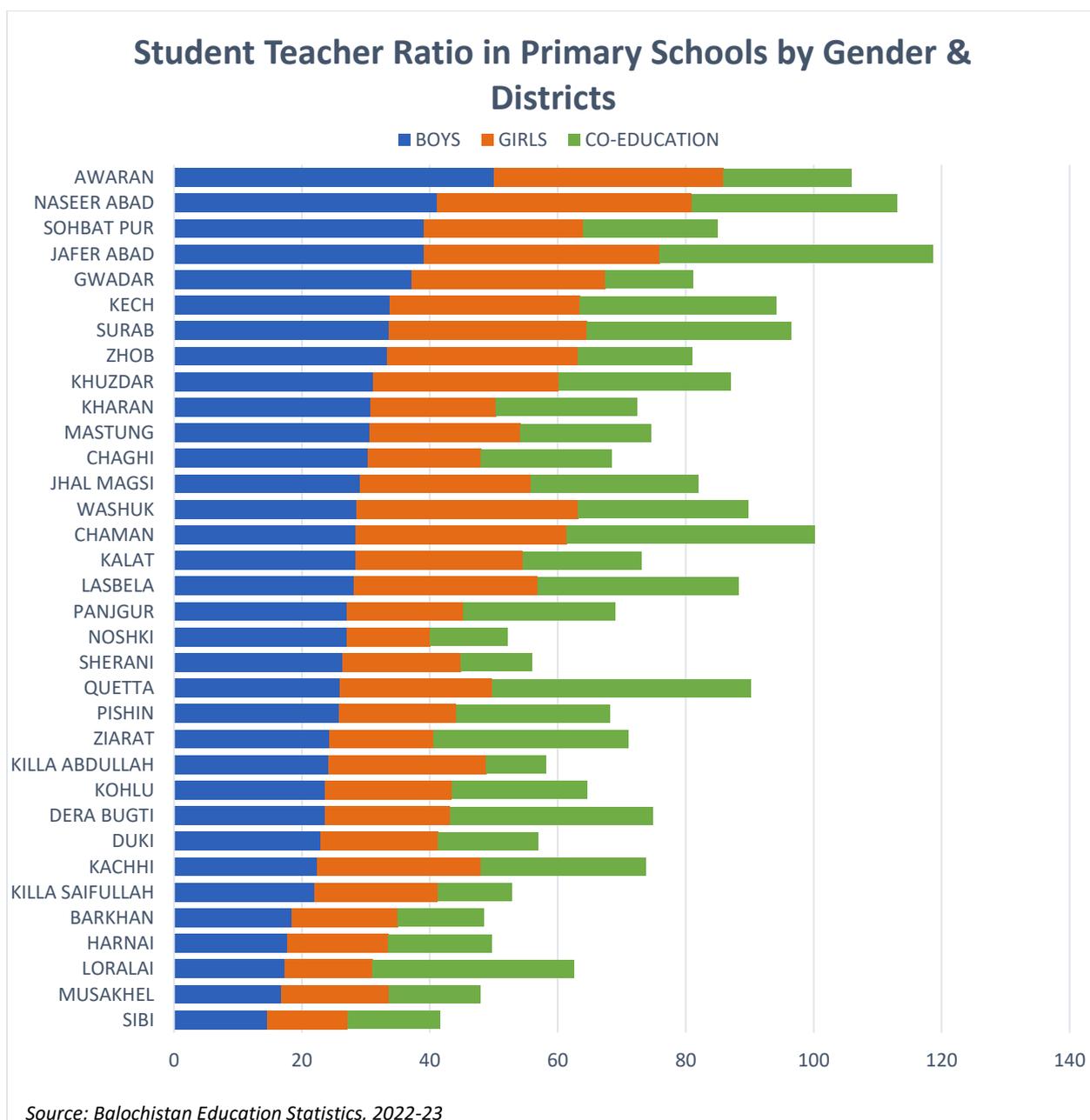

Figure 109: Student Teacher Ratio in Primary Schools by Gender & Districts

With respect to middle schools, STR in boys' middle schools was 16.9 and 20.2 in girls' schools. In boys' middle schools, the highest STR was reported in District Awaran (39.8) followed by

Sohbat (34.6) and Gwadar (28.6) while the lowest STR was reported in Dera Bugti (7.7) followed by Kohlu (9.1) and Loralai (9.3). In girls' middle schools, the highest STR was reported in District Gwadar (39.8) followed by Chaman (34.4) and Naseerabad (33.9) while the lowest STR was reported in Musakhel (10.8) followed by Sherani (11.3) and Noshki (12.9). The below figure highlights these comparisons.
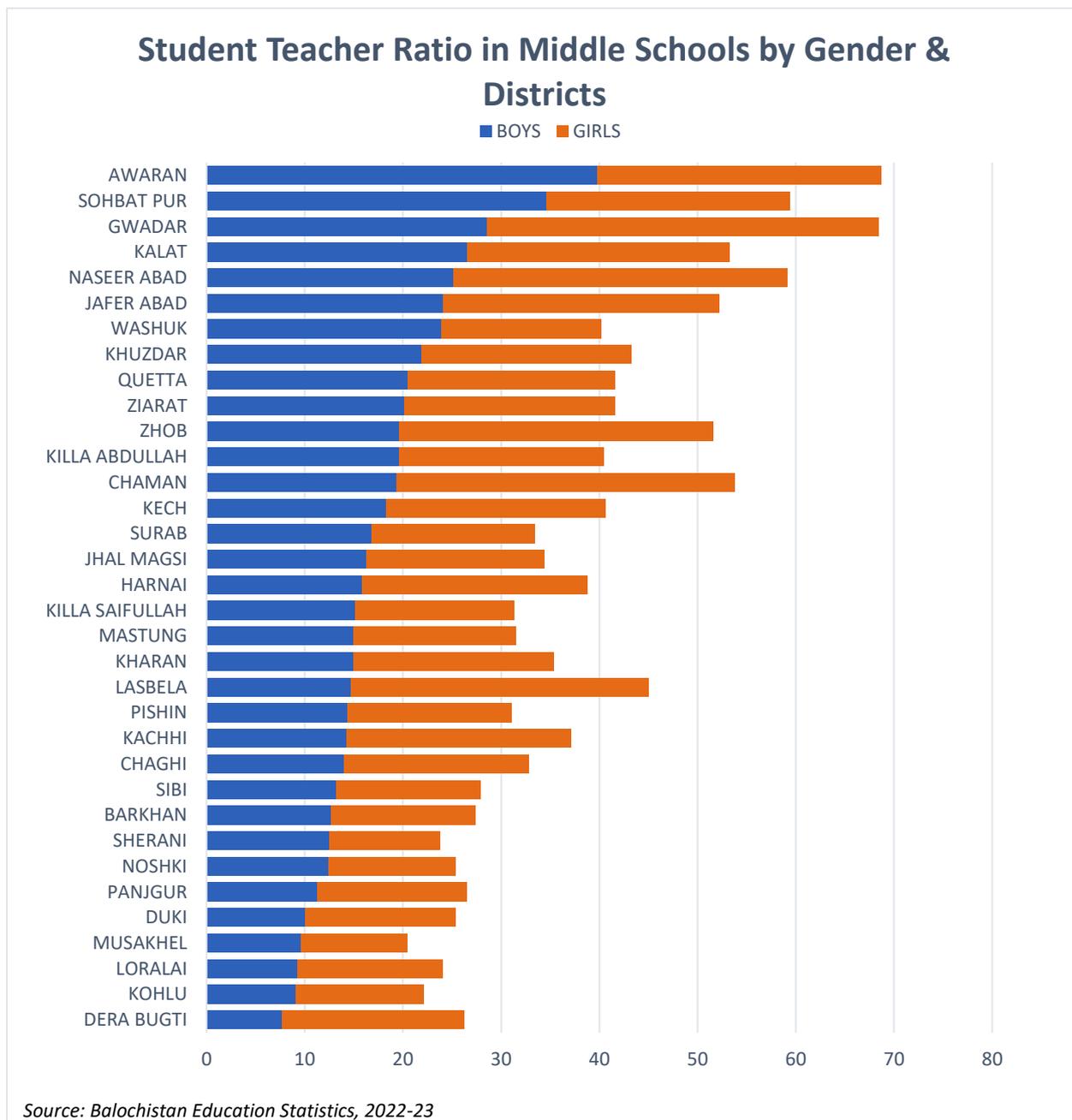

Figure 110: Student Teacher Ratio in Middle Schools by Gender & Districts

With respect to high and higher secondary schools, STR in boys' high schools was 19.7 and 21.2 in girls' schools. In boys' high schools, the highest STR was reported in District Naseerabad (32.8) followed by Awaran (30.6) and Sohbat (30.3) while the lowest STR was reported in Musakhel (8.9)

followed by Kohlu (9.2) and Sherani (10.0). In girls' high schools, the highest STR was reported in District Naseerabad (36.8) followed by Gwadar (34.0) and Jaferabad (31.7) while the lowest STR was reported in Sherani (8.6) followed by Duki (9.7) and Killa Abdullah (12.2). The below figure highlights these comparisons.
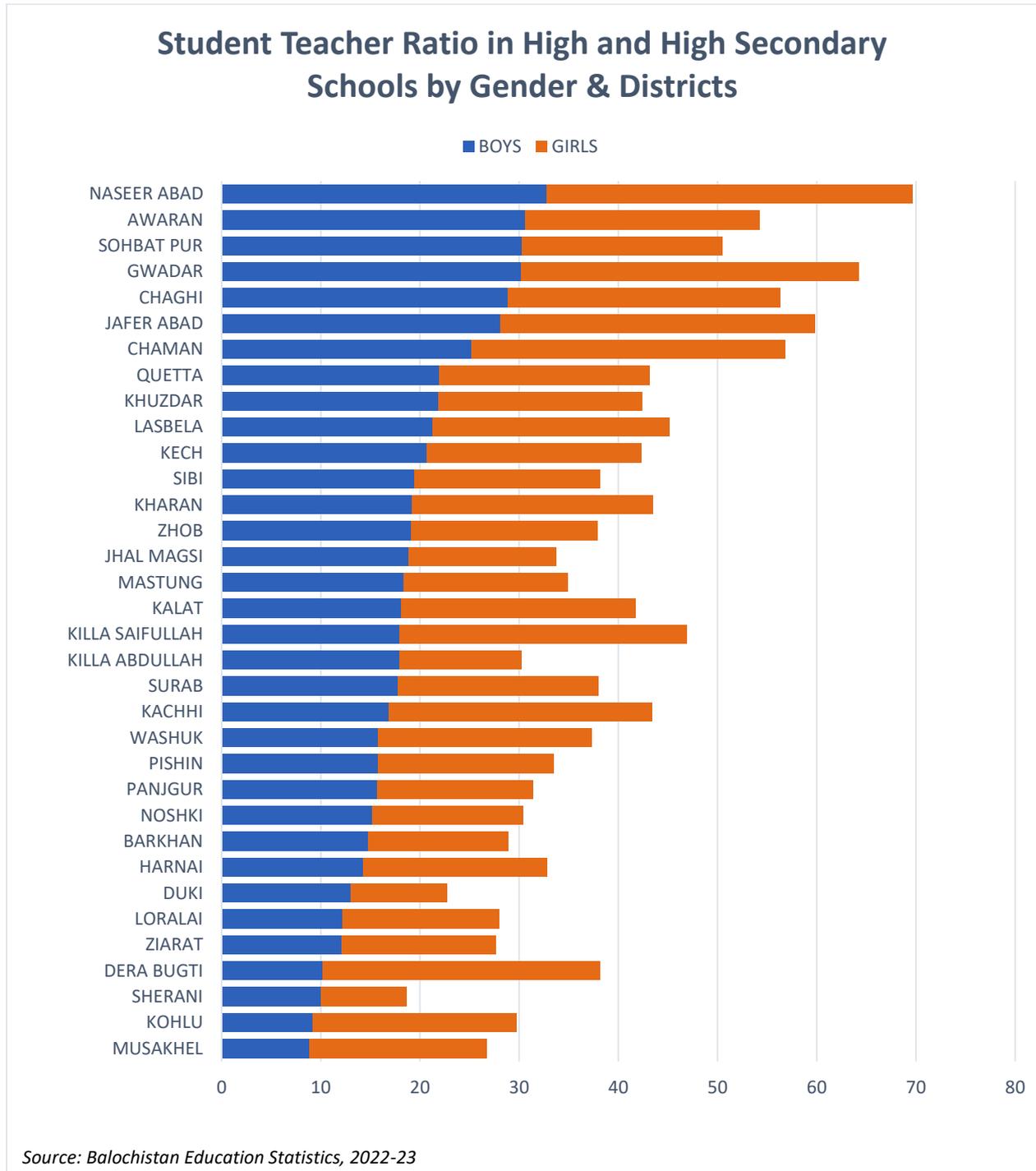

Source: Balochistan Education Statistics, 2022-23

Figure 111: Student Teacher Ratio in High and High Secondary Schools by Gender & Districts

Non-Formal Education Centers

There was a total of 3,166 non-formal education centres in Balochistan, of which 351 (11.1 percent) were for boys and 2,815 (88.9 percent) for girls. In these centres, a total of 20,169 boys and 57,053 girls were enrolled (see Figure below).
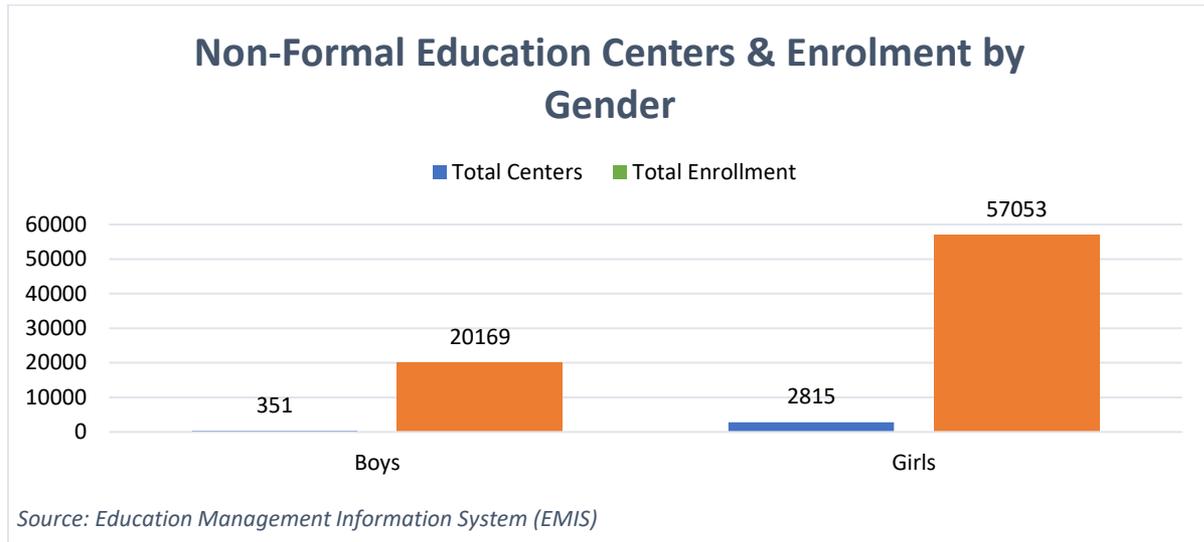
Figure 112: Non-Formal Education Centers & Enrolment by Gender

Of the 1,499 non-formal primary level centres, 270 were for boys and 1,229 were for girls. There was one each non-formal middle level centre for boys and girls. Of the 1,665 alternate learning centres (ALCs), 80 were for boys and 1,585 were for girls (see Figure below).

Figure 113: Centers by Gender & Level

In the non-formal primary level centres, there were 547 male and 1,463 female teachers. In the middle level centres, there were two male and two female teachers. In the ALCs, there were 82 male and 1,583 female teachers (see Figure below).

Figure 114: Teachers by Gender & Level

Physical Facilities in Public Schools

A total of 87.8 percent public schools had a building, of which 88.7 percent were boys' schools, 84.2 percent were girls' s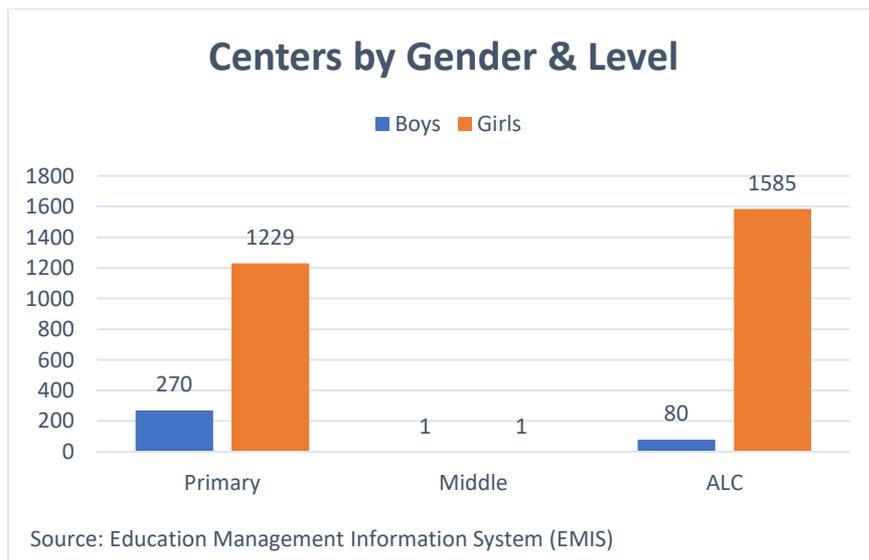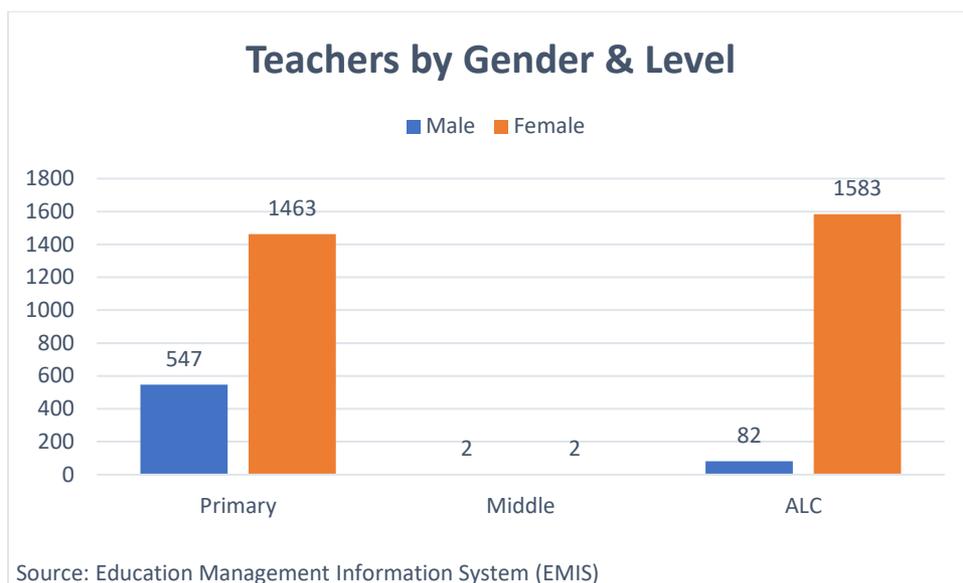chools, and 96.9 percent were co-education schools. With respect to drinking water facility available in schools, a mere 28.6 percent schools had drinking water facility, of which 27.5 percent were boys, 32.5 percent were girls, and 20.5 percent were co-education schools, respectively. 43.0 percent of the schools had a toilet facility, of which 36.5 percent were boys, 53.7 percent were girls, and 71.7 percent were co-education schools. Only 48.1 percent of the schools had a boundary wall, of which 40.7 percent were boys' schools, 61.5 percent were girls' schools, and 73.0 percent were co-education schools. 20.9 percents of the schools had electricity, of which 18.7 percent were boys, 27.1 percents were girls, and 14.9 percent were coeducation schools, respectively. 6.9 percent of the schools had a computer lab of which 7.3 percent were boys' schools and 6.3 percent were girls' schools. These findings are visualized below as Figure.

Physical Facilities in Public Sector Schools by Gender

Legend: Boys, Girls, Co-Edu, Total

Source: Education Management Information system (EMIS), 2022-23
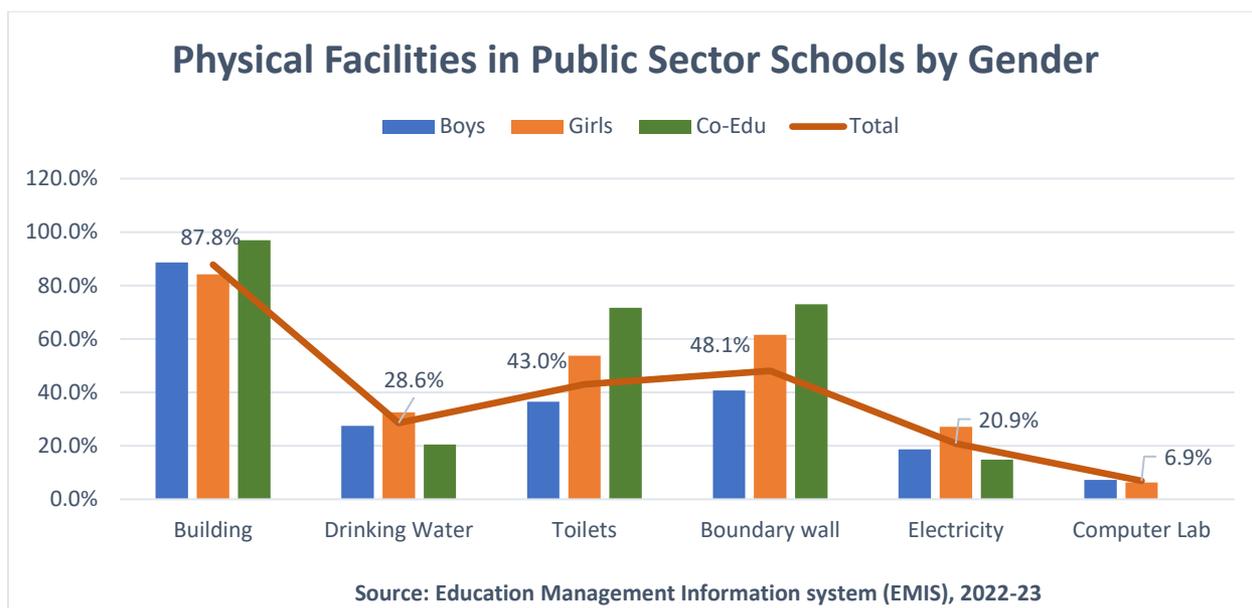
Figure 115: Physical Facilities in Public Sector Schools by Gender

Technical and Higher Education

Technical and higher education plays a key role in socioeconomic development by fostering innovation and building a knowledgeable and skilled workforce. This type of education prepares individuals with specialized skills that are required in industries like Information Technology (IT), healthcare, engineering, and manufacturing sector thereby contributing to economic progress. Higher education also develops critical thinking, leadership, and managerial skills that are essential in improving governance and public sector delivery.

There were 40 degree colleges, 36 intermediate colleges, 09 cadet colleges, 06 BRC, 03 postgraduate colleges, and 01 commerce college for boys in Balochistan compared to 31 degree colleges, 18 intermediate colleges, 02 cadet colleges, no BRC, 03 postgraduate colleges, and no commerce college for girls (see below Figure).

Figure 116: Public Higher and Technical Education Institutions by Level & Gender in Balochistan

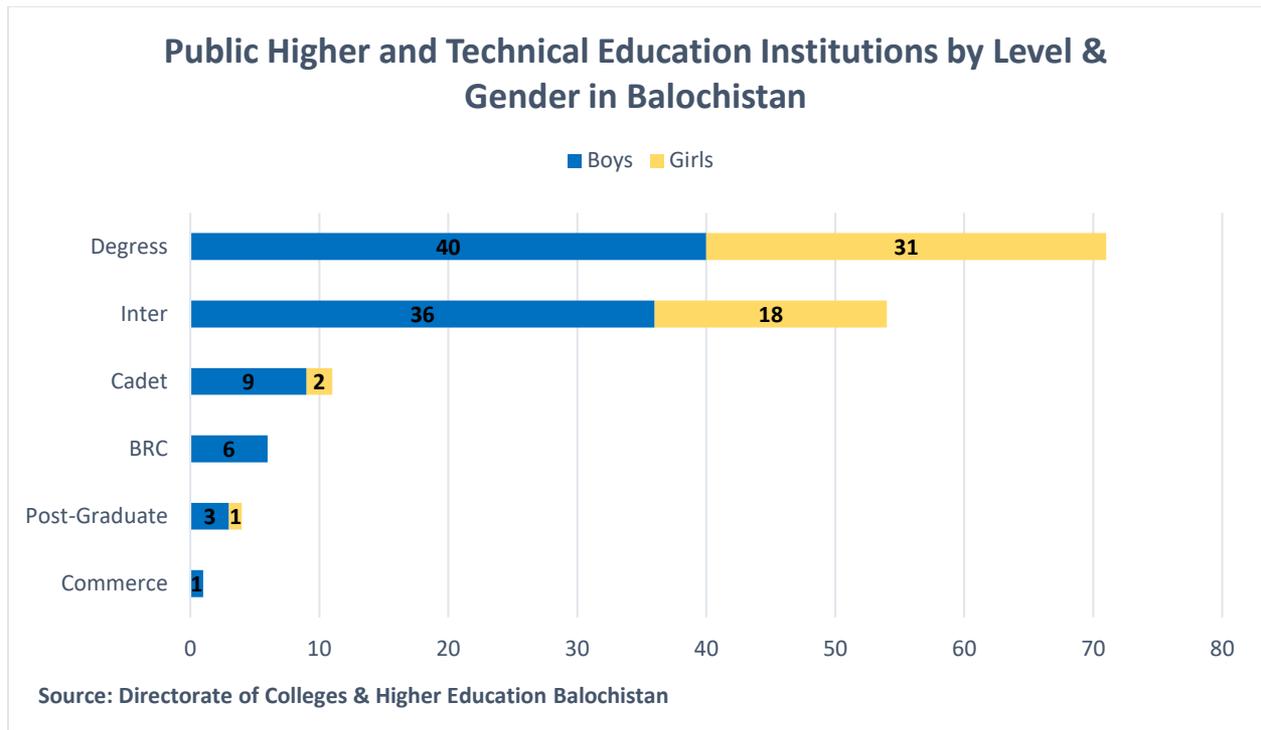There was a total of 61,695 boys enrolled in public higher and technical institutions in Balochistan compared to 30,594 girls. The below figure highlights enrolment in public higher and technical institutions by level and gender.
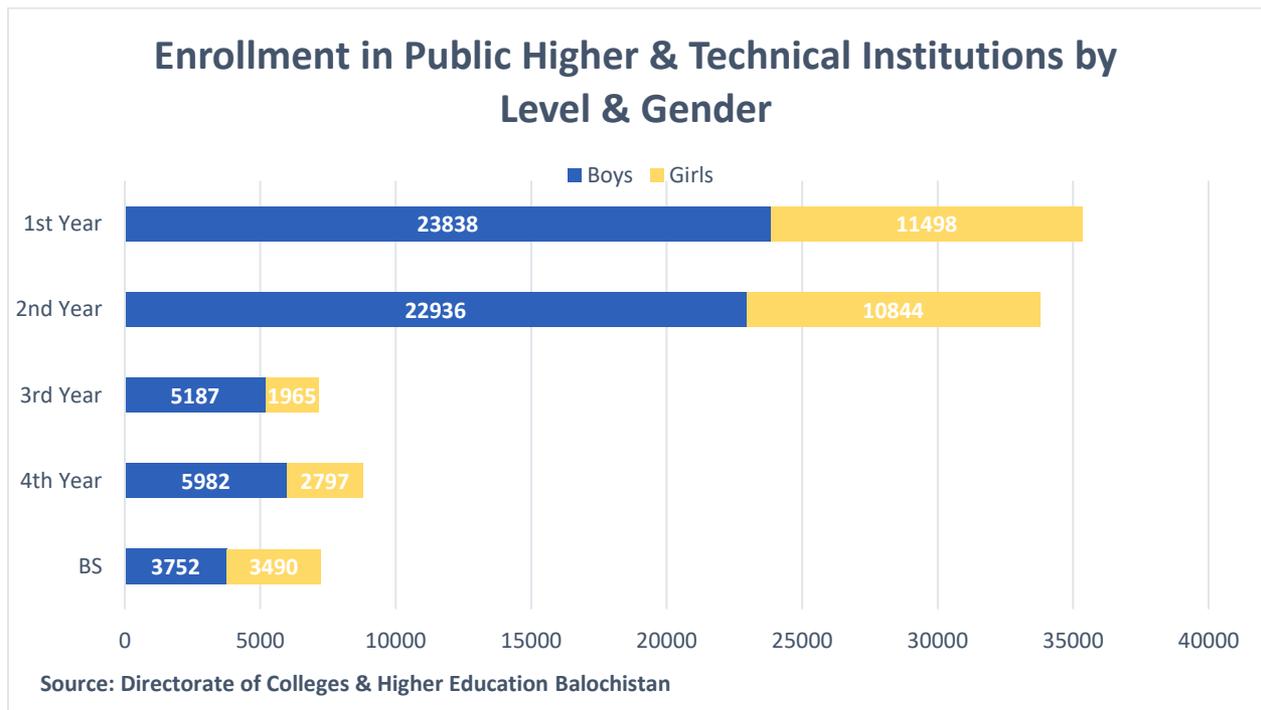

Figure 117: Enrolment in Public Higher & Technical Institutions by Level & Gender

Conclusion

The education landscape in Balochistan demonstrates incremental progress but significant challenges. While literacy rates and enrolment figures show gradual improvement, the persistent gender gap in education underscores systemic inequities. Infrastructure deficiencies, teacher shortages, and high dropout rates hinder the realization of educational parity. Girls, in particular, face compounded barriers, including socio-cultural restrictions, lack of female educators, and inadequate facilities. Initiatives like the Balochistan Education Sector Plan (2020-25) and non-formal education programs offer hope but require scaling and consistent support. Addressing these challenges is vital for achieving gender parity and fostering socio-economic development in the province.

Recommendations

On the basis of the findings presented in the preceding sections, following policy and procedural recommendations are proposed.

Policy Recommendations

1. Enhanced Budget Allocation: Increase financial investment in education, focusing on infrastructure development and teacher recruitment in underserved areas, particularly for girls' schools.

2. Gender-Inclusive Policies: Develop and enforce policies promoting gender equality, such as incentives for female teacher recruitment and scholarships for girls' education.

3. Legislative Support: Pass and implement laws ensuring mandatory education for all children, with specific provisions to address gender disparities.

4. Integration of Non-Formal Education: Expand non-formal education centres to bridge gaps in remote areas, ensuring alignment with formal education systems.

5. Public-Private Partnerships: Collaborate with NGOs and private sector entities to improve infrastructure and introduce innovative learning solutions, such as digital classrooms.

Procedural Recommendations

1. Teacher Training and Recruitment: Prioritize the recruitment and training of female educators to address gender imbalances and improve retention rates for girls.

2. Infrastructure Development: Build and renovate schools with adequate facilities, including drinking water, toilets, and electricity, prioritizing girls' schools.

3. Community Engagement: Conduct awareness campaigns to shift cultural perceptions about girls' education and engage local communities in supporting educational initiatives.

4. Monitoring and Accountability: Establish robust monitoring mechanisms to ensure the functionality of schools and the effective use of allocated funds.

5. Technology Integration: Expand digital learning programs to reach remote areas and mitigate the shortage of qualified teachers.

ECONOMIC PARTICIPATION & OPPORTUNITIES

ECONOMIC PARTICIPATION AND OPPORTUNITIES

Key Findings

➢ In Balochistan, the civilian Labor Force Participation Rate (LFPR) was **40.4%**, with **34.9%** for males and only **5.5%** for females, showcasing a significant gender disparity.

➢ Employment in rural areas was notably higher, with **83.9%** of rural males and **16.1%** of rural females participating in the labour force. Urban areas showed **94.3%** male participation compared to **5.7%** female participation.

➢ Unemployment rates among rural males were **2.8%**, while rural females had a much lower unemployment rate of **0.35%**. In urban areas, unemployment rates were **6.1%** for males and **1.6%** for females.

➢ Wage data indicated a stark gender wage gap. **67.3%** of employed males earned over Rs. 15,001, compared to just **3.5%** of employed females in the same wage group. Conversely, no females were recorded in the lowest wage bracket (up to Rs. 5,000).

➢ A high proportion of women were unpaid family workers (**75%**) or employees (**22%**). Only **3%** of employed women were own-account workers.

➢ Training programs under the BRACE initiative saw female participation of **48.2%** compared to **51.8%** male participation, with significant gender gaps in fields like technology, agriculture, and technical professions.

➢ Financial inclusion remained low, with **85.2%** of all deposit accounts owned by males and only **14.8%** by females. The disparity was most evident in call deposit accounts, where male ownership was **98.8%**, leaving only **0.8%** for females

Introduction

Economic participation is critical to the prosperity and well-being of a population in any country[90]. It is a key determinant of socio-economic development, shaping an individual's engagement in education and work and influencing their access to economic resources and opportunities. Socioeconomic development involves improving individuals' and communities' economic and social well-being through advancements in health, education, employment opportunities, income, and overall quality of life[91]. Achieving socioeconomic development in countries with large populations presents a complex array of challenges, including equitable distribution of resources and opportunities, infrastructure development, provision of healthcare services, education, and employment[92]. According to the Australian Institute of Health and Welfare (2012), *"Economic participation refers to an individual's engagement in work and/or education and their access to economic resources that result from such participation"*[93].

Women's participation in the labour force and economic empowerment are crucial for sustainable development and economic growth[94]. Globally, the participation of women in the labour force has shown a considerable degree of stability over the past three decades, with approximately fifty percent of working-age women currently engaged in the labour market. However, the participation of the female labour force in South Asia, the Middle East, and North Africa is three times lower than that of men[95]. South Asia has consistently had the lowest rates of women's employment and opportunities, mainly due to various barriers such as cultural norms and gender roles, limited access to education, unsupportive economic structures, workplace discrimination, safety and mobility issues, legal and institutional barriers, and care responsibilities hinder women's economic participation. In South Asia, most women work in agriculture and informal sectors, often receiving low or no wages. In countries like Bangladesh and Sri Lanka, positive changes in women's employment were driven by a combination of economic, social, and policy factors, including improved access to education and vocational training, access to microfinance, promotion of women's entrepreneurship, and fostering an enabling and innovative environment for small and medium enterprises (SMEs), and supportive government policies[96].

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[90] (Havard Business Review, 2019)

[91] (UNDP, 2019)

[92] (World Bank, 2021)

[93] (Australian Institute of Health and Welfare, 2012)

[94] (UN Women, 2021)

[95] (World Bank, 2022)

[96] (ILO, 2018)

Women's labour force participation rate and the employment-to-population ratio in Pakistan are critically low. According to the World Economic Forum's Global Gender Gap Report 2024, Pakistan ranked 143rd out of 146 countries in economic participation and opportunity. The country was ranked 81st in wage equality and positioned 140th, with only 30.4 percent of the population actively participating in the labour force and 6.1 percent women in leadership roles, indicating a significant underrepresentation of women in leadership position[97]. According to the International Labour Organization (2021), the employment-to-population ratio was 52.7 percent in 2021. In contrast, the female labour force participation rate was 24.5 percent, compared to approximately 80.7 percent for men, with informal employment significantly high, accounting for 91.7 percent for women and 82.1 percent for men[98]. Women's economic exclusion stems from low literacy levels, shortage of relevant skills, mobility restrictions, and limited access to financial resources. Rural women are worse off in working conditions because they are mainly involved in informal and unpaid work, particularly in agricultural and domestic sectors[99].

A supportive policy and legal framework can increase women's participation in the workforce by promoting a more equitable, gender-responsive, and productive labour market. The Women, Business, and the Law index (2024) provides a comprehensive overview of the legal and policy framework essential for women's economic empowerment across 190 economies. The index focuses on key areas such as women's safety, mobility, workplace conditions, wages, marriage, parenthood, childcare, entrepreneurship, ownership of assets, and pension rights across the life course of a working woman. The Women's Economic Empowerment (WEE) Index gauges women's economic advancement and participation, power, and agency through their choice, influence, freedom in decision-making, and access to and control over resources. According to the WEE Index, the Punjab province performed better (0.52) in terms of women's economic empowerment, followed by Sindh (0.38), then Khyber Pakhtunkhwa (0.35), and finally Balochistan (0.26) with the national figure standing at 0.39. The ratio of women to men in the labour force was highest in Punjab and Sindh and lowest in Balochistan. The gender earnings ratio was higher in Khyber Pakhtunkhwa, with women earning 68.5 percent of men's earnings, and Punjab has a lower ratio than Sindh and Khyber Pakhtunkhwa. More women were in managerial positions in Khyber Pakhtunkhwa than in the other provinces. It is concerning that agency, reflected by women's ability to make critical decisions about education and paid employment, was low in all provinces except Punjab, where it was slightly higher. Inequalities among the districts were highest in Balochistan, with an overall WEE Index of 0.108 for the Sherani district and 0.511 for Quetta, reflecting sharp disparities between urban and rural areas.[100]

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[97] (World Economic Forum, 2024)
[98] (ILO, 2021)
[99] (World Bank, 2021)
[100] Women Economic Empowerment Index. UN Women Asia-Pacific

Balochistan, with the lowest population density, performed significantly poorer than the rest of the provinces regarding socio-economic indicators, including women's participation in the labour force. A substantial portion, more than half of women in rural Balochistan face restrictions in mobility and decision-making and are primarily engaged in the informal sector as unpaid wage workers in subsistence agriculture and livestock[101]. Similarly, the sociocultural barriers associated with women's property rights and ownership and limited access to land and financial resources severely restrict women's participation in economic activities. These barriers are deeply rooted in the social, cultural, economic, and institutional makeup of traditional gender roles, limited access to education and skills, lack of access to resources such as microfinance, inadequate infrastructure, safety concerns, lack of access to modern agricultural resources, insufficient market infrastructure for selling produce, and the absence of land ownership, preventing women from realising their full economic potential[102]. Women in Balochistan have merely 1.84 percent of the total land ownership in the province, primarily due to male-dominated inheritance practices and legal frameworks that undermine women's property rights[103]. The cultural disapproval of female succession to property further exacerbates the economic deprivation of women, effectively precluding them from owning property or accessing economic resources[104].

The women's labour force participation rate (LFPR) in Balochistan remains a significant concern, reflecting the constraints on women's economic mobility. The Labour Force Survey (LFS) 2020-21 indicated that the female labour force participation rate in rural areas ranged from 10-12 percent and remained significantly lower than males. Although the labour force participation rate for women in urban areas was higher, it still hovered around 10-15 percent, indicating that the challenges faced by women transcend both rural and urban contexts[105]. The unemployment rate for young women in urban areas in Balochistan was higher than the national level (38 percent compared to 15 percent at the national level)[106]. Similarly, women held only about 13 percent of bank accounts, compared to the national average of 21 percent [107]. In the non-agricultural sector, women's employment status was even more concerning, with their representation accounting for less than 5 percent of employees. Socio-cultural dynamics discourage a woman from pursuing entrepreneurial ventures, as working outside the home is often considered inappropriate. The few women who endeavour to establish businesses typically engage in crafts, tailoring, or food production; however, they are systematically excluded from formal marketplaces, transport

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[101] (NCSW & UN Women, 2023)
[102] (USAID, 2012)
[103] (DHS, 2019)
[104] (NCSW & UN Women, 2023)
[105] (LFS, 2022)
[106] (PSLM, 2021)
[107] (State Bank of Pakistan's 2021 Financial Inclusion Survey, 2021)

systems, technology, and a shortage of business education, experience, and mentoring to foster the development of such enterprises.

Organisation of Analysis

- ❖ Labour Force Participation
- ❖ Population Involved in Livestock & Dairy Farming
- ❖ Workforce in Factories
- ❖ Entrepreneurship
- ❖ Technical and Vocational Skills
- ❖ Financial Inclusion
- ❖ Social Protection & Opportunities
- ❖ Recommendations

Labour Force Participation

The labour force participation rate is the percentage of the working-age population, typically between 15 and 64, who are either employed or actively seeking employment. ILO defines labour force participation rate as "a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population at working age"[108].

Civilian Labour Force Participation

With respect to labour force dynamics in Balochistan (see the Figure below), males accounted for 54.3 percent of the total labour force participation, whereas females were 45.7 percent. The total civilian labour force participation was 40.4 percent of the population aged 10 and over, with 34.9 percent male and 5.5 percent female. This indicated a significant gender disparity in labour force participation, with males contributing a large proportion. Approximately, 1.2 percent of the age bracket 10 – 14 years old were participating in labour, with 0.8 percent male and 0.4 percent female.
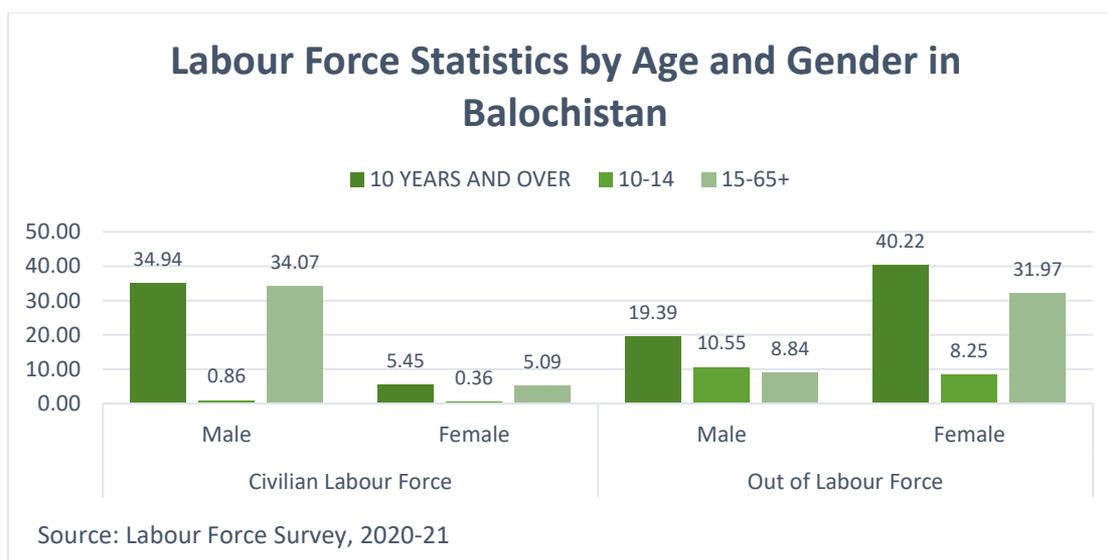
Figure 118: Labour Force Statistics by Age and Gender in Balochistan

Around 59.6 percent of the total population, with 19.4 percent male and 40.2 percent female, was out-of-labour force. The total population with the age bracket 15 – 65+ comprised 79.9 percent, and out of that, around 39.1 percent was active in labour, and 40.8 percent comprised the out-of-labour population. Male participation was much higher (34.1 percent) than female participation (5.1 percent).

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[108] (ILO, 2013)

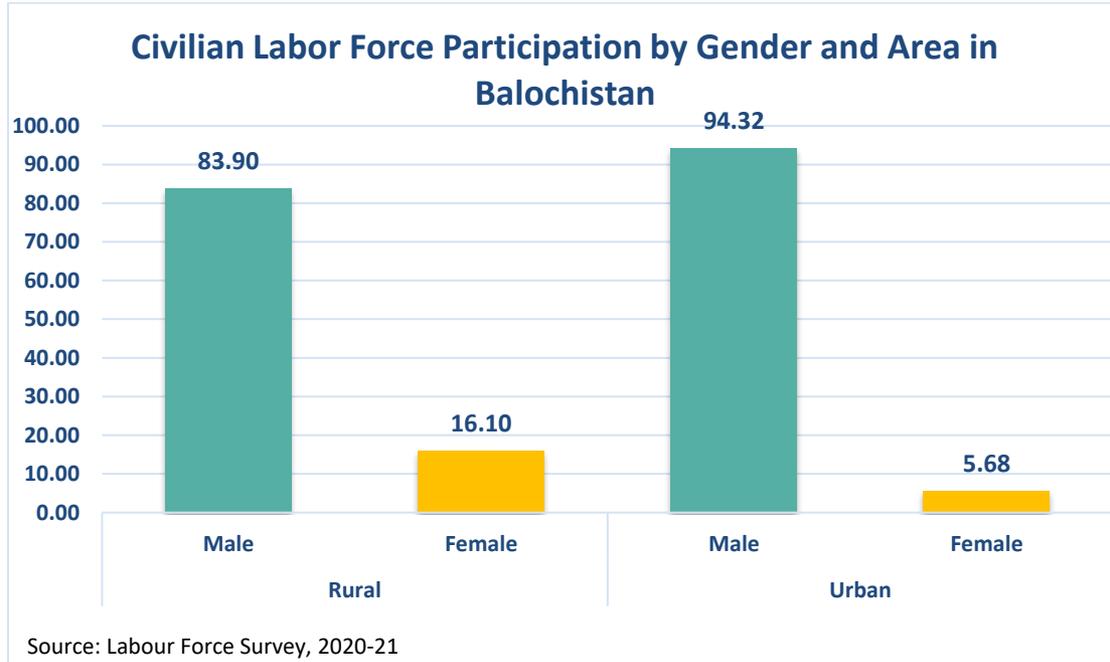**Figure 119: Civilian Labor Force Participation by Gender and Area in Balochistan**

With respect to rural-urban divide, there was a total of 83.9 percent rural males in civilian labour force compared to 16.1 percent females. Likewise, there were more urban males (94.3 percent) compared to urban females (5.7 percent). These trends can be seen in below figure.

Employment Rates

Employment is the act of working for an organization or individual to help produce goods and services. It serves as a way to distribute wealth and provides purchasing power to workers through wages. Furthermore, employment plays a vital role in society by creating a social environment, boosting self-esteem, and encouraging individual engagement. Economically active population refers to "*persons who are at or above the minimum age for full-time employment and below the state retirement age, who are working or looking for work.*"[109]

There was a total of 81.1 percent employment rate among rural males in Balochistan compared to 15.8 percent among rural females. With respect to urban areas, there was an employment rate of 88.2 percent among males compared to 4.1 percent among females.

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[109] (International encyclopaedia of Public Health, 2008)

Employment Rates by Gender and Area in Balochistan

81.07 88.18 15.75 4.04

	Male	Female	Male	Female
	Rural		Urban	

Source: Labour Force Survey, 2020-21

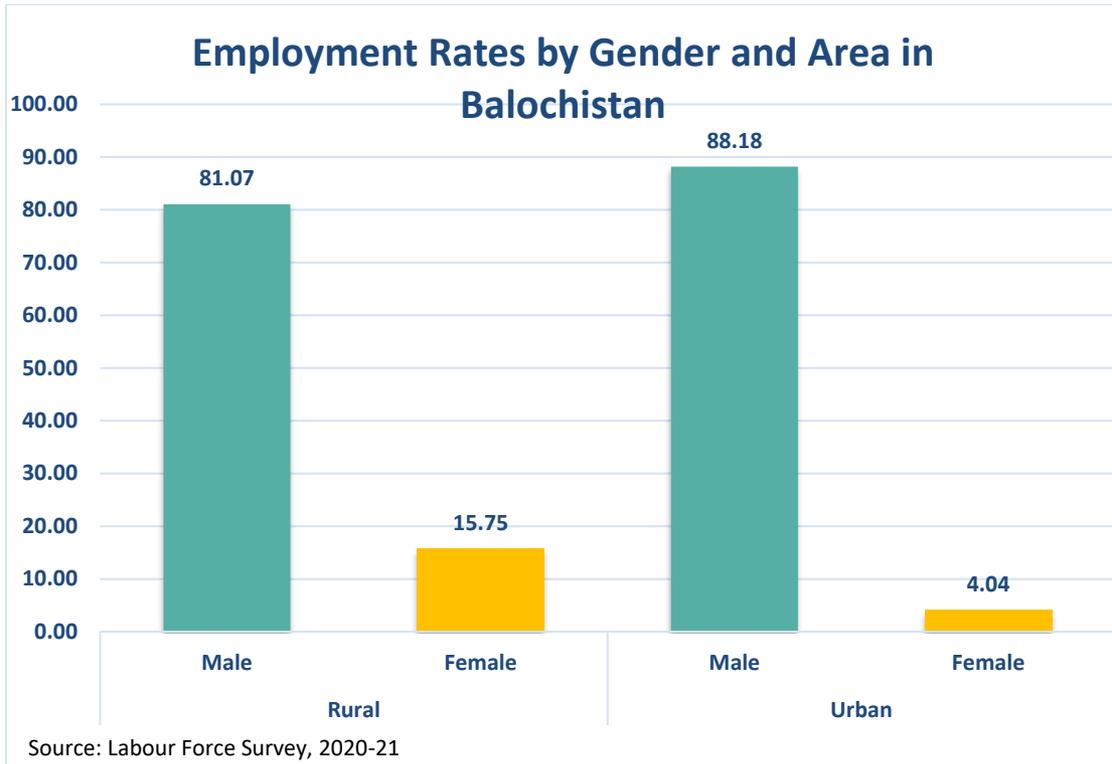**Figure 120: Employment Rates by Gender and Area in Balochistan**

Employment Rate by District & Gender in Balochistan

■ Male ■ Female

DERA BUGTI
KOHLU
JAFER ABAD
LORALAI
SIBI
MASTUNG
SIKANDAR ABAD
QUETTA
KACHHI
ZHOB
CHAGHI
KALAT
KILLA SAIFULLAH
NOSHKI
DUKI
AWARAN
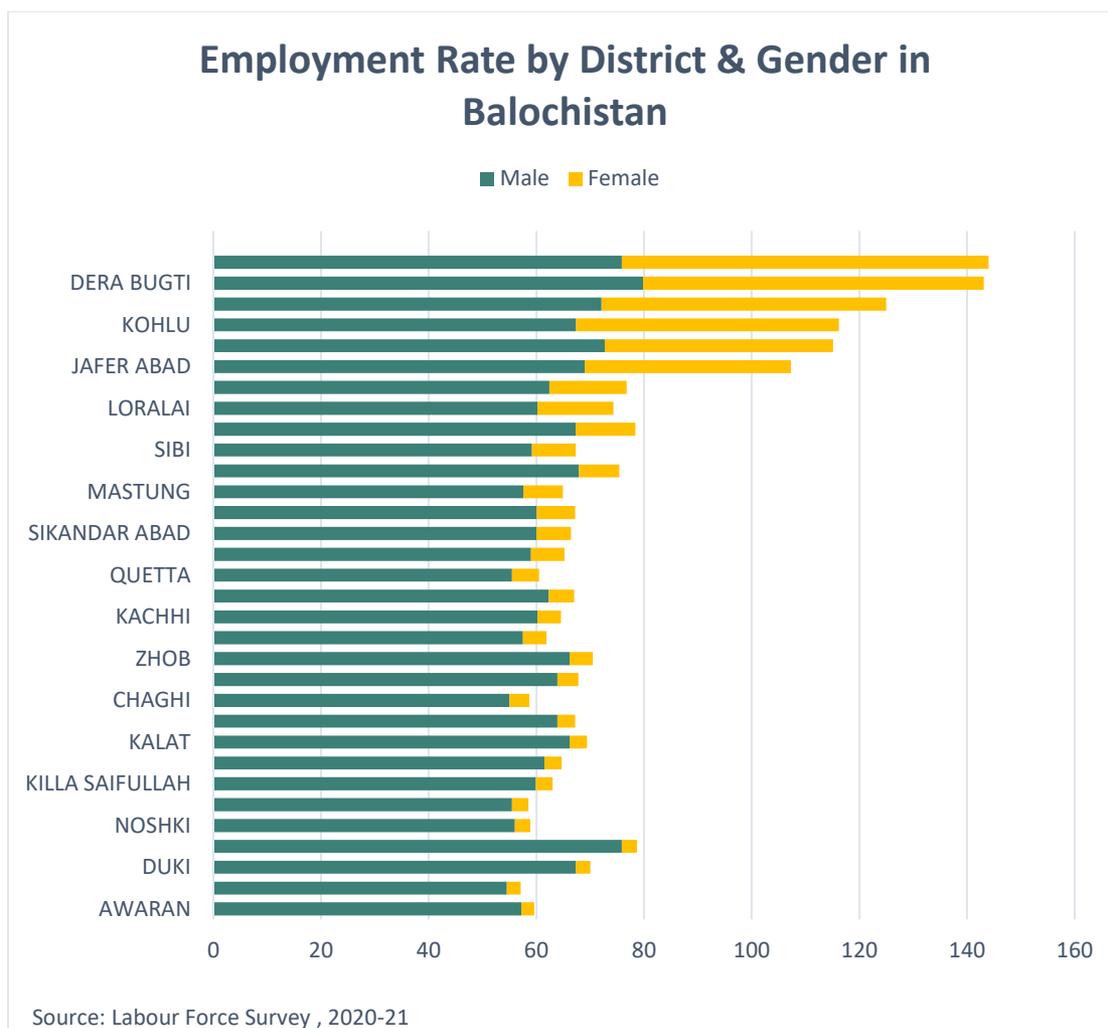
Source: Labour Force Survey , 2020-21

Figure 121: Employment Rate by District & Gender in Balochistan

Unemployment Rates

Unemployment rates are the percentage of the labour force without employment but actively seeking job opportunities. The Organization for Economic Cooperation and Development (OECD) defines the unemployment rate as "*the share of the labour force without work. Unemployed people are those of working age who do not have a job, are available for work and have taken specific steps to find a job in the previous four weeks.*"[110]

With respect to unemployment by gender and region, there were 2.8 percent unemployed rural males in Balochistan compared to 0.35 percent unemployed rural females. Whereas in urban areas of Balochistan, the unemployment rate was 6.1 percent among males and 1.6 percent in females.
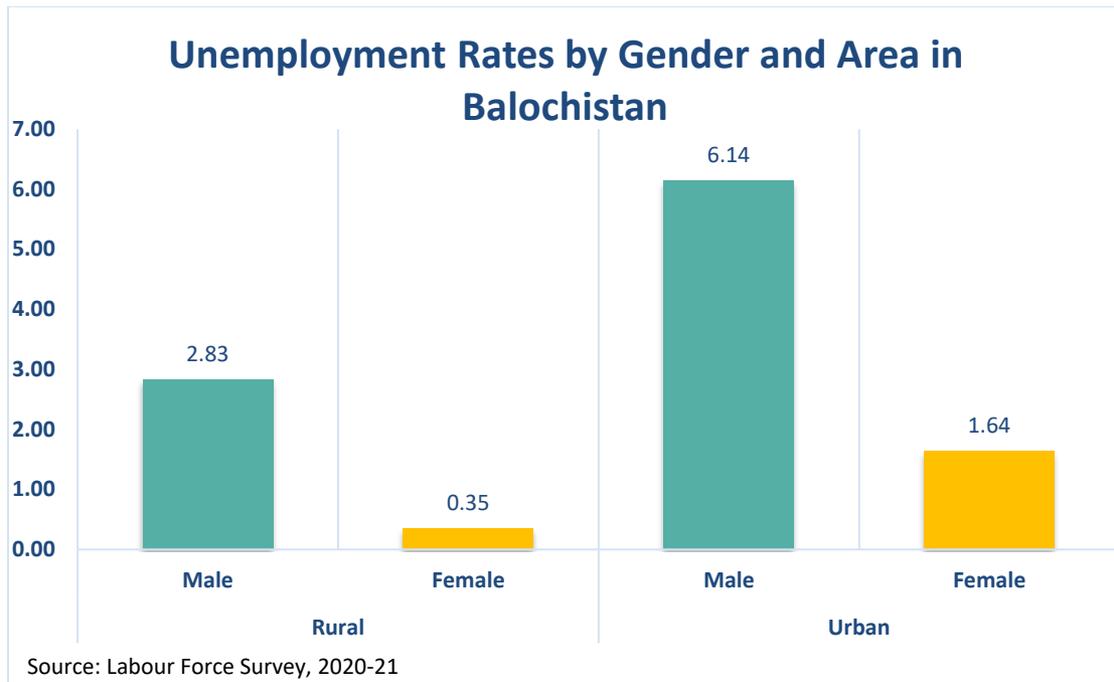
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[110] (OECD, 2024)

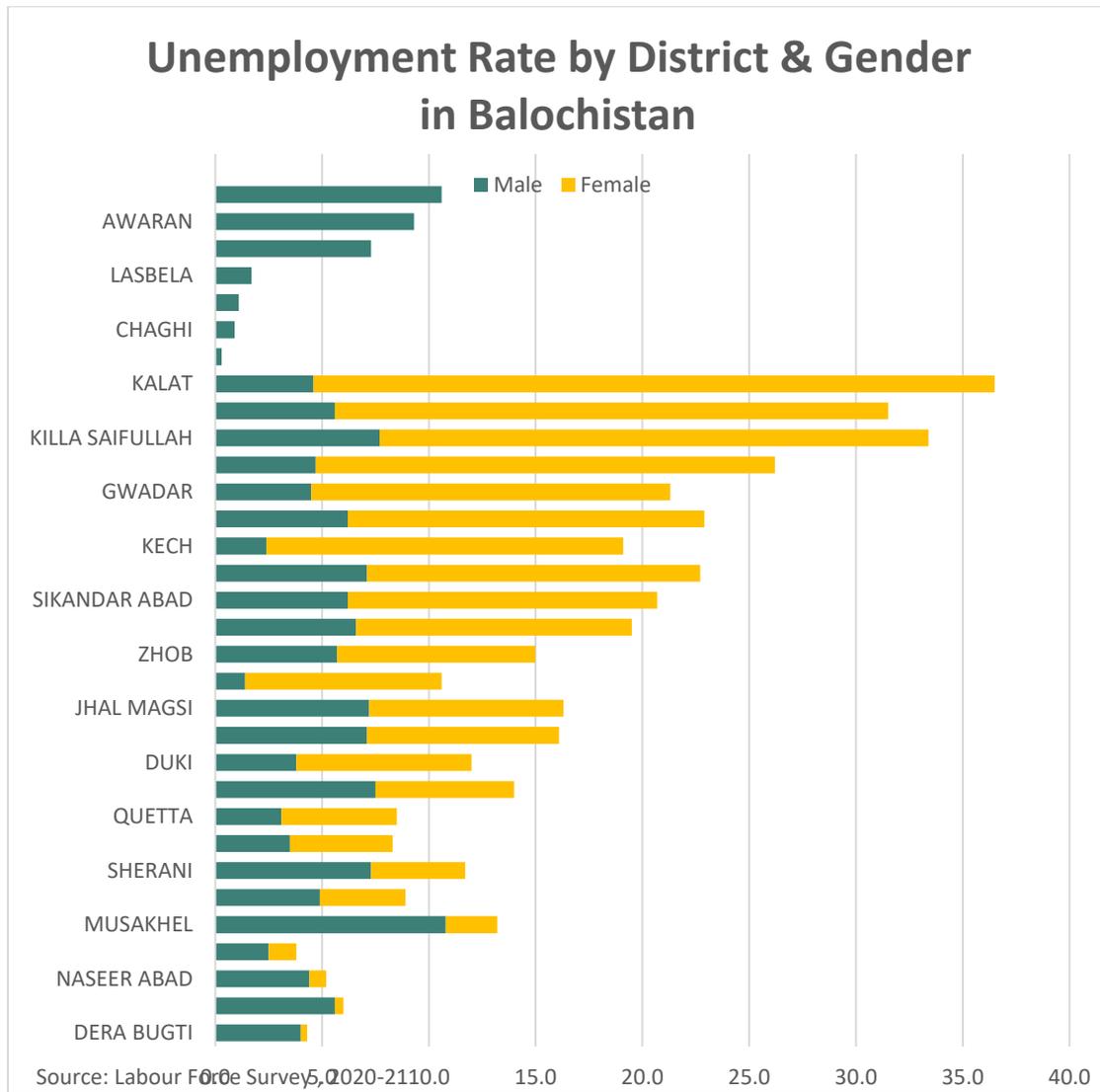**Figure 122: Unemployment Rates by Gender and Area in Balochistan**

Figure 123: Unemployment Rate by District & Gender in Balochistan

Labour Force Participation by Education Level in Balochistan

Education plays a pivotal role in shaping labour force participation, as it directly influences both the quality and quantity of workforce engagement[111]. Individuals with higher levels of education tend to have better access to employment opportunities, often in higher-paying and more stable sectors, due to their enhanced skills and qualifications[112]. Conversely, limited education can restrict job prospects, confining individuals to low-skilled and less remunerative occupations. Moreover, education fosters awareness about economic opportunities, enhances decision-making abilities, and equips individuals with the adaptability needed to thrive in dynamic job markets[113].

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[111] (Sairmaly FA, 2023)

[112] (Macmillan L et al., 2015)

[113] (Vrdoljak I, 2024)

Thus, the relationship between education and labour force participation is both significant and multifaceted, reflecting broader socio-economic dynamics.

The analysis of data showed that out of 38.7 percent employed population, 12.0 percent of the males were illiterate compared to 3.7 percent females. Likewise, 1.3 percent of the employed males had non-formal education compared to 0.03 percent females. 11.1 percent of the males had education below matriculation compared to 0.8 percent females. 6.9 percent of the males had matriculation/intermediate and 2.1 percent had higher education compared to 0.3 percent and 0.4 percent females, respectively (see figure below).

Likewise, the data showed that, out of 1.7 percent unemployed population, 0.5 percent of the males were illiterate compared to 0.1 percent females. Likewise, 0.04 percent of the unemployed males had non-formal education while no female case was reported in this context. 0.4 percent of the males had education below matriculation compared to 0.1 percent females. 0.4 percent of the males had matriculation/intermediate and 0.1 percent had higher education compared to 0.1 percent and 0.03 percent females, respectively (see figure below).

For the 59.6 percent population not in labour force, 4.1 percent of the males were illiterate compared to 25.1 percent females. Likewise, 0.6 percent of the males not in labour force had non-formal education compared to 0.6 females. 12.0 percent of the males had education below matriculation compared to 12.0 percent females. 2.3 percent of the males had matriculation/intermediate and 0.5 percent had higher education compared to 0.5 percent and 0.4 percent females, respectively (see figure below).
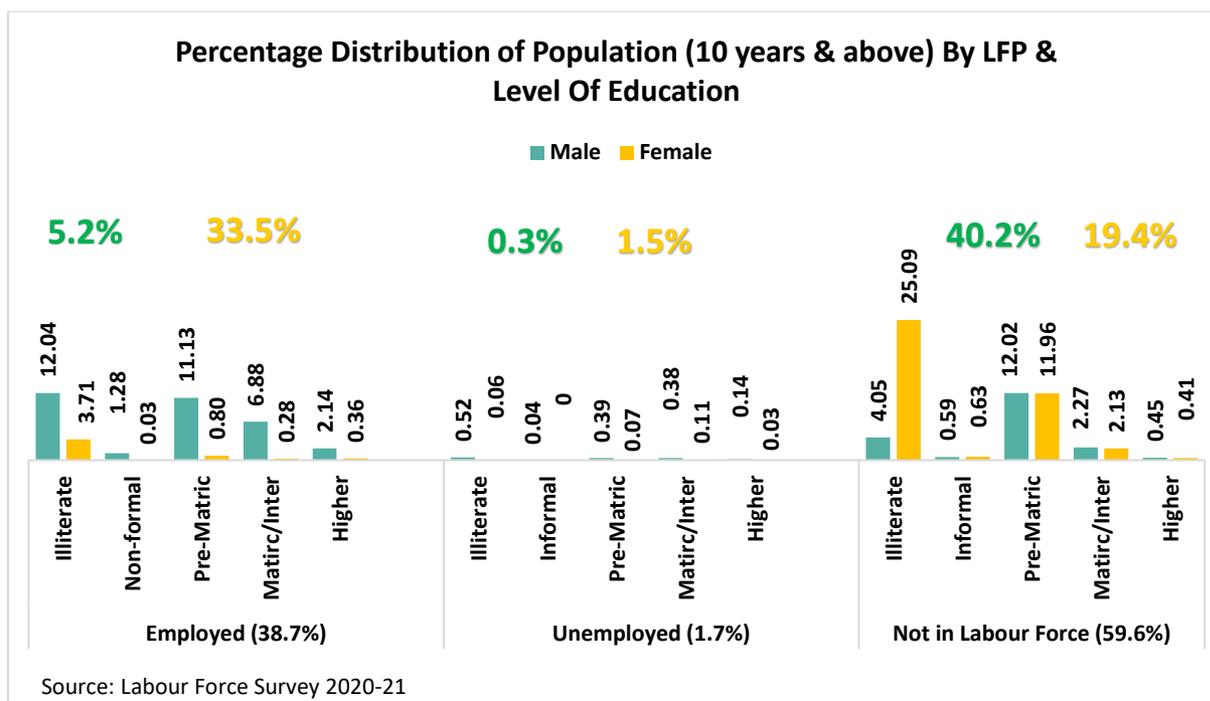
Percentage Distribution of Population (10 years & above) By LFP & Level Of Education

■ Male ■ Female

5.2%   33.5%   0.3%   1.5%   40.2%   19.4%

Employed (38.7%)   Unemployed (1.7%)   Not in Labour Force (59.6%)

Source: Labour Force Survey 2020-21

Figure 124: Percentage Distribution of Population (10 years & above) By LFP & Level Of Education

Employed Persons by Major Industry

Major industries play a crucial role in shaping employment patterns by creating a diverse range of job opportunities across various skill levels. Sectors such as manufacturing, technology, agriculture, and services serve as economic engines, absorbing a significant portion of the workforce.[114] For instance, industrial growth not only generates direct employment within factories and production units but also spurs indirect jobs in supply chains, transportation, and retail. Moreover, industries contribute to skill development through training and innovation, enabling workers to adapt to changing market demands.[115] As industries expand, they drive economic growth and improve livelihoods, highlighting the integral link between industrial development and employment generation.

The data revealed that there were 31.1 percent males working in agriculture and mining sector compared to 10.2 percent females. A total of 5.5 percent males was working in manufacturing and utilities sector compared to 1.5 percent females and 23.6 percent males were employed in construction and trade compared to 0.1 percent females. Likewise, 7.7 percent males were employed in transport and communication sector compared to 0.02 percent females. In the

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[114] (Brewer AM, 2018)
[115] (Ajayi & Udeh, 2024)

accommodation and other services sector, there were 6.3 percent males compared to 0.1 percent females. In the finance and professional services, 1.7 percent were male and a mere 0.01 percent were female. There were 9.4 percent males in public administration and education sector compared to 1.1 percent females. With respect to health and social sector, there were 1.4 percent male and 0.4 percent female (see Figure below).
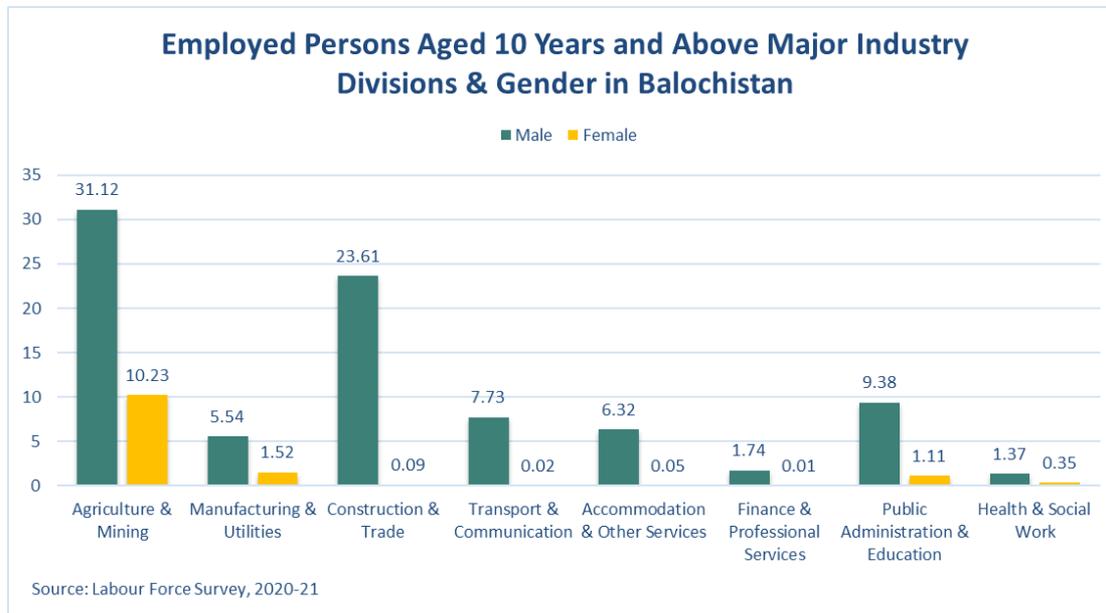

Figure 125: Employed Persons Aged 10 Years and Above Major Industry Divisions & Gender in Balochistan

With respect to occupational segregation in these industries, 15.4 percent males were in the elementary occupations compared to 1.1 percent females. In the plant and machine operators and assemblers occupations, there were 7.9 percent males in comparison to a mere 0.01 percent females. There were 7.3 percent males in craft and related trade workers compared to 1.5 percent females. In the skilled agricultural, forestry, and fisheries related occupations, there were 25.0 percent males compared to 9.3 percent females. In the services and sales sector, there were 19.4 percent males and only 0.1 percent females. 1.74 percent of the males were working as clerical support workers compared to no woman in this category. 3.4 percent of the males were technicians and associate professionals, 4.0 percent were professionals, and 2.5 percent were managers compared to 0.3 percent, 0.9 percent, and 0.3 percent females, respectively. These findings are highlighted below as figure.
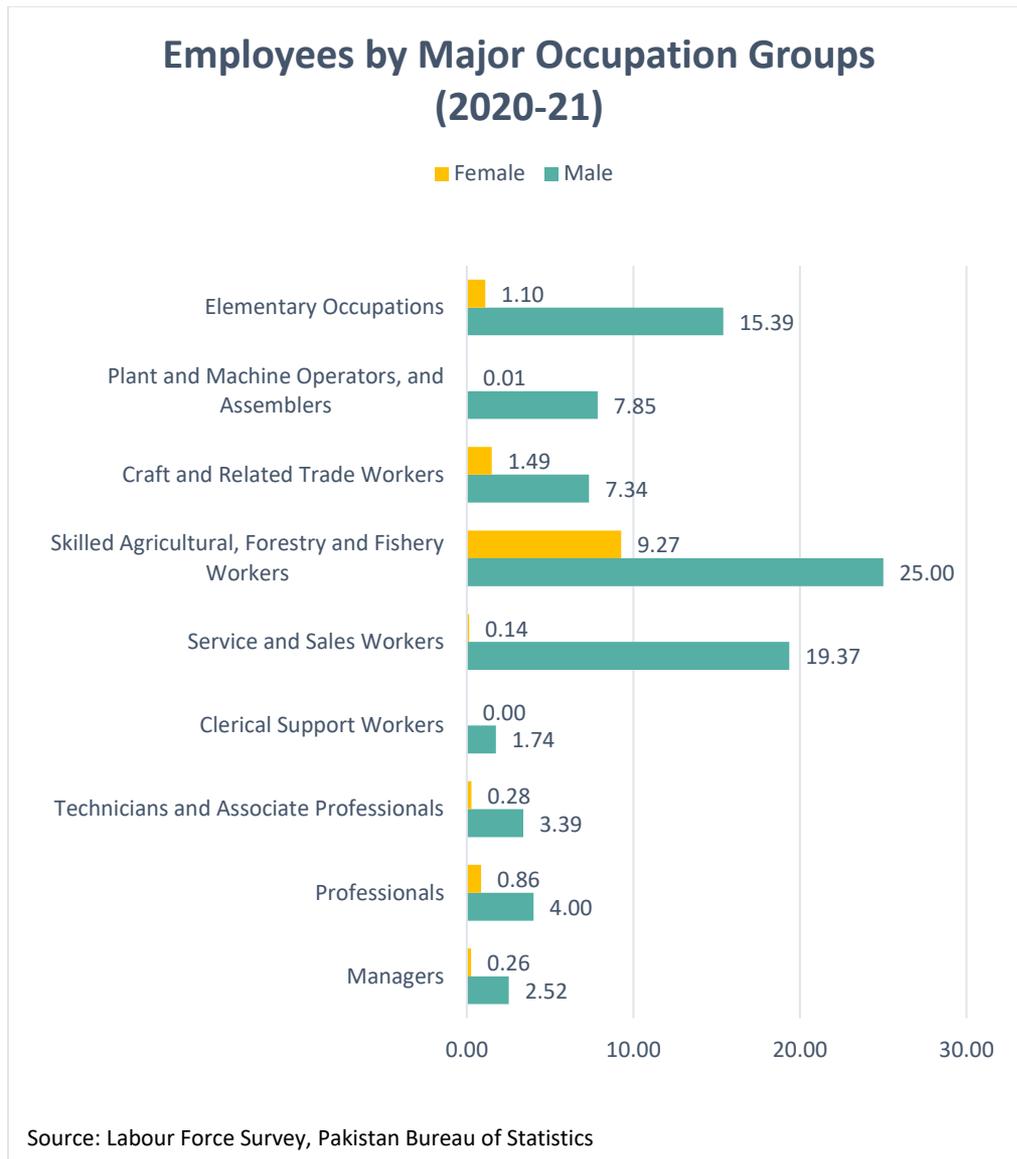
Employees by Major Occupation Groups (2020-21)

Female | Male

Occupation	Value
Elementary Occupations	1.10 / 15.39
Plant and Machine Operators, and Assemblers	0.01 / 7.85
Craft and Related Trade Workers	1.49 / 7.34
Skilled Agricultural, Forestry and Fishery Workers	9.27 / 25.00
Service and Sales Workers	0.14 / 19.37
Clerical Support Workers	0.00 / 1.74
Technicians and Associate Professionals	0.28 / 3.39
Professionals	0.86 / 4.00
Managers	0.26 / 2.52

Source: Labour Force Survey, Pakistan Bureau of Statistics

Figure 126: Employees by Major Occupation Groups (2020-21)

Employed Persons by Sector

According to the ILO: "Persons in employment are defined as all those of working age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. They comprise employed persons "at work", i.e. who worked in a job for at least one hour, and employed persons "not at work" due to temporary absence from a job or to working-time arrangements (such as shift work, flexitime and compensatory leave for overtime)"[116]. A person aged 15 or older is considered employed if they have worked at least one hour of paid work in a given week. This also includes individuals absent from work for specific

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[116] ILO, 2022

reasons, such as annual leave, sickness, or maternity leave, provided they have been employed for a certain period.[117]

In the agricultural sector in rural areas, males accounted for 28.0 percent of employment compared to 9.9 percent females. In urban areas: males accounted for only 1.9 percent of agricultural employment, and females comprised of just 0.3 percent.

In non-agricultural sectors in rural areas, males comprised 35.5 percent compared to 2.4 percent females. In urban non-agricultural sectors, males accounted for 21.3 percent, while females accounted for only 0.8 percent.

Regarding formal employment in rural areas, males were 8.3 percent while females accounted for just 1.1 percent. In urban areas, males accounted for 6.3 percent and females for 0.4 percent.

In informal employment in rural areas, males accounted for 27.2 percent while females made up only 1.3 percent. The informal sector is predominantly male, with very few women participating. In urban informal employment, males accounted for 14.9 percent, and females for only 0.4 percent.

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[117] ILO, 2023

Percentage Distribution of Employed Persons By Major Sectors, Sex and Region (2020-21)

■ Agriculture   ■ Non-Agri Formal   ■ Non-Agri Informal
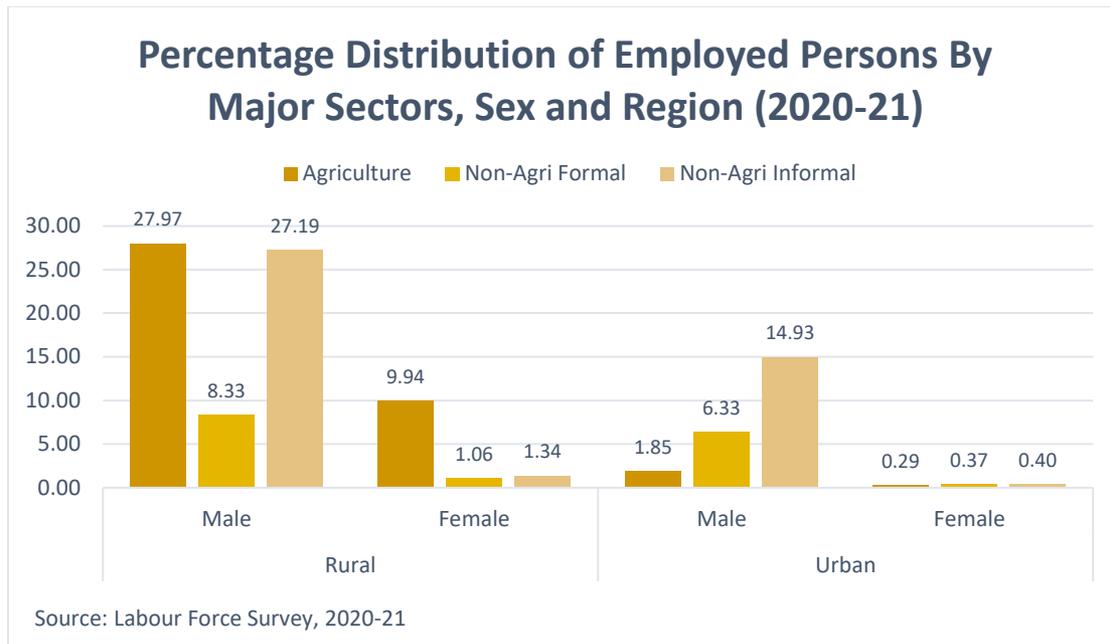
Source: Labour Force Survey, 2020-21

Figure 127: Percentage Distribution of Employed Persons By Major Sectors, Sex and Region (2020-21)

Valuing Unpaid Family Workers and Informal Economy

The informal sector refers to all economic activities by workers and economic units that are – in law or practice – not covered or insufficiently covered by formal arrangements. It operates mainly in the context of high unemployment, underemployment, and precarious work. The situation is aggravated in fragile situations with no alternative to operating in the informal economy to secure livelihoods. "The informal sector refers to a wide range of activities, both legal and illegal, that exist outside the formal economy. It includes various types of work and businesses that operate independently and are often characterised by low wages, limited job security, and lack of legal protection."[118] Unpaid work is defined as labour that contributes to the well-being of individuals and society but remain unrecognised owing to its non-monetary nature.[119] Similarly, both domestic and agricultural work are excluded from the statutory minimum wage in Pakistan. Although the laws on minimum wage do not explicitly exclude workers from the informal

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[118] International Encyclopaedia of Human Geography, 2009
[119] (Folbre, 2013)

sectors, it is historically and universally assumed that legal protections apply primarily to the formal sectors economy.[120]

Informal Employment

Of the total employed population working in the informal sector of Balochistan, (see figure below), 48.6 percent of men and 13 percent of women work in the informal sector. LFS 2020-21 further divides the informal sector into agriculture and non-agriculture sector where the latter is defined as a person working in a household (informal, own-account, enterprise), contributing family workers excluding all

those working in the agriculture sector or the ones involved in non-market activities.[121]

The share of employment in the non-agriculture informal sector is huge where almost 74 percent of the employed population are men and women have a 55 percent.
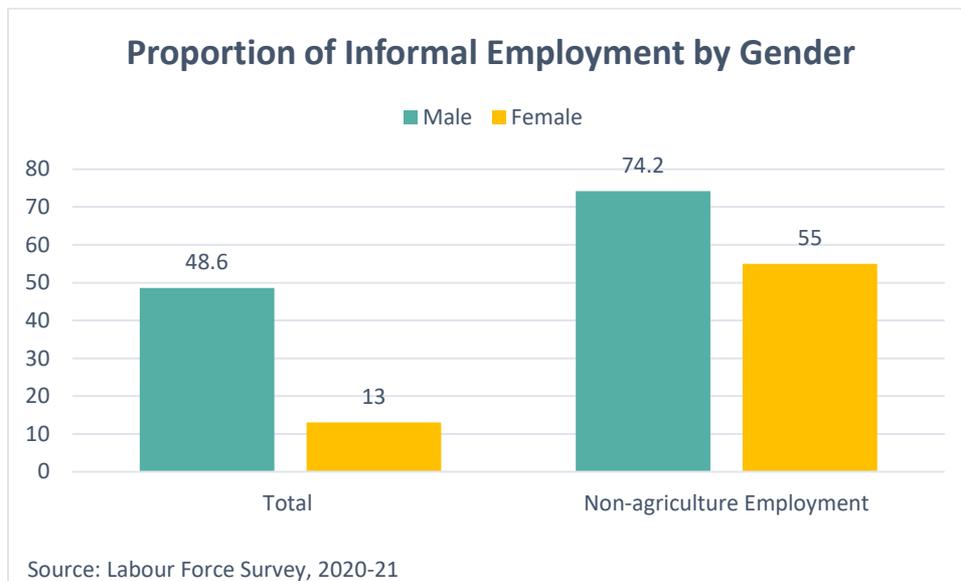

Figure 128: **Proportion of Informal Employment by Gender**

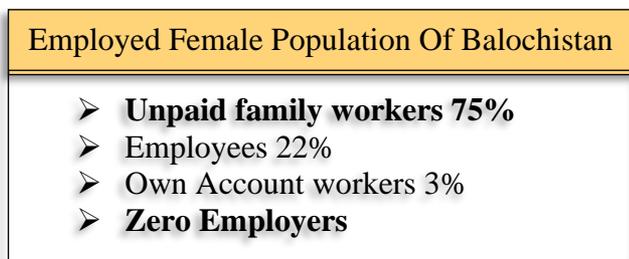
[120] (International Labour Organization, 2016)

[121] LFS 2020-21

Unpaid Family Work

The Labour Force Survey (LFS) defines a contributing family worker as "someone who works without pay in cash or in kind on an enterprise operated by a member of her/his household or other related persons".[122]

The figure below presents the data of employed persons in Balochistan by their employment status. The data reveals that 10.89 percent of the total employed male and 10.11 percent of the total employed females were contributing family workers.

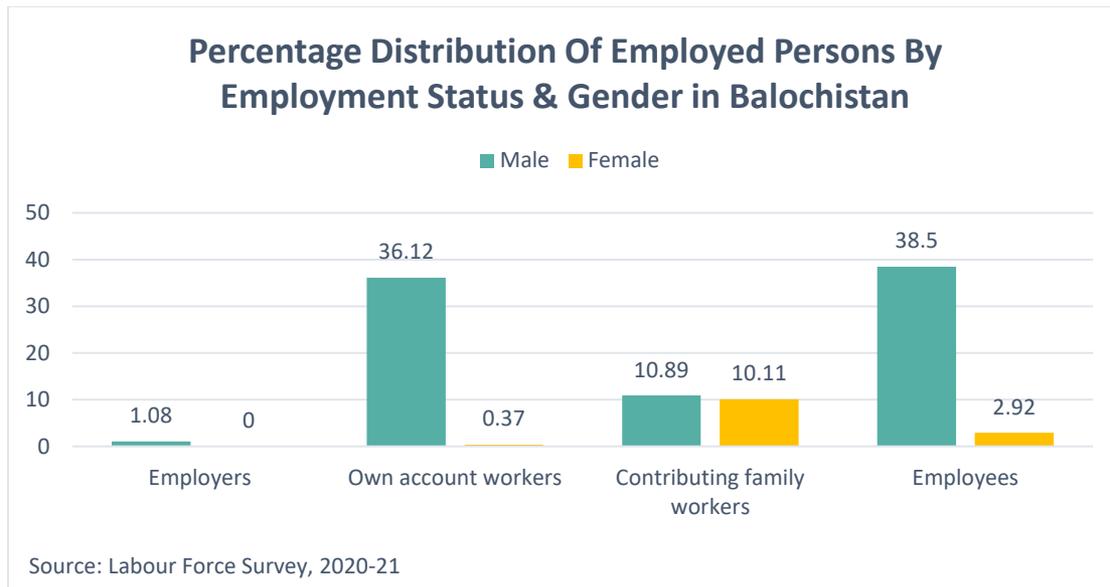| Employed Female Population Of Balochistan |
|---|
| ➢ **Unpaid family workers 75%** |
| ➢ Employees 22% |
| ➢ Own Account workers 3% |
| ➢ **Zero Employers** |

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[122] Labour Force Survey (LFS)

Figure 129: Percentage Distribution Of Employed Persons By Employment Status & Gender in Balochistan

Women's significant participation in family-run agricultural farms largely accounts for the high proportion of employed females as contributing family workers.[123]

Employment by Wage Group, Gender and Area

According to LFS 2020-21, females earn more in lower-wage categories in urban and rural areas, while males earn higher in the mid to upper ranges. The pattern of disparity continues as we move upward towards higher wage groups with lesser women participation in high wage groups.

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[123] (Facts & Figures: Rural Women and the Millennium Development Goals, 2023)
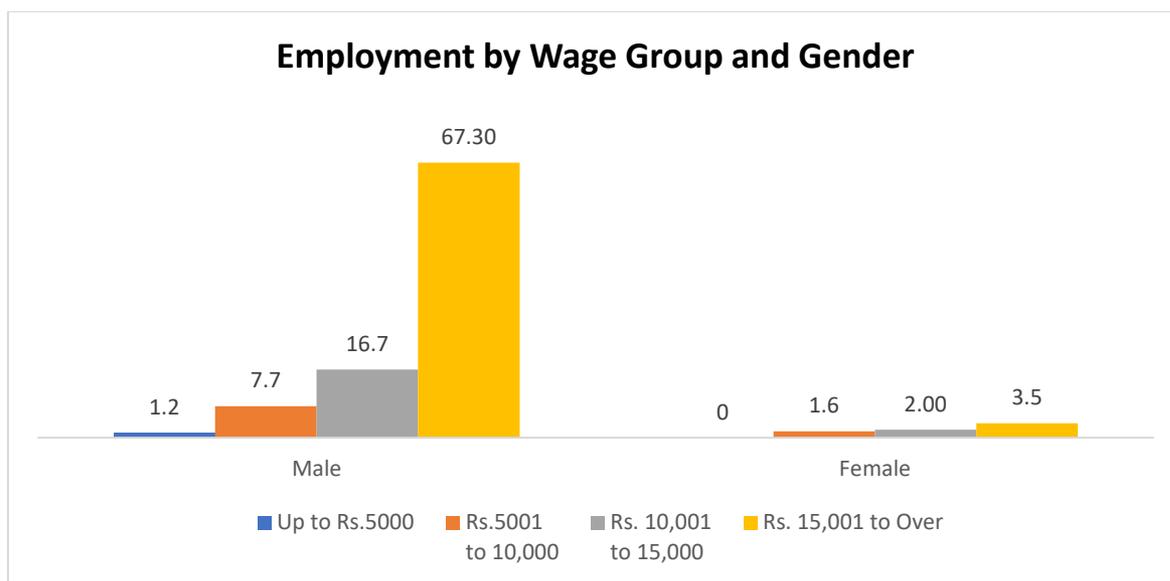
Employment by Wage Group and Gender

Figure 130: Employment by Wage Group and Gender

The figure presents a breakdown of employment by wage groups in Balochistan. For males, the majority (67.3%) earn over Rs. 15,001, with smaller proportions in the lower wage categories: 16.7% earning between Rs. 10,001 to Rs. 15,000, 7.7% earning Rs. 5,001 to Rs. 10,000, and 1.2% earning up to Rs. 5,000. In contrast, female employment is significantly lower across all wage groups. The highest percentage of employed females (3.5%) earn over Rs. 15,001, while only 2% fall within the Rs. 10,001 to Rs. 15,000 range, 1.6% earn Rs. 5,001 to Rs. 10,000, and none are recorded in the lowest wage bracket (up to Rs. 5,000).

Population Involved in Livestock & Dairy Farming

The figure below illustrates the Baloch population engaged in livestock and dairy farming. The data shows that 4,454,616 males (62.7 percent) and 2,655,226 females (37.3 percent) participated in animal husbandry, resulting in a GPI of 0.60. In dairy farming, 544,241 males (60.5 percent) and 355,976 females (39.5 percent) were involved, with a GPI of 0.65. Additionally, 1399478 males (62.1 percent) and 854343 females (37.9 percent) were active in poultry farming, achieving a GPI of 0.61.

A Missing Link

Not a single registered female owner of small ruminants, large ruminants, or poultry in Balochistan.
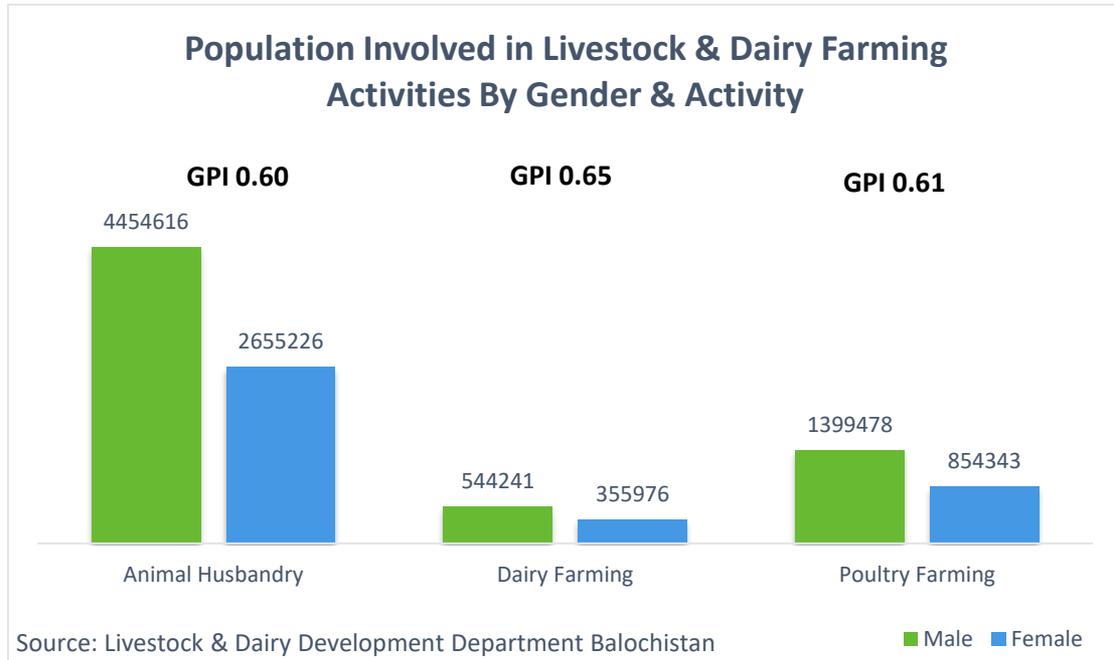
Figure 131: Population Involved in Livestock & Dairy Farming Activities By Gender & Activity

The district-wise data on the female population engaged in livestock, dairy farming and animal husbandry is presented in the figure below. District Quetta has the highest female population active in all three categories, followed by Kech and Khuzdar. In contrast, district Harnai and Awaran has the lowest female population involved.
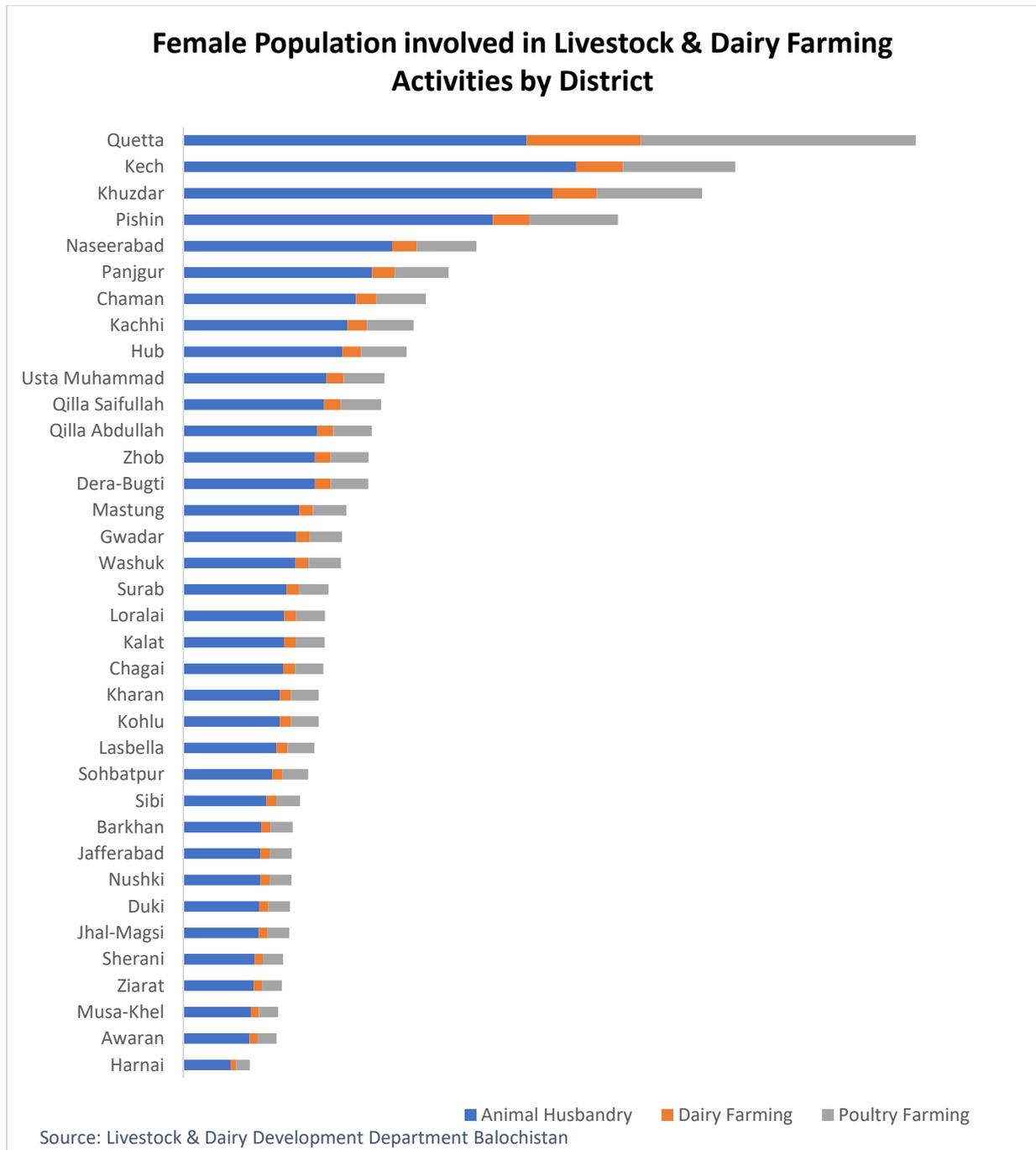
Figure 132: Female Population involved in Livestock & Dairy Farming Activities by District
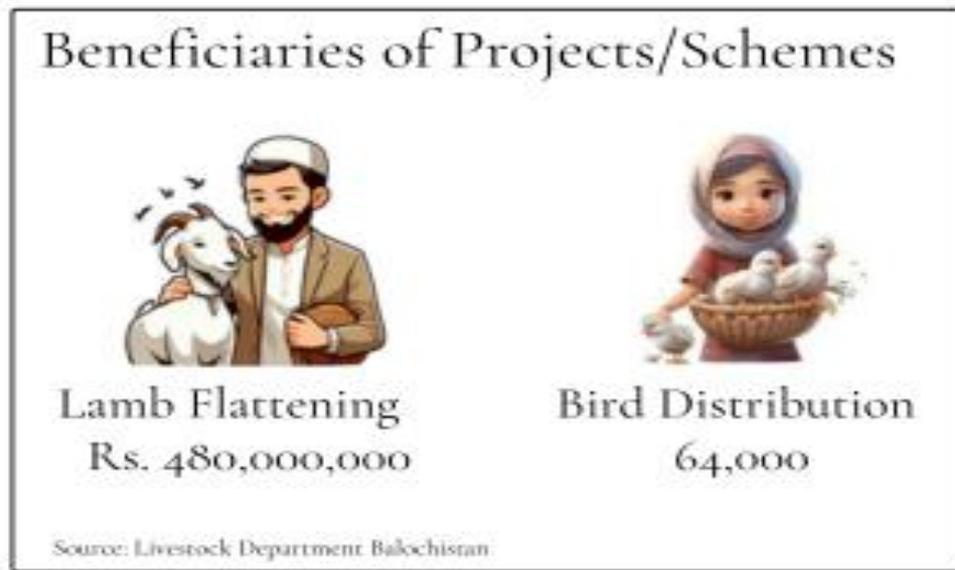
Figure 133: Beneficiaries of Projects/Schemes

Female Staff Under Livestock & Dairy Development Department

The data on the female staff working under the Livestock & Dairy Development Department reveals that only one female works as an Assistant Provincial Veterinary Officer (BS 19) and one as a Senior Veterinary Officer (BS 18). However, 28 females work as Veterinary/Research Officers (BS 17) while 11 females hold BS 11 or lower positions working as Junior Clerk, Stock Assistant, Supervisor, Sweeper and Attendant.
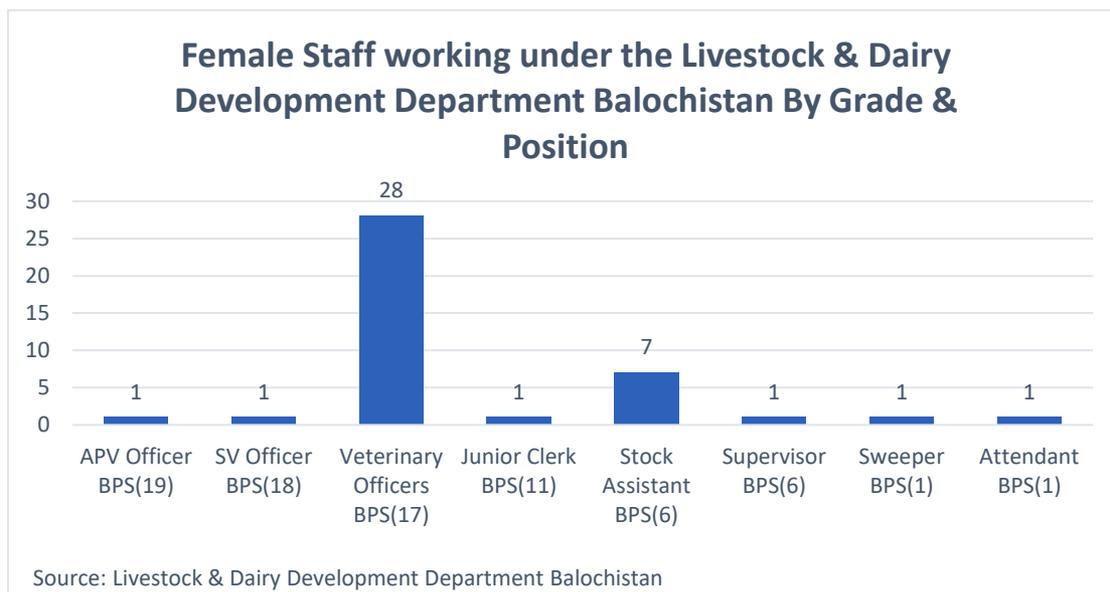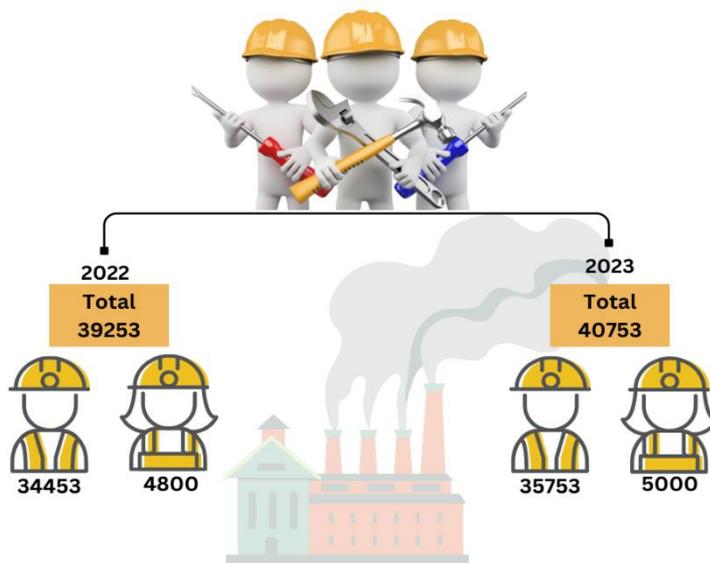

Figure 134: Female Staff working under the Livestock & Dairy Development Department Balochistan By Grade & Position

Workforce in Factories

As per the data received by the Labour department of Balochistan, In 2022 there were a total of 39,253 workers in factories, of which, 34,453 (87.8 percent) were male and 4,800 (12.2 percent) were female workers. In 2023, there were 40,753 workers, where 35,753 (87.7 percent) were male and 5,000 (12.3 percent) were female workers with a GPI of 0.14.

Figure 135: Workforce in Factories, 2022-23

Entrepreneurship

Addressing the gender gap in entrepreneurship poses a considerable challenge, yet fostering female entrepreneurship could unleash significant economic opportunities. This requires addressing stereotypes, celebrating female successes, and implementing financial and administrative support systems. The status quo of entrepreneurship in Balochistan underscores this gap, with no female employers and only 3% of women working as own-account workers.[124] Women entrepreneurs' equal participation could drive considerable economic growth, as 50% of their productive potential remains underutilized, compared to 22% for men.[125]

In the fast-paced technological world, it is impractical to undermine the importance of digital knowledge. Training programmes covering various aspects of the digital and information technology landscape are recommended to help women's skill sets remain relevant in today's times.

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[124] LFS 2020-21

[125] (Women Entrepreneurs: Catalyzing Growth, Innovation, and Equality, 2022)

National Incubation Center

The National Incubation Center (NIC) data provides insights into the number of individuals incubated in 2022 and 2023. In 2022, 50 individuals were incubated, comprising 37 males and 13 females. In 2023, this number decreased to 44, with 26 male and 18 female incubators, indicating that more males were incubated than females in both years. Overall, there was a decline in participation, dropping from 50 incubated individuals in 2022 to 44 in 2023.
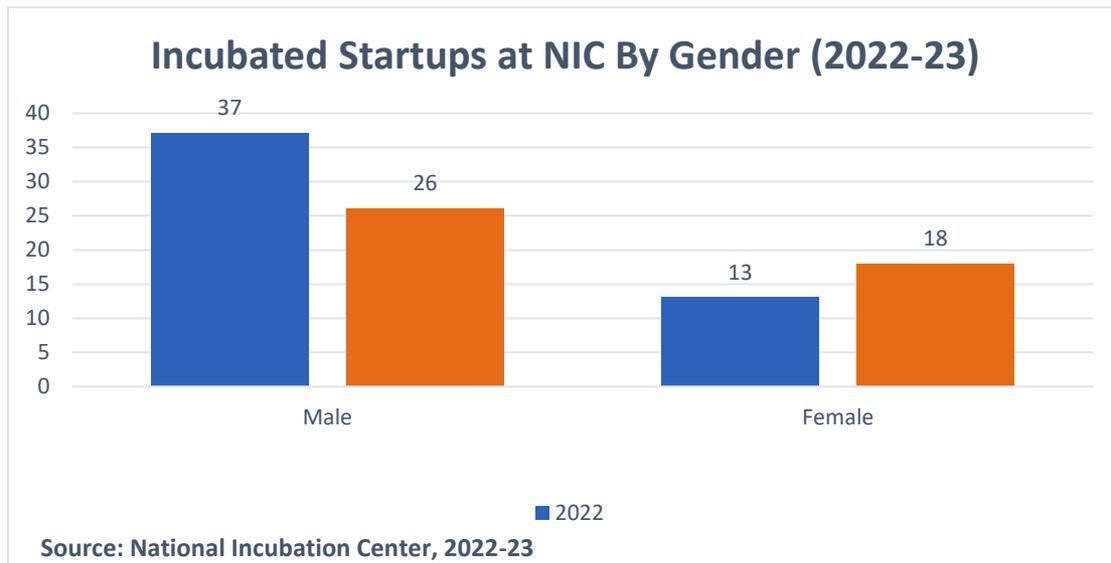

Figure 136: Incubated Startups at NIC By Gender (2022-23)

Moreover, the figure below shows the data on graduates from NIC. In 2022, 15 participants graduated, which increased to 35 participants in 2023. More males graduated than females during both years. In the first cohort of 2022, 9 males and six females graduated. In the second cohort of 2023, 23 males and 12 females graduated.

Graduates by Gender & Year

Source: National Incubation Center, 2022-23
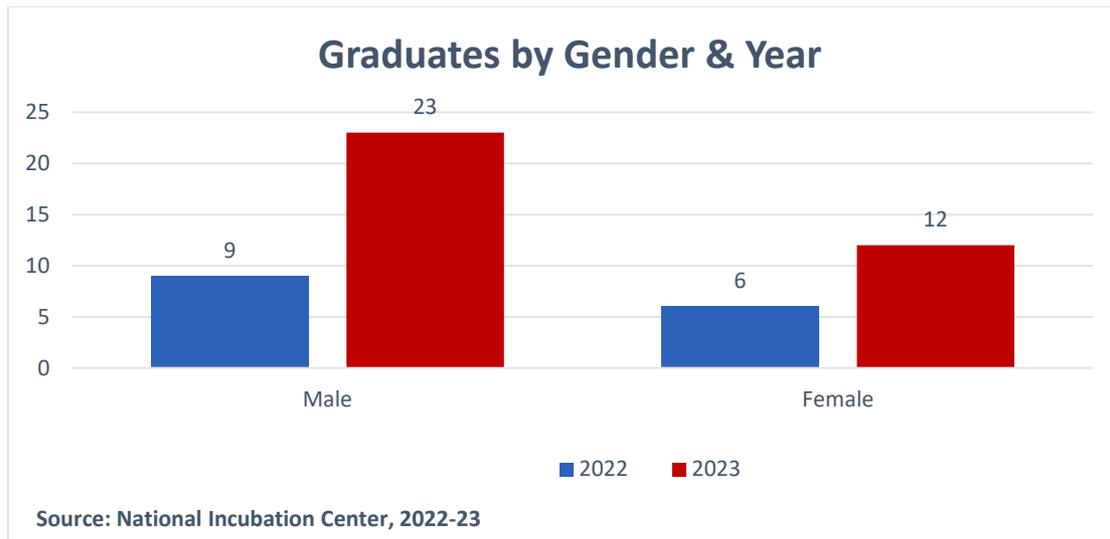
Figure 137: Graduates by Gender & Year

Digi Bizz Freelancing Programme

The graph below presents data on Digi Bizz freelancing programs for 2022 and 2023. In 2022, two batches were held, with 234 (68.6 percent) males and 107 females (31.4 percent) participating. In 2023, the program saw an increase in participation, with 596 males (63.2 percent) and 347 females (36.8 percent) across two batches and a GPI of 0.58. The data from both years indicates a gender disparity, with more males enrolling in all batches than females.

DigiBizz Freelancing Program by Year and Gender

Source: Science & IT Department, Balochistan
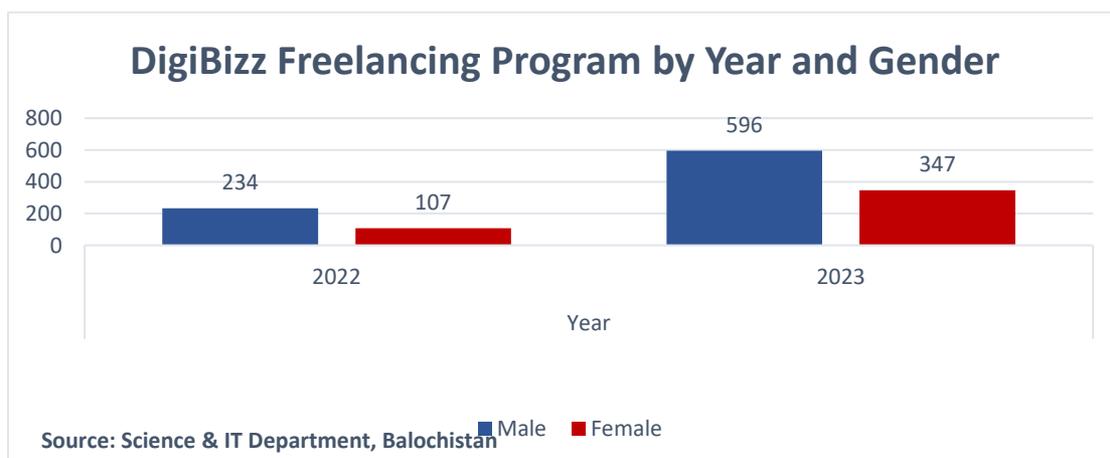
Figure 138: Digi Bizz Freelancing Program by Year and Gender

Digi Bizz Enrolment

The figure presents data on course enrolment at Digi Bizz for 2022 and 2023, focusing on three categories: Creative Designing, Digital Marketing, and Amazon, Web, and E-Commerce. In 2022, 341 people enrolled in the program, where 234 were male (68.6 percent) and 107 were female (31.4

percent) participants with a GPI of 0.46.. In 2023 however, the overall enrolment increased to 943 with 590 (62.6 percent) males and 353 (37.4 percent) females and a slightly higher GPI of 0.60.
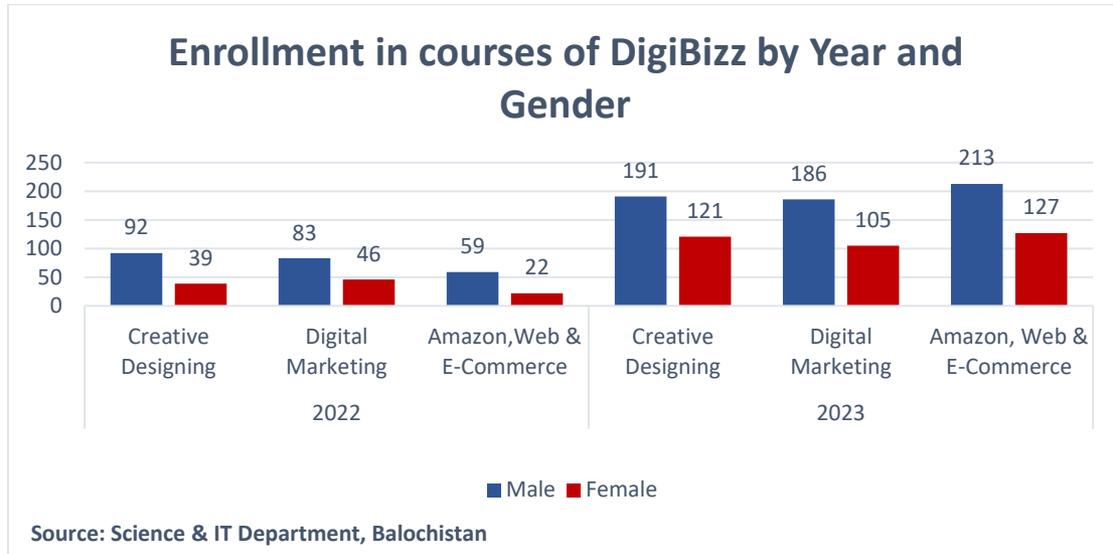
Figure 139: Enrolment in courses of Digi Bizz by Year and Gender

Graduates of Digi Bizz

The data on graduates of Digi Bizz courses reveals that in 2022, 234 males (68.6 percent) and 107 females (31.4 percent) completed the course. Conversely, in 2023, the completion rate for males declined to 192 (48 percent) and increased for females to 208 (52 percent), with an increased GPI of 0.46 to 1.08.
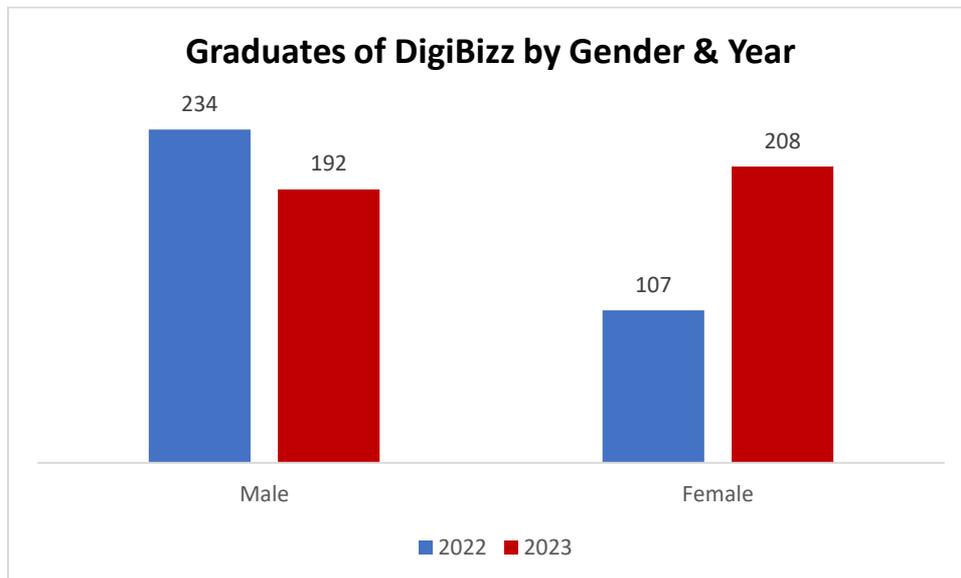
Figure 140: Graduates of Digi Bizz by Gender & Year

Technical and Vocational Skills

The figure below presents data on technical and vocational skills training across eight districts in Balochistan. A total of 1,137 males (51.8 percent) and 1,059 females (48.2 percent) participated in the training programs with a GPI of 0.93. For females, the highest participation came from Khuzdar (260 participants), followed by Loralai (150 participants) and Pishin (150 participants). Conversely, the district with the lowest number of female participants was Chaman where 40 females participated.
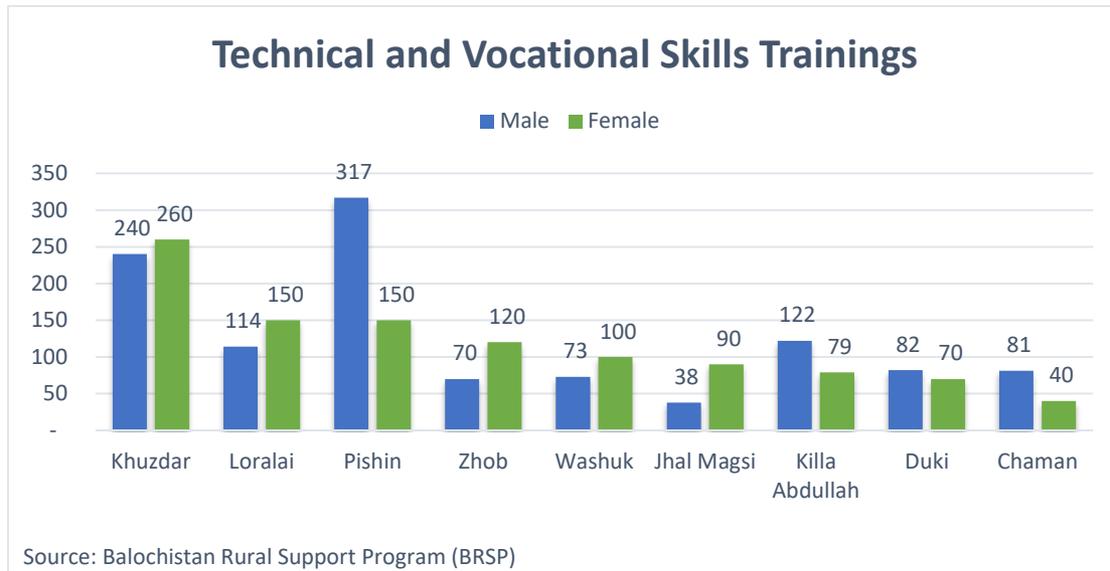
Figure 141: Technical and Vocational Skills Trainings

The participants engaged in vocational skills training across 21 different training categories.
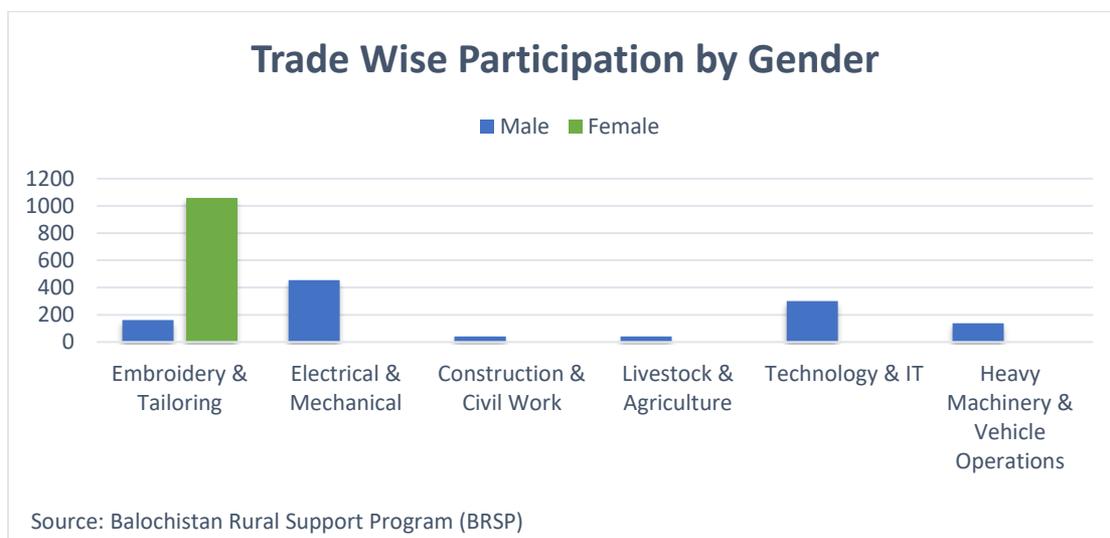
Figure 142: Trade Wise Participation by Gender

Female participation was conspicuously absent in high-demand and better-paying technical fields, such as electrical and mechanical work, technology & IT, and agriculture. Women are

primarily confined to traditional, low-paying skills like embroidery and tailoring, constituting 100 percent of their participation. This sharp contrast highlights the systemic barriers that limit women's entry into technical professions and emerging sectors like IT, where opportunities for financial empowerment are significant. Despite agriculture being the most prevalent profession in Balochistan, female training in this sector remains at zero, further emphasizing the need for targeted interventions to bridge this gender gap and enable women to contribute meaningfully to diverse and economically rewarding fields.

Financial Inclusion

Women's financial inclusion occurs when they have effective access to various financial products and services tailored to their diverse business and household needs, which also acknowledges the socioeconomic and cultural factors that result in differing financial exclusion characteristics between women and men.[126]

> Pakistan has one of the lowest financial inclusion rates in the world, with 79% of its 231 million people operating outside of the formal banking system.

A pronounced gender disparity in financial inclusivity manifests women's economic empowerment in Pakistan. Women are nearly half as likely as men to possess full-service accounts, a fact emphasised by the 11% of men being financially included, as opposed to only 6% of women.[127] The divide becomes even starker when one dives deeper into the digital financial realm.

The following section will present data of account and debit card holders with the State Bank of Pakistan.

Bank Accounts

According to the data received from the State Bank of Pakistan, the total number of deposit accounts in Balochistan reflects significant disparities among genders and account types. In 2023, male-owned accounts dominate across all categories, with 1,572,800 (85.2 percent) accounts. On the contrary, there were 272,520 (14.8 percent) female and only 7 transgender owned accounts, standing at a GPI of 0.17.

The disparity was highest in call deposit accounts with 7,382 (98.8 percent) and 61 female owned accounts (0.8 percent) and a very low GPI of 0.08. Meanwhile, male owned 1,084,363 current deposit accounts (86.3 percent), and 481,055 fixed or saving deposit accounts (81.6 percent). Female-owned accounts stand at 167,164 in current deposits (13.3 percent, GPI 0.15), and 105,295 in fixed or saving deposits (17.9 percent, GPI 0.22) highlighting the persistent gender gap in financial inclusion across the province.

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[126] (Adera, 2023)
[127] (Khan, 2023)

Transgender individuals own only 7 current deposit accounts (less than 0.01 percent), with no representation in call deposits or fixed/saving deposits.

ACCOUNT HOLDERS BY GENDER & TYPE (2023)

	Male	Female	Joint Accounts	Transgender
Call Deposits	7382	61	86	0
Current Deposits	1084363	167164	7929	7
Fixed / Saving Deposits	481055	105295	6889	0

Source: State Bank of Pakistan (SBP)
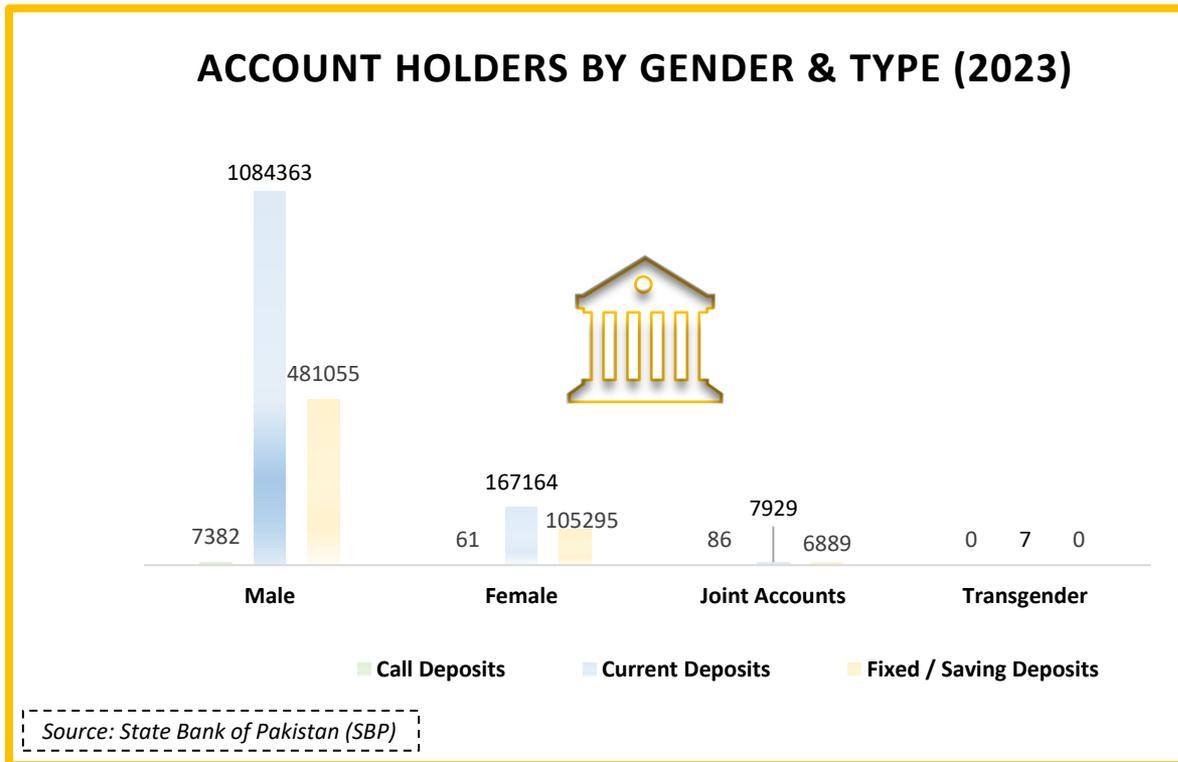
Figure 143: Account holders by gender & type (2023)

Although the district-wise data of account holders revealed that Quetta has the highest female owned accounts (111,954) among districts yet district Washuk had the highest female share (31.5 percent) and 0.46 GPI. On the other hand, Harnai had the lowest number of female owned accounts (511), but district Loralai (7.7 percent) and Jaffar Abad (9 percent) had the lowest female share in the total accounts of the district.
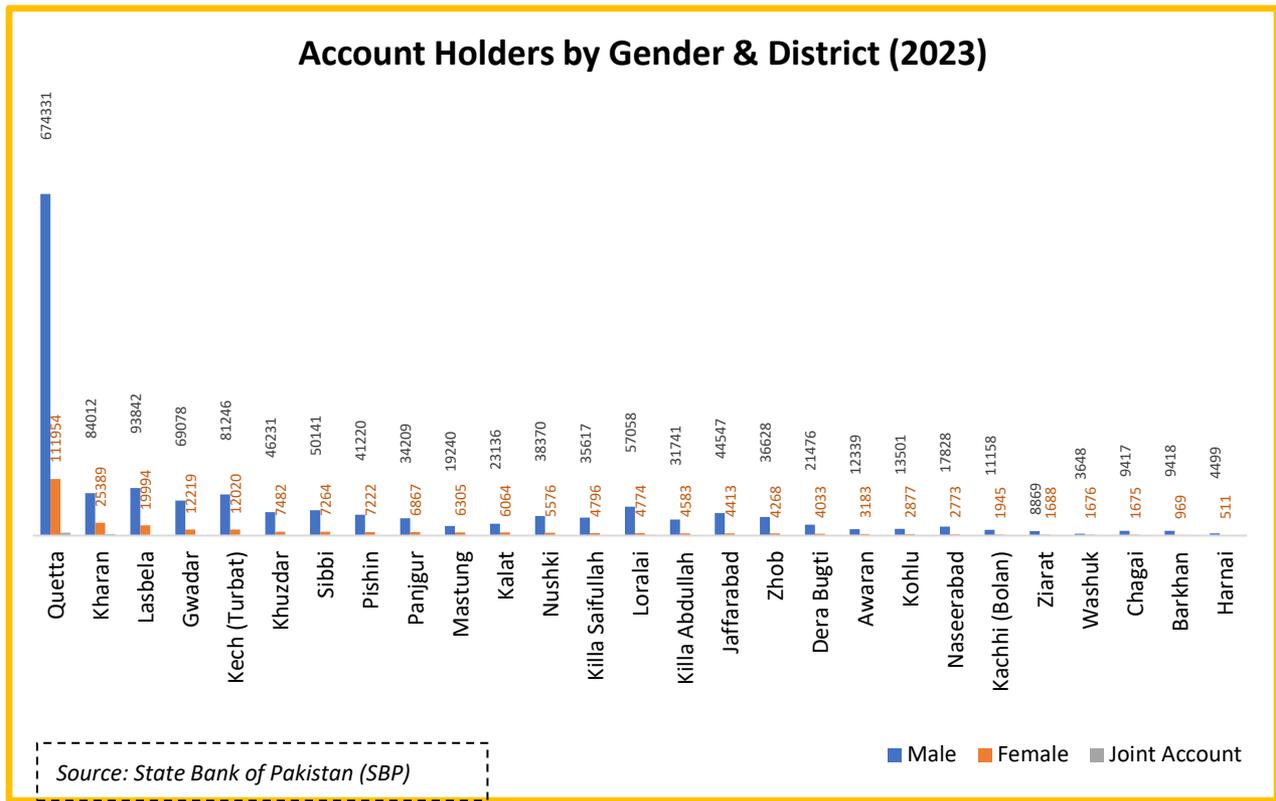
Figure 144: Account Holders by Gender & District (2023)

Card Holders

In 2023, there were 1,299,940 debit cards holders in Balochistan, of which 1,150,070 (88.5 percent) card holders were men and 149,856 (11.5 percent) were women and 14 (0.001 percent) transgender persons posting a GPI of 0.13.
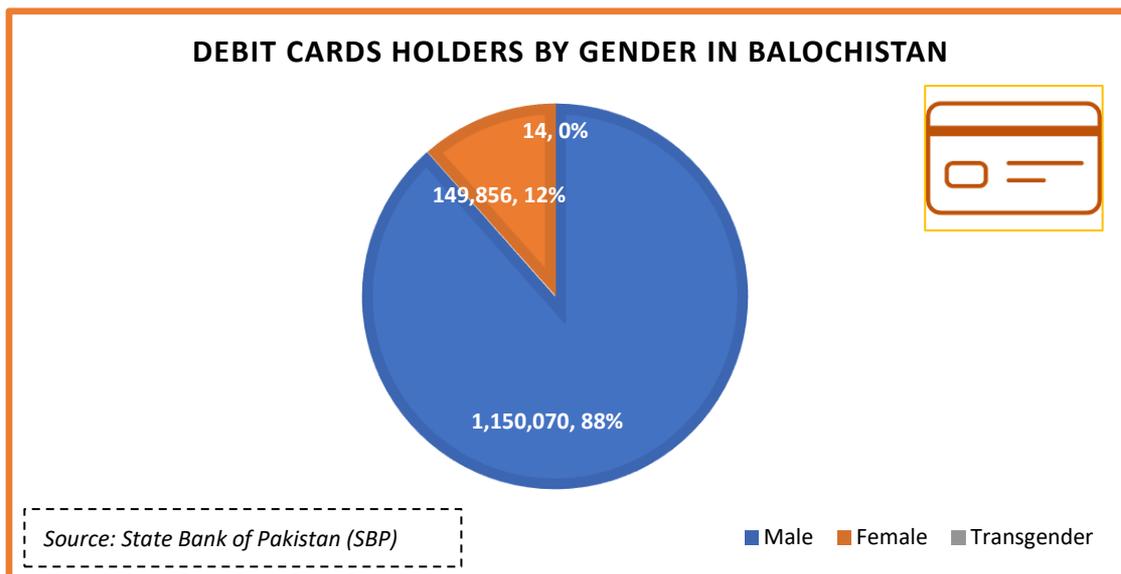
Figure 145: Debit cards holders by gender in balochistan
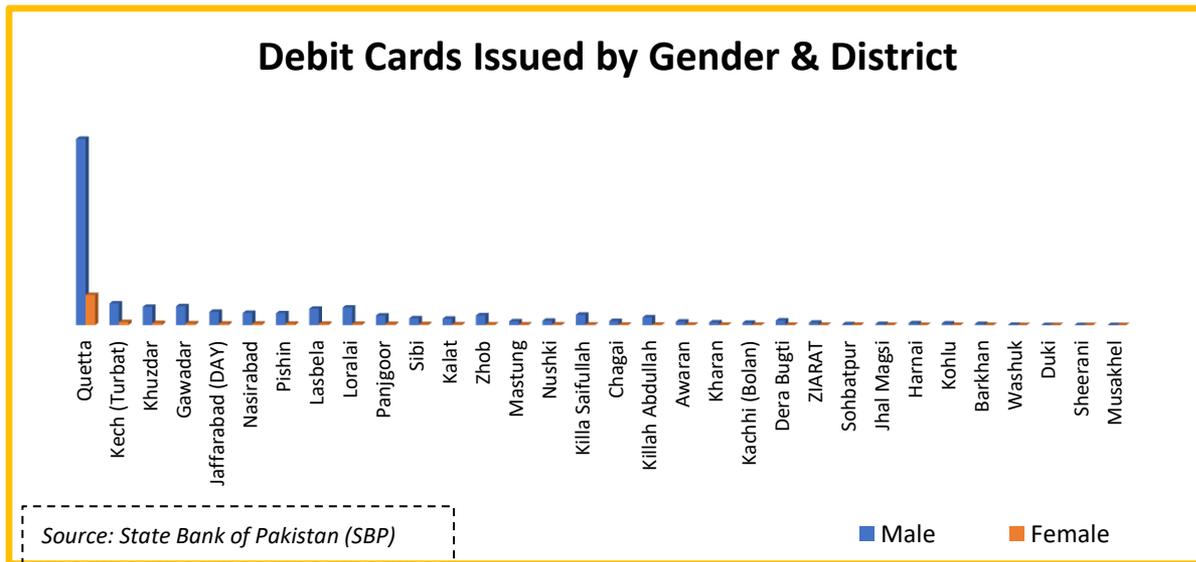
Figure 146: Debit Cards Issued by Gender & District

Branchless Banking

Historically, low access to financial services in Pakistan has stemmed from the cost and time for low-income people to reach distant bank branches for small transactions. Women in rural areas face additional mobility constraints due to cultural reasons. However, technology is changing retail banking dynamics, allowing unbanked individuals to access basic financial services at nearby agent shops, anytime and anywhere. The State Bank of Pakistan publishes data on branchless banking which provides services like bills payment, fund transfer, G2Ps, loan repayments etc.[128]

The following graph depicts data on branchless banking accounts. In 2022, there were 2,427,311 accounts of which, 1,925,501 (79.3 percent) were male owned accounts and 501,810 (20.7 percent) female owned accounts. The number in 2023 increased to 2,984,607, where, male owned 2,331,869 (78.1 percent) while female owned accounts increased to 652,738 (21.9 percent) and a slightly better GPI of 0.28.

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[128] Access to Finance in Pakistan, State Bank of Pakistan
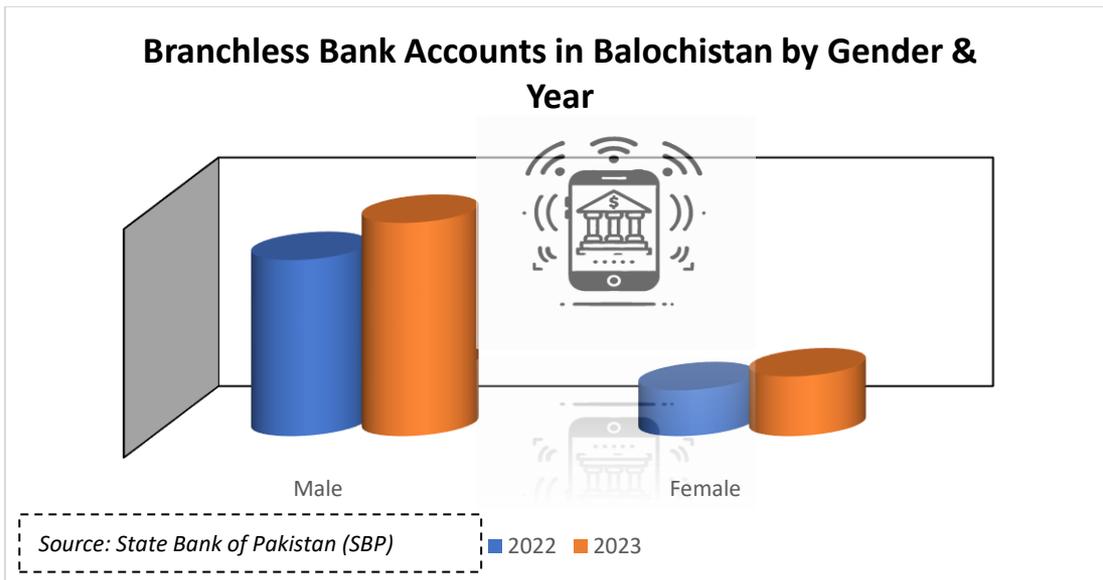
Figure 147: Branchless Bank Accounts in Balochistan by Gender & Year

Social Protection & Opportunities

Balochistan Rural Support Programme
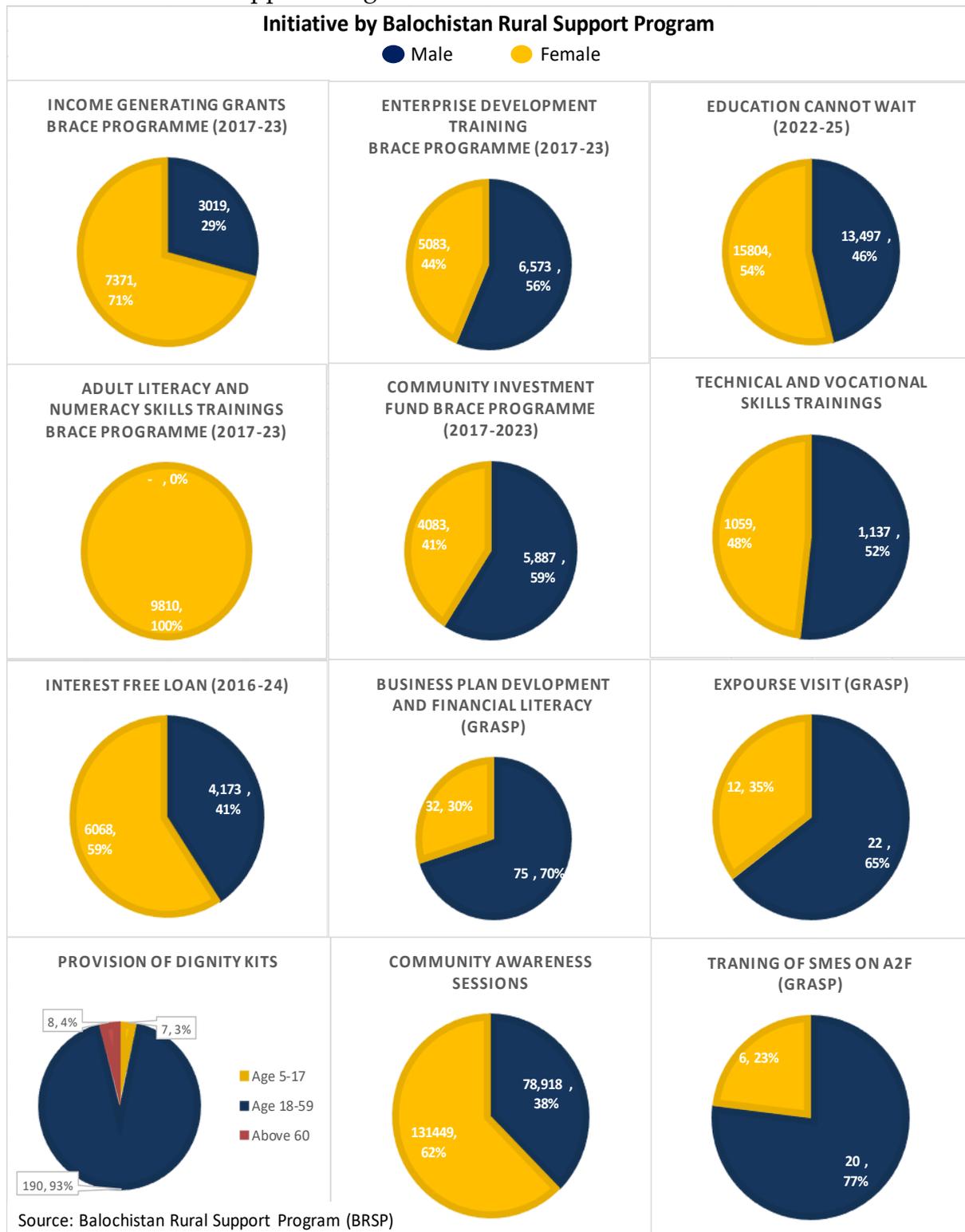
Figure 148: Initiative by Balochistan Rural Support Program

Workers Welfare Board, Balochistan

The figure below presents data on the worker welfare board in Balochistan, specifically focusing on two categories of beneficiaries: death grants and marriage grants. In 2022, 25 widows received death grants, which increased to 27 in 2023. Similarly, the number of individuals benefiting from marriage grants rose from 30 in 2022 to 31 in 2023.
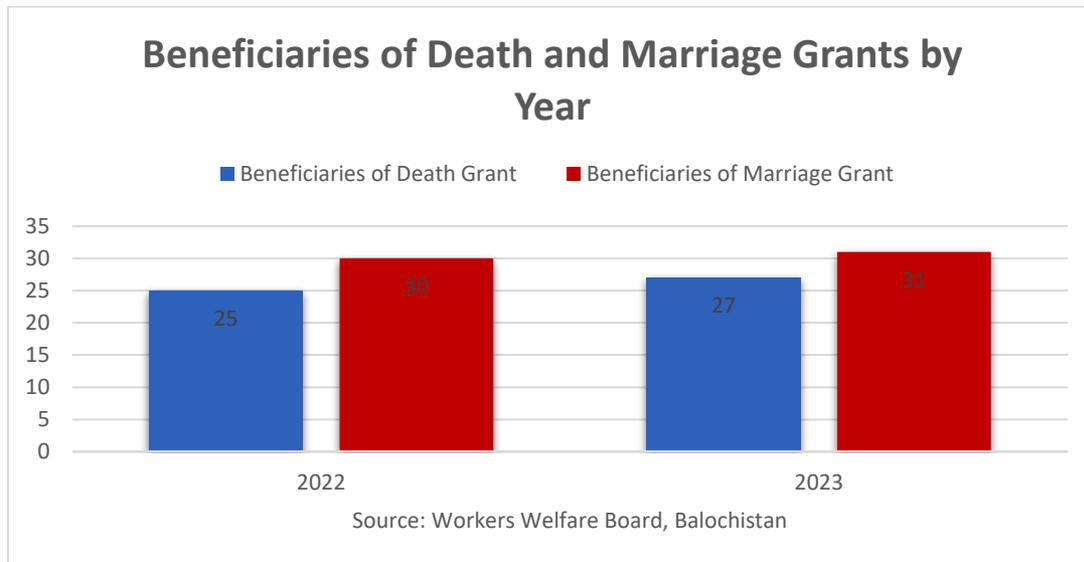
Figure 149: Beneficiaries of Death and Marriage Grants by Year

Recommendations

Policy

Equip Workers Across Value Chain

Majority of women workers are associated with the agriculture sector. Promote policies that equip workers across the value chain through value-added production, skills and enterprise. Ensure access to soft loans for women in agriculture.

Incentivise Businesses Offering Gender Equitable Packages

SECP can regulate and incentivise companies to; equate remuneration packages, especially benefits related to medical and maternity situations, transport, child care, and accommodation, tackle gender stereotypes in the workplace and ensure strict enforcement of harassment policies.

Tax Rebates

An effective use of our tax system can open up opportunities for women. For instance, offer tax incentives to the private sector businesses for hiring more women. Reduction in the tax contribution of the second earner can increase female labour force participation.

Implementation of Minimum Wage Policy

The literature suggests that minimum wages can make a significant contribution towards narrowing gender pay gaps. The link between minimum wages and reduced gender pay gaps has been observed in numerous countries.

Gender Responsive Budgeting

Balochistan's Finance Department should prepare a 'Gender Responsive Budget' where the targets must reflect gender. For instance; gender-disaggregated statistics for indicators related to individuals, and indicators related to gender-sensitive issues must be separated. This can help identify and address the individual needs of all segments.

Procedural

Special Economic Zones for Women

Create Entrepreneurship opportunities for females by enhancing local capacities and generating synergies across the ecosystem. Government should create Special Economic Zones (SEZs) for female entrepreneurs and provide them with financial and technical training.

Documentation of Small Businesses

Encourage and incentivise the documentation of the small businesses/enterprises with the help of modern technologies and payment methods so that the size of the informal sector can be reduced and workers/ individuals associated with the informal sector can benefit.

Registration of workers in Informal Sector

There is a pressing need to recognize and register agricultural workers, daily wagers, domestic and home-based workers and self-employed females on priority basis.

Establishment of Women's Hostels

Prioritize the establishment of women's hostels and gender-sensitive facilities to ensure safe and accessible spaces for women, fostering their participation in education, employment, and public life.

Provision of Safe Travelling Facilities

Women abstains from working due to unsafe travelling facilities. Government can establish dedicated public transportation services for women.

Women Focused Professional Services

Provide information and prepare women for job applications, matching skills to market demand, linkages with potential employers and outreach programmes.

Gender and Development Budget

Gender and development budget should be allocated to initiatives such as microfinance pilot programme for women working in the informal sectors, training and skills development programmes etc.

GOVERNANCE & ACCESS TO JUSTICE

GOVERNANCE AND ACCESS TO JUSTICE

Key Findings

❖ In the 2022 local government elections, 2,444 women were elected to reserved seats, but only 30 women secured general seats, accounting for just 0.47% of total representation.

❖ The gender disparity in voter turnout during the 2022 local government elections was stark, with male voters casting 58.37% of the total votes compared to 41.63% by female voters.

❖ Among 180 senior police officers in Balochistan, only two were women, one serving as a DSP and one as a SP. While, women constitute only 2.66% of officers from IP to Constable ranks.

❖ Of the 262 government officers in Grade 17 and above, women's representation remains low, with only nine women across Grades 17, 18, and 20.

❖ The number of women obtaining computerized driving licenses rose by 15% in 2023, increasing from 891 licenses in 2022 to 1,025 in 2023, signalling shifting social dynamics.

❖ In 2023, 359 cases of violence against women were reported in Balochistan, reflecting an 11.36% decrease compared to 2022, which had 405 reported cases.

❖ Cases of female trafficking increased by 20%, rising from 35 in 2022 to 42 in 2023, while reports of murder against women decreased by 18.18%, from 55 cases in 2022 to 45 in 2023.

❖ Beating remained the most frequently reported crime against women, with 149 cases recorded in 2023 compared to 166 in 2022.

❖ The Women's Helpline received 894 complaints in 2023, marking a significant 159% increase from 344 complaints in 2022, indicating improved awareness and accessibility.

❖ In 2023, the majority of reported violence cases against women were concentrated in Quetta, accounting for 39.6% of all incidents across the province.

Introduction

Governance encompasses multifaceted structures, institutions, procedures, and practices through which the government conducts its affairs and decides on public interest issues. United Nations Development Programme (UNDP) describes governance as "a series of (inter)actions between state and non-state actors to formulate and implement social, economic, and institutional policies and reforms related to the access and/or exercise of power to improve the governability of democratic political systems." [129] Good governance and the rule of law are imperative for managing public resources and addressing community needs. The United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) recognises eight core elements of good governance: public participation, the rule of law, consensus orientation, accountability, transparency, responsiveness, equity, effectiveness, and efficiency.[130]

Public participation is crucial for good governance, allowing all citizens, especially marginalised groups, to make decisions directly or through their elected representatives. Good governance ensures laws are applied fairly and without prejudice, mediating diverse interests through consensus. Accountability holds government institutions responsible to the public, while transparency promotes open communication about decisions and adherence to rules. Responsiveness means public institutions serve all stakeholders and take responsibility for their actions. Equity ensures equal opportunities for all individuals to improve their living standards. Lastly, effectiveness and efficiency focus on using public resources in the public's best interest to achieve collective developmental outcomes..[131]

Civil society organisations (CSOs) play a significant role in promoting good governance. They oversee government policies and actions for transparency and accountability and ensure citizens' participation in all decision-making processes.[132] These organisations articulate citizens' interests, mediate differences on issues of public concern, engage in public policy-making, and shape legislative processes at various levels of the government, i.e., federal, provincial, and district, through community mobilisation and by organising meetings that connect government officials with the public.[133]

Engendering governance refers to making governing structures, institutions, processes, and practices gender-responsive. It is often conceived as a critical mass of women influencing political agenda and decision-making through formal and informal political institutions such as legislatures, executive branches, electoral commissions, bureaucratic structures, political parties, and grassroots organisations. [134] Gender-responsive governance addresses public issues by

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[129] International IDEA & UNDP, 2022
[130] UNESCAP, 2009
[131] UNDP, 1997
[132] International IDEA, 2023
[133] UNDP, 2022
[134] OECD, 2022

ensuring that the most vulnerable voices, including those of women, transgender persons, and others, have substantive representation across all legislative and policy-making institutions.[135]

Studies have demonstrated that women legislators perform better than men in prioritising public goods and infrastructure development; their engagement in the political process prioritises essential sectors such as healthcare, education, and social services, significantly impacting families and communities. Similarly, women's involvement in decision-making processes leads to a responsible focus on community needs and equitable distribution of resources, and their diverse perspectives foster the development of innovative solutions and policies that effectively address the specific needs of diverse populations.[136]

Organisation of Analysis

- Political Participation And Representation Of Women In Pakistan
- Women in the Public Sector
- Access to Justice
- Violence Against Women
- Prisons
- Outcomes of VAW Cases
- Discrimination and Harassment
- Government-run Social Services Institutions
- GBV Women Helpline 1089
- Recommendations

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[135] UN Women 2023
[136] Htun, M., Lacalle, M., & Micozzi, J. P., 2013

Political Participation And Representation Of Women In Pakistan

Political participation encompasses various actions allowing citizens to influence political processes through active engagement. "Political participation is defined as voluntary actions carried out by the general public to influence public policies, either directly or by impacting the selection of policy-makers."[137] Political participation refers to activities such as voting in elections, campaigning and contacting officials, running for political office, donating to and fundraising for political parties, petitioning, protesting, and collaborating with civil society organisations, including youth groups and community-based organisations on various issues.[138]

Women's political participation is the essence of democracy, as it amplifies women's voices, helps identify and address gaps in government service delivery, and leads to increased accountability and transparency within democratic institutions. [139] Studies show that increased levels of women's political participation are associated with a lower risk of civil war and a reduced likelihood of state-sponsored political violence.

As discussed earlier, Pakistan's government has also ratified CEDAW in 1996 and developed a National Plan of Action (NPA) for Women in 1998 to implement 12 critical areas of concern identified at BPfA. Through direct and joint elections, the NPA recommended the allocation of 33 percent of reserved seats for women in both local and national electoral bodies, . It also suggested simplification of electoral rules and implementing measures to ensure that women can exercise their right to vote. Women's political participation in Pakistan has historically been much lower than that of men due to restricted social and cultural norms, limited access to education, economic barriers, a hostile and male-dominated political landscape, legal and institutional obstacles, and safety concerns. These interconnected factors contribute to a challenging environment for women's political participation in Pakistan, highlighting the need for comprehensive strategies to address these barriers and promote greater inclusivity within the political landscape.[140]

Women's political empowerment significantly contributes to the global gender parity ranking. According to the Global Gender Gap Report, Pakistan ranked 145 out of 146 countries in 2024, just above Sudan. The country's position regarding women in parliament has declined from 94th to 113th, with a score of 0.193 in 2024 compared to 0.258 in 2023. For women in ministerial positions, the ranking has declined from 126th to 134th, with a score of 0.063 in 2024 compared to

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[137] International Encyclopaedia of the Social and Behavioural Sciences, 2015
[138] International IDEA, 2023
[139] Chattopadhyay & Duflo, 2004; Swamy et al., 2001
[140] Tariq, S., & Gul, S., 2023

0.103 in 2023. Similarly, the ranking for years with female or male heads of state has exacerbated from 36th to 37th, with a score of 0.104 in 2023 and 2024.[141]

Federal

The government of Pakistan conducts its affairs through a bicameral parliamentary system with three branches of the government: the legislature, judiciary, and executive. Each branch functions independently of others and is restricted to function in its domain. The parliament of Pakistan is composed of two houses, the upper house, called the Senate, and the lower house, the National Assembly (PIPS, 2020).

In Pakistan, the President serves as the ceremonial Head of State, while the Prime Minister is the head of the government, exercising executive powers. Since the country's creation in 1947, no woman has ever become head of the State, except Shaheed Mohtarma Benazir Bhutto, who became the first woman leader of the Muslim world to hold the office of Prime Minister twice between 1988-90 and 1993-96.[142]

Senate

Senate is the upper house of the bicameral parliament of Pakistan with 100 Senators as office bearers from 2022-2023. As of 2023, around 92 members of the Senate were indirectly elected by the members of the provincial assemblies using a single transferable vote. Of these, 4 represented Ex-Federally Administered Tribal Areas also known as (Ex-FATA) merged with Khyber Pakhtunkhwa through the twenty-fifth amendment to the constitution of Pakistan in 2018, while the remaining were chosen from Islamabad Capital Territory (ICT).[143] Of these 100, 19 were women with an overall GPI of 0.234. However, 23 seats were allocated to Balochistan, where 19 (83%) were men and only 4 (17%) were women, with a GPI of 0.211.

The table below compares the proportion of women in the upper house of the parliament in Pakistan, across Asia, and globally between 2022 and 2023.

Women In The Upper House Of The Parliament			
Year	Pakistan	Asia (Regional Average)	Global Average
2022	18.3%	22.3%	26.8%
2023	18.3%	22.6%	27.3%

Source: Inter-Parliamentary Union, 2024

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[141] World Economic Forum, 2024
[142] Begum, 2023
[143] Data retrieved from the official webpage of the Election Commission of Pakistan, 2018

National Assembly

The representation of women in parliaments remains a critical issue in Pakistan, across Asia, and globally. The table below compares the proportions of women in the lower house of parliament in Pakistan against regional and global averages during the years 2022 and 2023.

Women In The Lower House Of The Parliament			
Year	**Pakistan**	**Asia (Regional Average)**	**Global Average**
2022	22.2%	20.5%	26.1%
2023	21.9%	20.8%	26.5%

Source: Inter-Parliamentary Union, 2024

Pakistan's National Assembly has a total of 342 seats, of these, 272 consist of general, 60 seats (17%) are reserved for women while the remaining 10 are reserved for minorities or people of religious faiths other than Muslims. The seats reserved for women are filled through an indirect proportional representation system based on the number of seats each political party obtains in general elections. As a result of the 2018 general elections 264 (77%) were men, and 68 (20%) were women, with a GPI of 0.26.
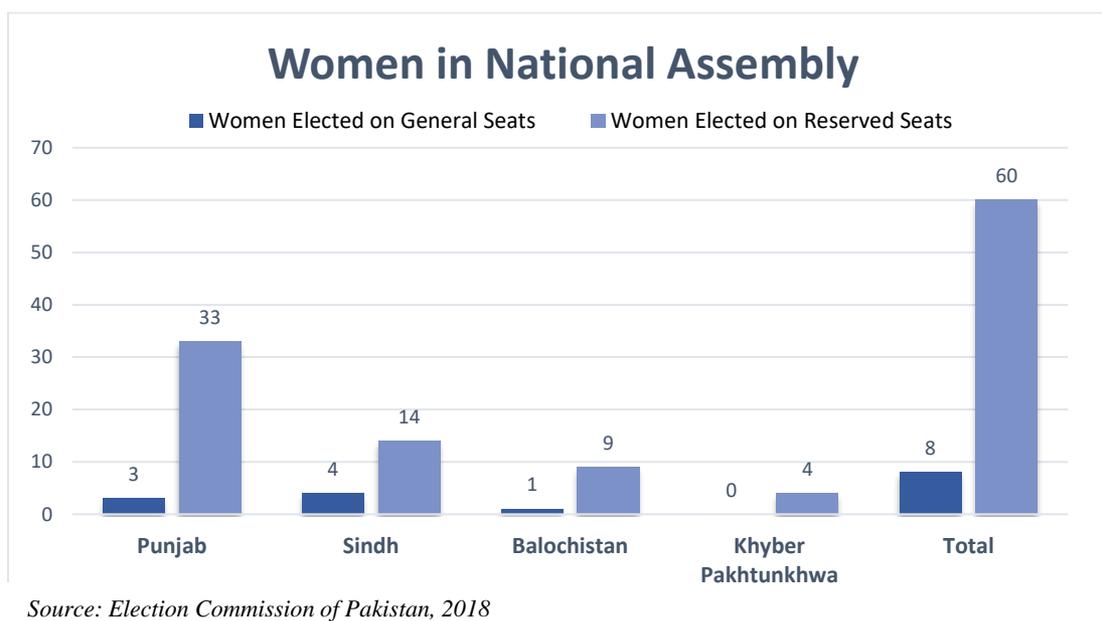
Source: Election Commission of Pakistan, 2018

Figure 150: Women in National Assembly

Of these 68 women, only 8 (3%) women were elected contesting on general seats including one from Balochistan, compared to 264 (97%) men, with an extremely low GPI of 0.030. The remaining

majority (60) were appointed on seats reserved for women. Of which, 4 women from Balochistan were appointed to these seats.[144]

The chart below provides a snapshot of women elected to general and reserved seats as members of the National Assembly after the 2018 elections of Pakistan.

Provincial

During 2022 and 2023, the Balochistan Assembly comprised 65 members. Of these, 51 were elected through direct elections, while 11 seats were reserved for women and three for minorities. A significant majority, 51 members (78.5%), were men, and 11 (17%) were women, with a GPI of 0.20, highlighting a significant gender disparity within the assembly.[145]

The table below gives a comprehensive overview of the provincial assemblies, detailing the total number of general seats and those reserved for non-Muslims and women.

Province	General Seats	Reserved for Non-Muslims	Seats Reserved for Women		GPI
			Total	Percentage	
Punjab	297	8	66	17.8%	0.22
Sindh	130	9	29	17.3%	0.21
Khyber Pakhtunkhwa	99	3	22	17.7%	0.22
Balochistan	51	3	11	16.9%	0.20
Total	577	23	128	17.60%	0.21

Source: Election Commission of Pakistan, 2018

Women's representation in Local Government

The following section analyses women's representation in the Local Government Elections of Balochistan 2023.

General Seats

The data indicates that out of the total seats of 6,366, only 30 females were elected on general seats, accounting for 0.47% of total representation, highlighting a severe underrepresentation in general seats.

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[144] Ibid
[145] Data retrieved from the official webpage of the Election Commission of Pakistan, 2018
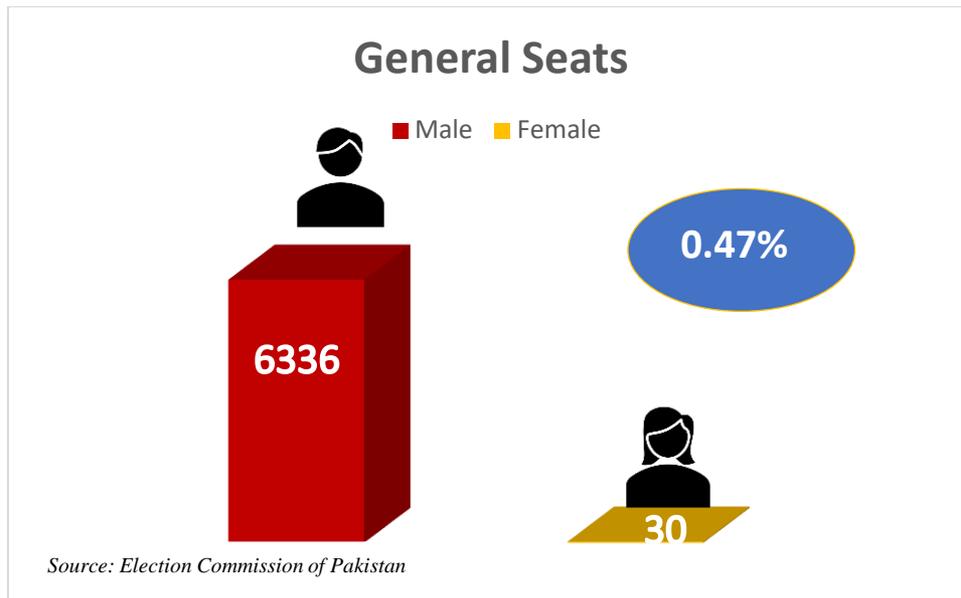
Figure 151: General Seats

The figure below represents women elected to general seats by districts. Out of 34 districts, 21 have no female representation in general seats. District Kech (Turbat) outnumbers other districts, where around 12 women (40%) out of 30 have been elected to general seats with a GPI of 0.005.
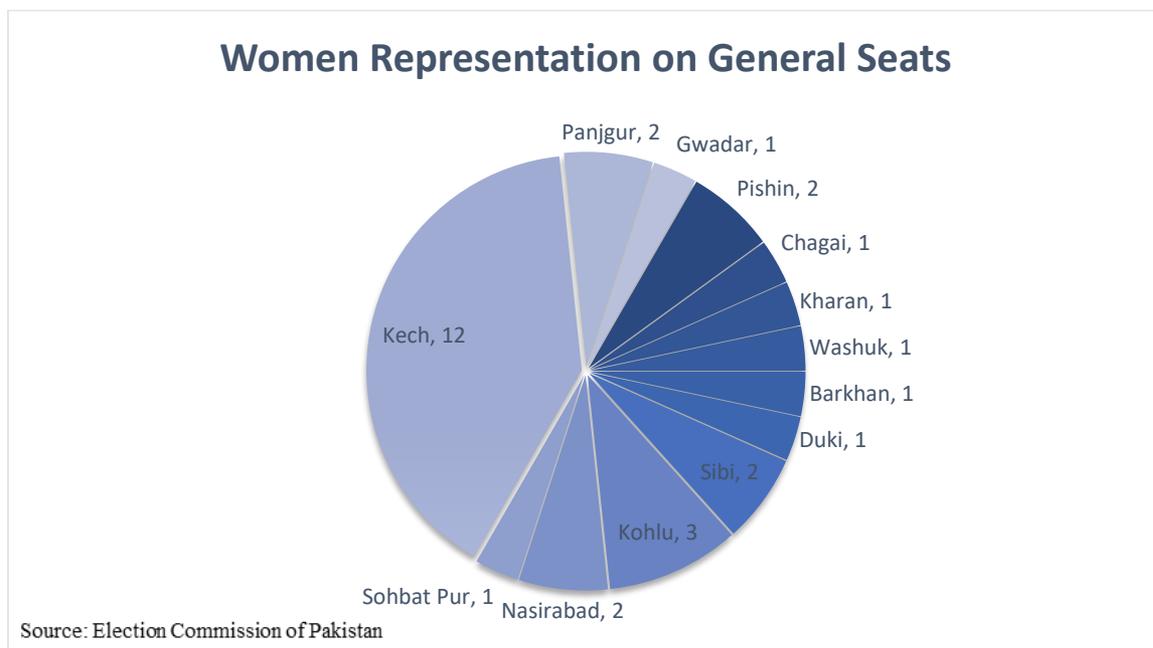
Figure 152: Women Representation on General Seats

Women Elected to Reserved Seats

Out of 2,475 reserved seats for women, 2,444 women were elected in the local government elections.
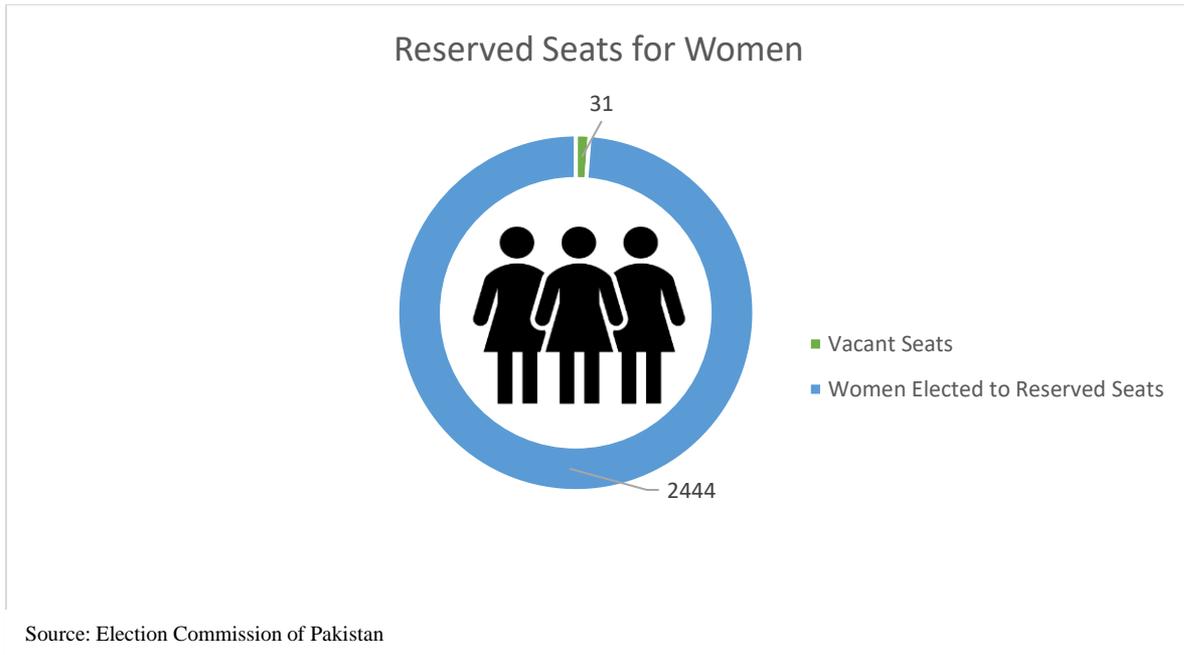
Figure 153: Reserved Seats For Women

A district-wise comparison of reserved seats and the number of women elected against those seats is presented in the figure below.

Women Elected to Reserved Seats by District

■ No.of Reserved Seats for Women   ■ Women Elected to Reserved Seats

Source: Election Commissiono of Pakistan
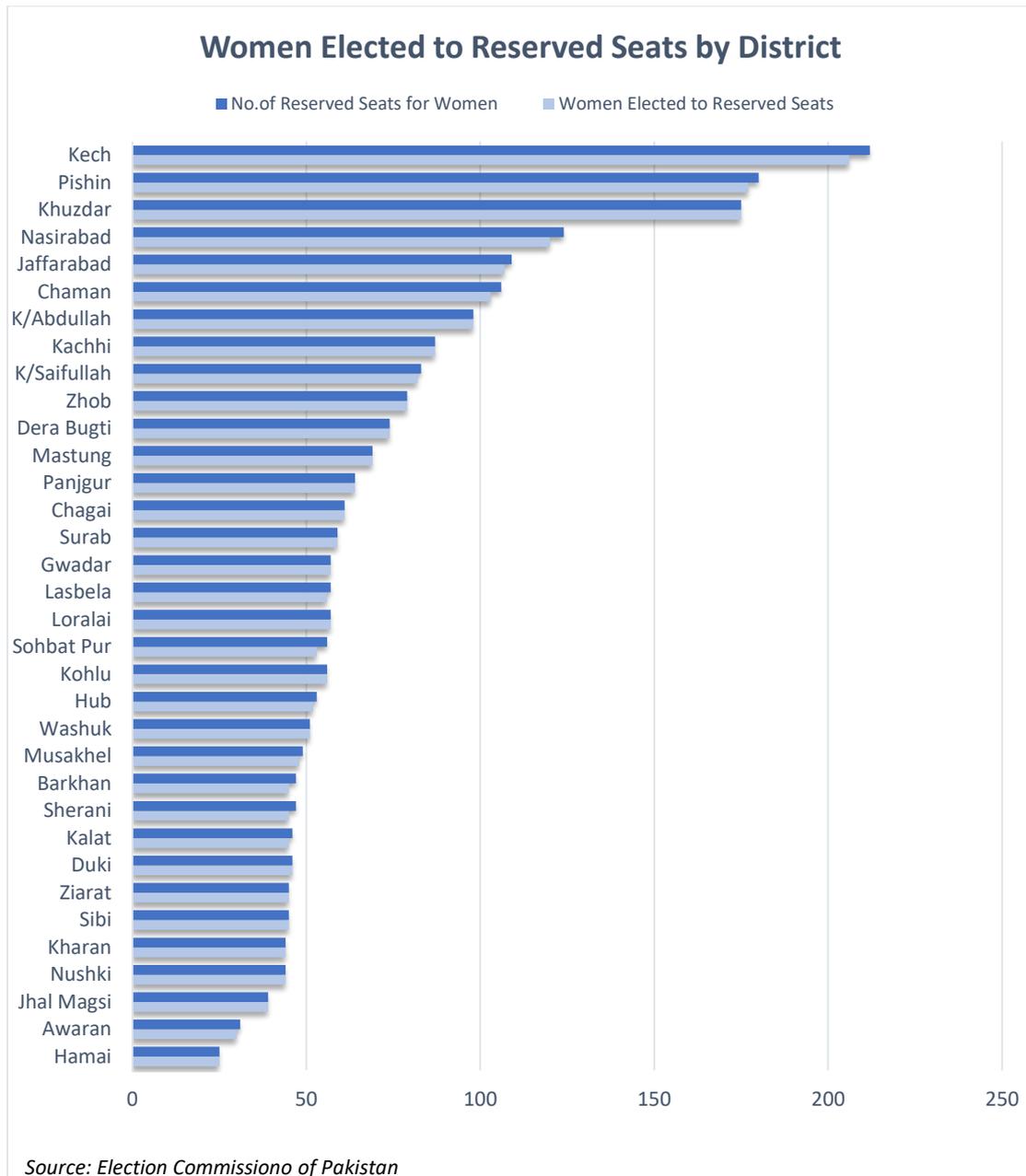
Figure 154: Women Elected to Reserved Seats by District

Women's Electoral Participation

All citizens have the right to vote: suffrage is universal. An individual's right to vote for a party of his or her choice and to run for office is the cornerstone to functioning and representative democracy. It is a political right guaranteed to Pakistani citizens under domestic and international law. The Constitution of Pakistan upholds the right to vote for every citizen of Pakistan where a person who is a citizen of Pakistan, is not less than 18 years of age, can get himself/herself enrolled as a voter in that electoral area.[146]

Yet women in Pakistan are under-represented in voter registration, highlighting a considerable disparity between the number of registered male and female voters. Moreover, women's participation in the electoral processes is hindered in certain regions/provinces.[147]

In Balochistan, several factors are responsible for alienating women and preventing them from registering and casting their votes. These factors include tribal or religious norms, where threats of violence and overarching security concerns restrict women's ability to engage in elections. Furthermore, restricted physical mobility, conservative sociocultural practices, persisting gap between registered and eligible voters, and lack of political exposure and civic awareness, work in tandem to alienate women and prevent them from registering and casting their votes.

The following section analyses women's electoral participation in the Local Government Elections of Balochistan 2023.

Registered Number of Voters

A review of the electoral rolls used for the 2023 local government elections in Balochistan suggests that there were 1,949,534 registered male voters (56.5 percent) vis-à-vis 1,501,865 female registered voters (43.5 percent), highlighting the differences between the number of registered voters by gender with a GPI of 0.77.

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[146] "A person, who is a citizen of Pakistan, is not less than 18 years of age on the first day of January of the year in which the rolls are prepared or revised, is not declared by a competent court to be of unsound mind and is or is deemed to be a resident of an electoral area, can get himself enrolled as a voter in that electoral area." Election Commission of Pakistan.

[147] National Commission on the Status of Women, 2023
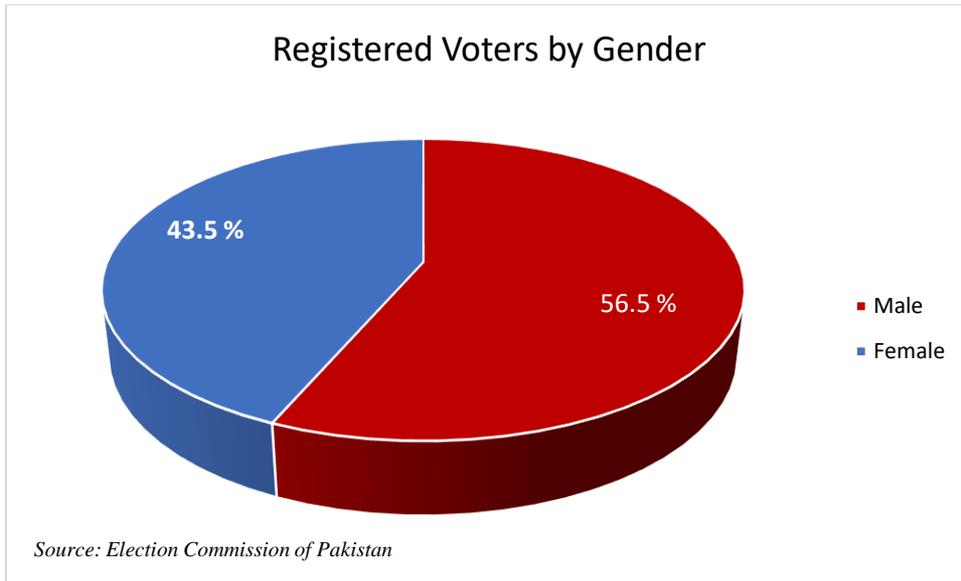
figure 155: Registered Voters by Gender
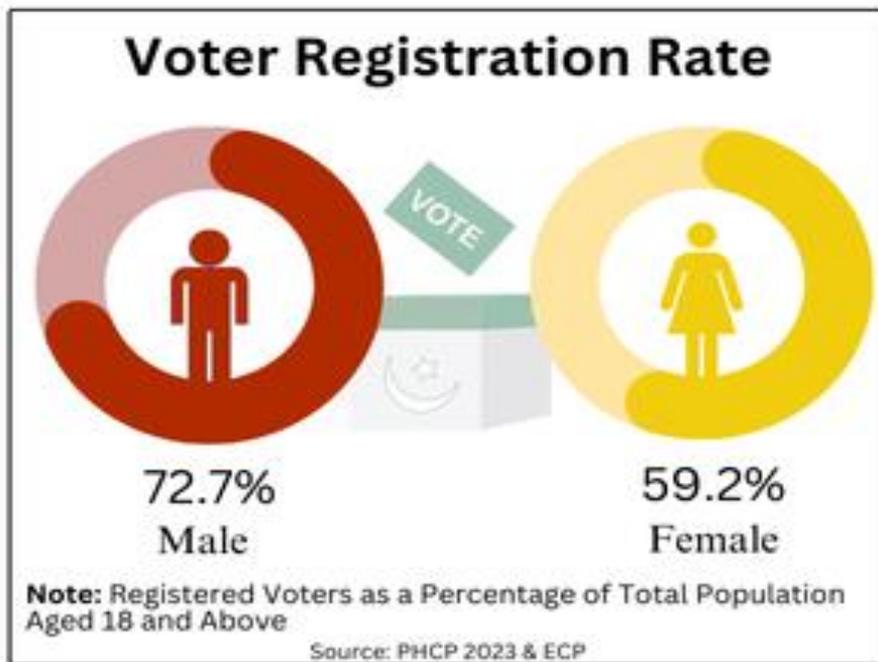
FIGURE 156: VOTER REGISTRATION RATE

The registered number of voters by gender in each district in Balochistan province shows a sharp gender gap.
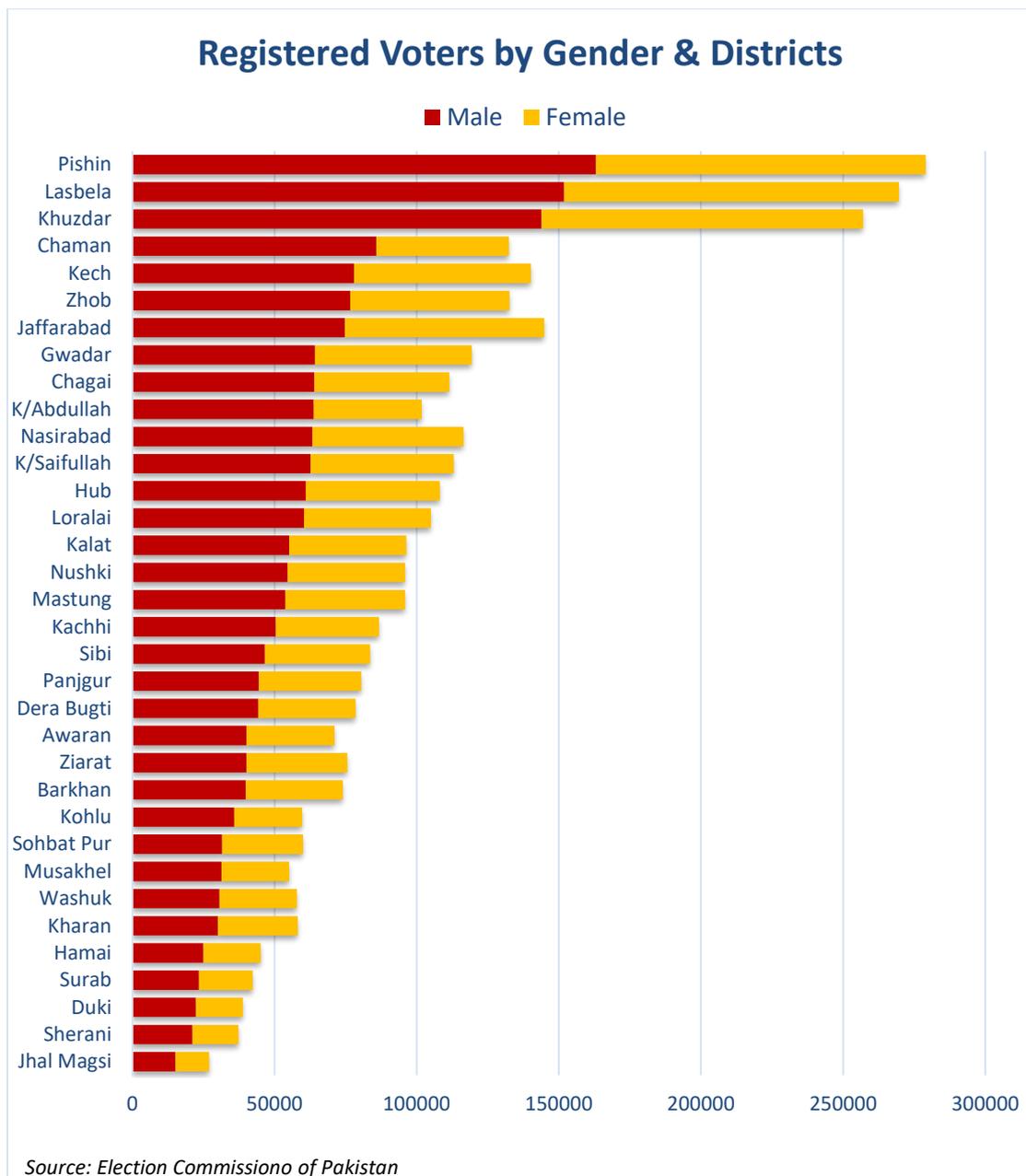
Figure 157: Registered Voters By Gender & Districts

The comparison of the districts with the highest number of voters by gender reveals that Labella, Pishin, Khuzdar, Jaffarabad, and Kech (Turbat) are the five districts in Balochistan with the largest registered voter population. These districts have more registered voters than all the other districts in the province. However, the number of registered female voters is still lower than the number of male registered voters, showing a notable gender disparity in terms of voter registration, with males significantly outnumbering female voters.

Voter Turnout

Polled votes by gender reveal a notable gap, with male voters casting 890,070 votes (58.37 percent) and female voters cast 634,762 votes (41.63 percent) with a GPI of 0.71. However, the gender gap in voter turnout was relatively less, where male voter turnout was 45.7 percent in comparison to female voter turnout of 42.3 percent.
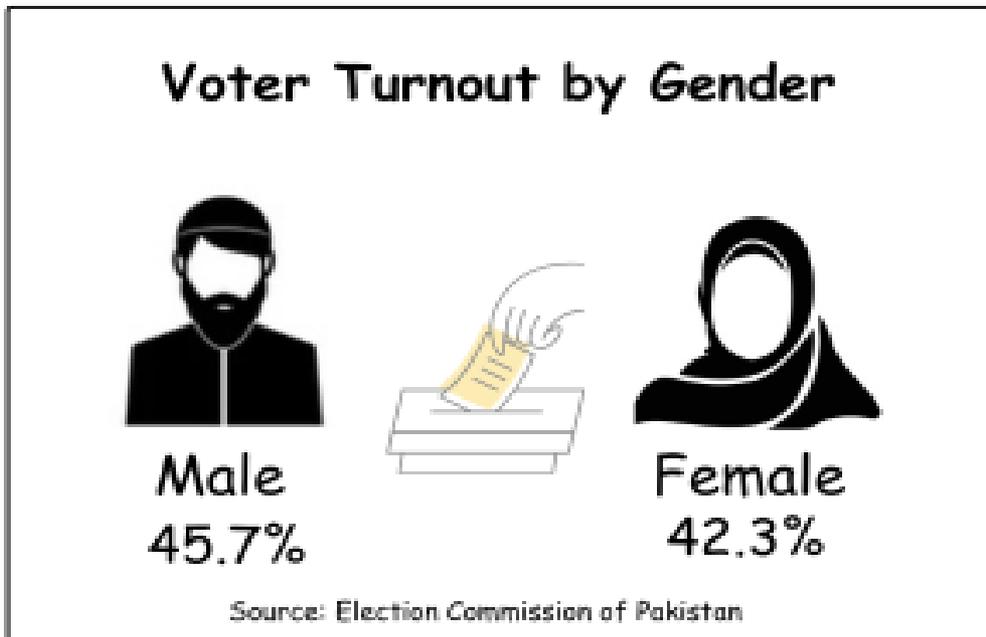
Figure 158: Voter Turnout By Gender

The district data on voter turnout reveal that, Washuk and Kharan have the highest female voter turnout, at 65.14 percent and 64.74 percent, respectively, while Zhob and Panjgur have the lowest, at 15.52 percent and 24.36 percent, respectively.

Voter Turnout by Gender & Districts

Source: Election Commission of Pakistan
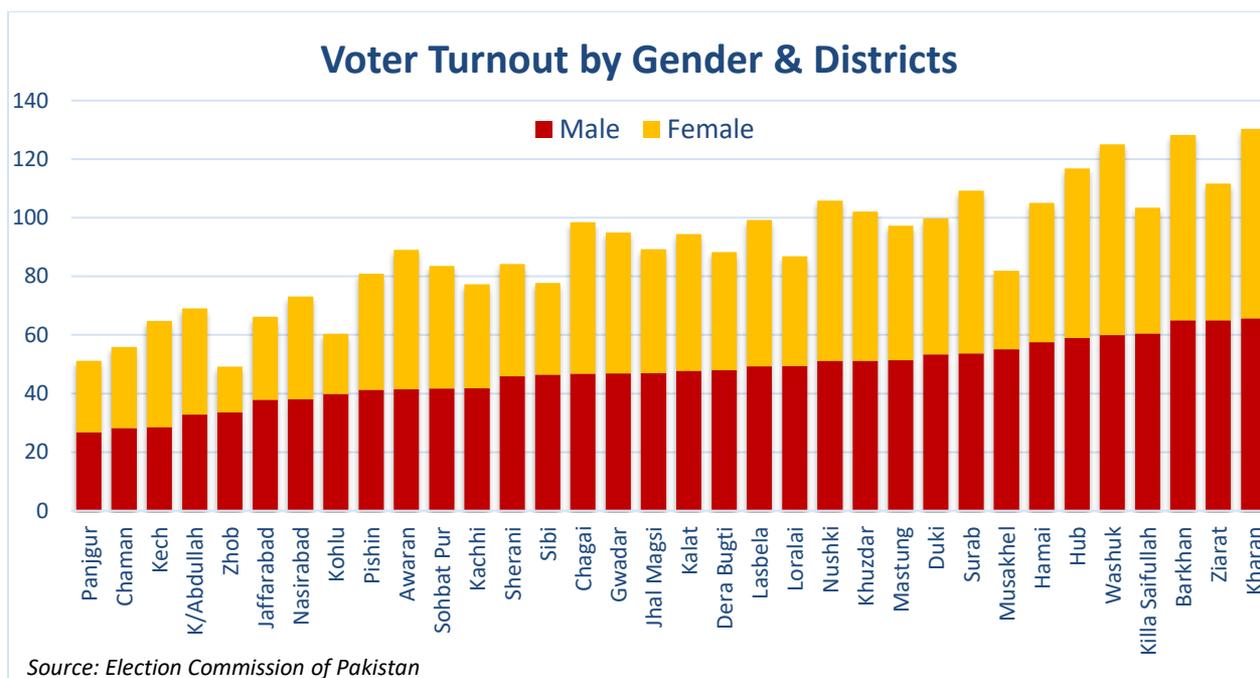
Figure 159: Voter Turnout By Gender & Districts

Women in the Public Sector

Ensuring equitable access to decision-making positions, particularly within the public sector, is essential to achieving decent work and the objectives outlined in 2030 Agenda for Sustainable Development. Inclusion and diversity at upper levels trickles down creating greater impact.[148] However, when it comes to gender parity, women are still underrepresented at all levels of decision-making worldwide. Women across the globe are trying to access management positions, yet they remain confined to functional positions or expertise. Whereas, very few of them occupy decision-making positions, and 31 percent of top leadership positions in the civil service globally.

The public sector in Balochistan consists of provincial departments attached to the Punjab Secretariat, autonomous/semi-autonomous bodies (including, companies) established by statute, and district government offices. However, due to the unavailability of data from other departments, the data received from the Services & General Administration Department (S&GAD) is presented in the figure below:

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[148] (Who powers the public sector?, 2024)

Staff by Grade and Gender (2023)

■ Male ■ Female
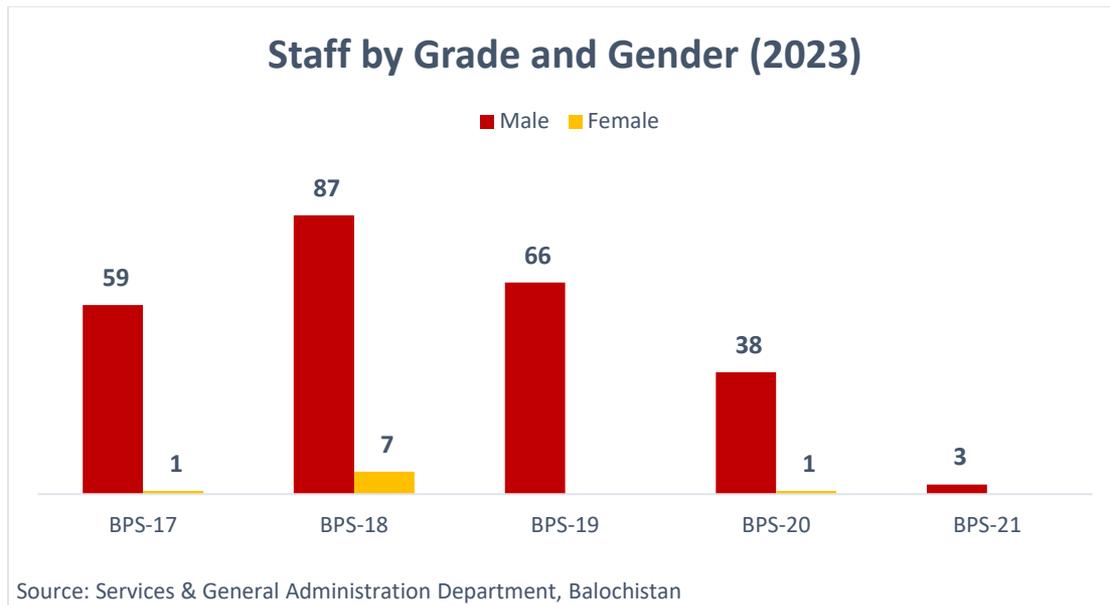
Figure 160: Staff By Grade And Gender (2023)

The bar chart presented above illustrates data from S&GAD regarding the distribution of staff by grade and gender for the years 2022 and 2023. In the Basic Pay Scale (BPS) or Grade 17, there is only one female officer compared to 59 male officers. In Grade 18, there are seven female officers and 87 male officers. Grade 19 has 66 male officers with no female representation, while Grade 20 includes one female and 38 male officers. Lastly, Grade 21 has three male officers and no female officers. The data reveals pronounced male dominance across all grades, with a notably low representation of female employees in all grades. Consequently, it is imperative to address these disparities to foster an inclusive work environment that ensures equal opportunities for all employees, irrespective of gender.

Access to Justice

Access to justice is pivotal for effective governance and upholding the rule of law.[149] It requires a well-functioning judicial system that can provide justice to all citizens and adjudicate disputes fairly, impartially and competently. Justice institutions play a crucial role in protecting fundamental human rights and preventing the abuse of power, thereby promoting fairness and equity in any country. "Access to justice is defined as the ability of individuals and businesses to seek and obtain a just resolution of legal problems through a wide range of legal and justice services."[150] It essentially transcends from merely enhancing an individual's ability to engage with justice institutions and secure legal representation; it is intrinsically associated with upholding the rule of law, ensuring equality before the law, empowering citizens, and promoting accountability and transparency in all legal proceedings.

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[149] UNDP, 2005
[150] OECD, 2021

The essential pillars of justice consist of equality, fairness, retribution, restoration, due process of law, and social justice. Equality means treating citizens equally and without discrimination while fairness pertains to impartial treatment of the citizens. The principle of retribution is comprised of punishing offenders or wrongdoers proportionate to their offenses. Restoration addresses the harm caused by criminal behaviour and seeks to re-enter the offender in society after rehabilitation while due process of law guarantees that individuals receive fair treatment through fair trial and legal representation. Finally, social justice means that social goods are distributed equally among the public and no one is left behind.

Access to affordable and timely justice in Pakistan faces significant challenges. These include a substantial backlog of court cases, widespread corruption, insufficient legal aid, and a lack of legal awareness and education. Additionally, societal norms and the limited availability of affordable legal services further complicate the situation. As a result, many individuals increasingly resort to alternative dispute resolution (ADR) mechanisms to address their legal issues.[151] Pakistan was ranked 129 out of 142 countries by the World Justice Project (WJP) Rule of Law Index 2024. The table below outlines several factors and includes Pakistan's ranking for each one.

Factor	Global Rank	Regional Rank
Constraints on Government Powers	103/142	4/6
Absence of Corruption	120/142	5/6
Open Government	106/142	4/6
Fundamental Rights	125/142	4/6
Order and Security	140/142	6/6
Regulatory Enforcement	127/142	5/6
Civil Justice	128/142	4/6
Criminal Justice	98/142	4/6

Source: World Justice Project, 2024

According to the World Justice Project (2024), individuals are less likely to resort to violence when they have confidence in the criminal justice system's fairness, efficiency, and effectiveness. A lack of faith in the criminal justice system often drives people to take the law into their own hands, leading to more criminal acts. Addressing concerns about unequal treatment and perceptions of institutional weaknesses could strengthen confidence in governance.[152] As a result, informal justice systems, such as "Jirgas," have become prevalent across Khyber Pakhtunkhwa and Balochistan and "Panchayats" across Punjab and Sindh, serving as alternative mechanisms for dispute resolution. In some areas, the limited accessibility to formal justice systems has

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[151] UNDP, 2015
[152] Wojkowska, 2006

contributed to reliance on informal justice mechanisms, but aligning their practices with human rights standards is essential.[153]

The ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) established a legal obligation on the State of Pakistan to address all forms of gender-based violence, promote gender equality, and protect women's rights. In 2020, the Government of Pakistan submitted its fifth periodic report to the Committee on the Elimination of Discrimination against Women (CEDAW) to reassure its commitment and demonstrate its efforts in implementing CEDAW at the domestic level. The report outlined significant policy initiatives undertaken by the government and proposed a way forward for the protection, promotion, and fulfilment of women's rights.

Replicating the Government of Pakistan's commitment, the Government of Balochistan has also advanced various measures to promote gender equality and empower women. Since its establishment in 2010, the CEDAW Provincial Committee in Balochistan has played a pivotal role in advancing gender equality. Chaired by the Secretary of the Women Development Department, the committee convenes quarterly meetings with designated gender focal persons from all provincial departments. These meetings serve to assess progress, address challenges, and coordinate efforts to effectively implement CEDAW provisions across the province. Other measures include; developing a policy framework for gender equality and women empowerment (the Government of Balochistan's Gender Equality & Women's Empowerment Policy 2020-2024) focusing on 13 priority areas, including gender-responsive governance, pro-women legislation, women's political empowerment, and women's access to justice).[154]

The Planning and Development (P&D) Department has established a dedicated Sustainable Development Goals (SDGs) Unit to localize and implement the 2030 Agenda effectively. This unit has developed the Provincial SDGs Framework for Balochistan, which serves as a comprehensive roadmap for achieving sustainable development in the region. Notably, the framework prioritizes SDG 5: Gender Equality, recognizing that empowering women and girls is essential for the overall progress of the province. By focusing on SDG 5, the Balochistan government aims to address gender disparities and promote inclusive growth, thereby contributing significantly to Pakistan's national efforts toward sustainable development.[155]

The Government of Balochistan has also taken numerous legislative measures, such as the Balochistan Domestic Violence (Prevention and Protection) Act, 2014; Balochistan Harassment of Women at Workplace Act, 2016; Balochistan Child Protection Act, 2016; Balochistan Witness Protection Act, 2016; Balochistan Persons with Disabilities Act, 2017; Balochistan Commission on

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[153] CAMP, 2015
[154] Government of Balochistan, 2019
[155] (Provincial SDGs Framework for Balochistan, 2021)

the Status of Women Act, 2017, and initiatives on health, education, and economic empowerment of women.[156] Despite these efforts, Balochistan still faces significant socio-economic and politico-legal challenges that impede progress towards gender equality and women's empowerment.

Violence Against Women

Violence against women and girls is one of the most pervasive human rights issues, affecting millions of women and girls. Gender-based violence is rooted in unequal power relations, harmful socio-cultural norms and attitudes, and weak legal frameworks and their enforcement. The United Nations Declaration on the Elimination of Violence against Women defines violence against women (VAW) as "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life."[157]

The Istanbul Convention (Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence) categorizes violence under four key forms: physical, sexual, psychological, and economic.[158] All forms of violence disproportionately impact women and girls, leading to serious consequences for them.

According to the World Health Organization, around 1 in 3 women across their lifespan are subjected to physical or sexual violence by their intimate partner and sexual violence from a non-partner, and these numbers have remained alarmingly unchanged over the years. The Pakistan Demographic and Health Survey (PDHS) 2017-18 elucidates data on domestic violence by region. The percentage of women who experienced violence in former Federally Administered Tribal Areas (FATA) is the highest at 56% vis-à-vis the rest of the country, followed by Balochistan (48%), Khyber Pakhtunkhwa (43%), and Sindh (15%) while for Punjab the report does not provide any data.[159]

According to the PDHS 2017-18, around 28% of women aged 15-49 have experienced physical violence, and 6% have experienced sexual violence, 34% of married women have experienced spousal physical, sexual, or emotional violence. Around 56% of women who have experienced any physical or sexual violence have not sought help or talked with anyone about the violence.[160] Another study on Masculinities and Gender-Based Violence carried out by Rozan reveals some shocking findings about the acceptance of domestic violence among women. Women have justified wife beating under certain conditions, such as when the wife does not obey her husband, and women bear the whole responsibility to avoid violence.[161] Factors such as higher education,

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[156] Data retrieved from the official webpage of the Provincial Assembly of Balochistan on December 13, 2024

157 OHCHR, 1993

158 EPRS, 2018

159 NIPS, 2018

[160] NIPS, 2018

161 Rozan, 2018

access to media, and the wealth status of both partners are protective factors against attitudinal acceptance of violence.[162]

Source: (Mannell J, Lowe H, Brown L, et al. 2022)
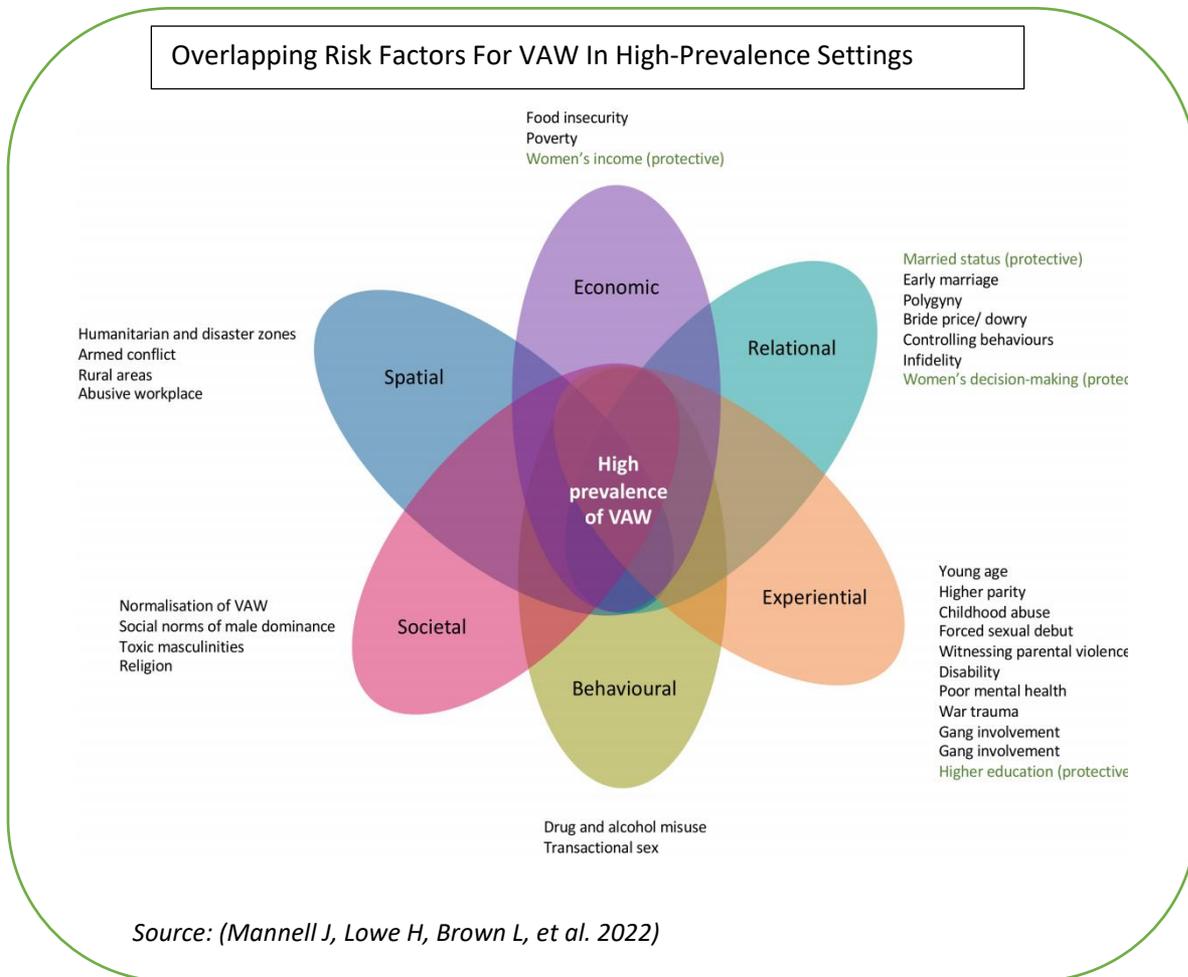
Reported Cases Of Violence Against Women (VAW)

The legal framework in Pakistan encompasses various laws aimed at addressing violence against women; however, effective implementation remains a huge challenge. The survivors of violence, particularly women and girls, prefer not to report the incidents because of associated shame and stigma, the perceived impunity for the perpetrators, fear of repercussions, distrust in the system, dependency on the perpetrator, and the lack of access to legal services.

In this section, the data on VAW in Balochistan is presented. This data is obtained from the Office of the Inspector General of Police (IGP), which records data on reported offenses of violence

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162 Abbas, F., & Salman, V., 2024

against women across the province (See Figure below for the offenses reported by IGP and their yearly incidence in Balochistan during 2022 and 2023).

While the primary analysis of violence against women (VAW) in this section is based on data provided by the Inspector General of Police (IGP) Balochistan, additional insights are drawn from the Multiple Indicators Cluster Survey (MICS) 2019-20 for nuanced and holistic analysis. [163]

Reported Cases of Violence Against Women by Year & Crime

Source: IG Police Department, Balochistan
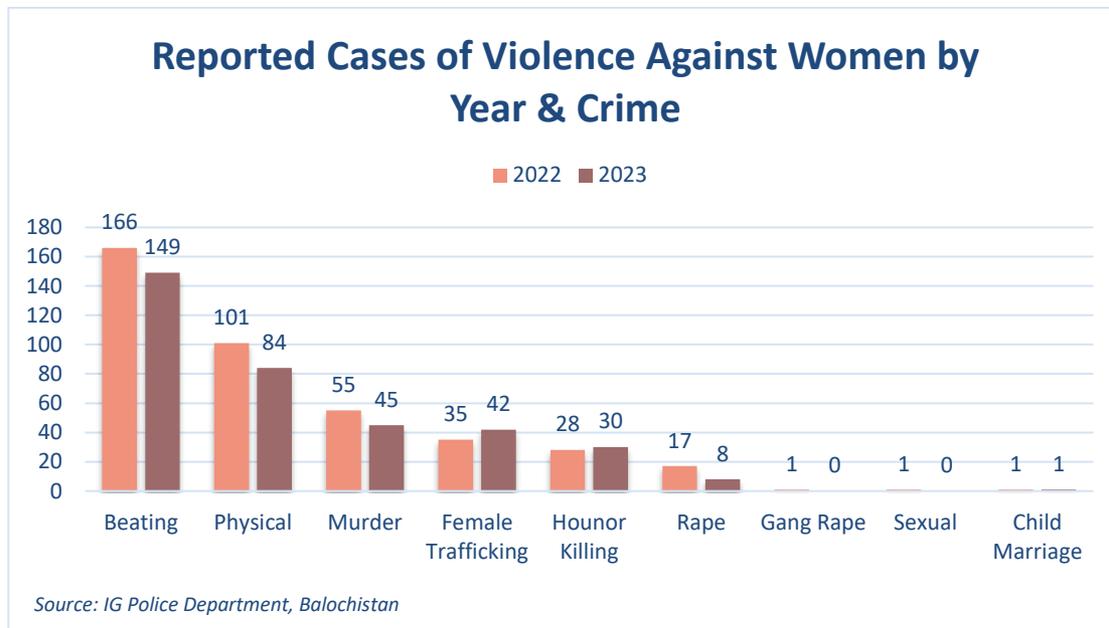
Figure 161: Reported Cases of Violence Against Women by Year & Crime

The bar chart above presents the yearly trends in reported crimes by type in 2022 and 2023. In 2022, 405 crimes were reported, which decreased to 359 cases in 2023, suggesting a reduction in reported crimes.

Beating is characterized as one of the most reported crimes, with 166 cases in 2022 and a slight drop to 149 cases in 2023. Physical assault is the second most reported offence, with 101 cases in 2022 and 84 cases in 2023, suggesting a notable reduction. Around 55 cases of murder were reported in 2022, which decreased to 45 in 2023. The cases of honour killing were slightly increased from 28 in 2022 to 30 cases in 2023. Similarly, female trafficking showed an increase from 35 cases in 2022 to 42 in 2023, raising serious concerns.

Reported Cases of Violence against Women and Transgender Persons
In the World Health Organization's (WHO) study carried out by Krug et al., 2002 on "World Report on Violence and Health," the authors define violence as "the intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or

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[163] Although MICS data is older, it provides valuable context and identifies persistent patterns, and is particularly crucial in bridging gaps where current, comprehensive datasets are unavailable.

community, that either result in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment or deprivation."[164] Violence is a complex issue rooted in socially learned behaviour. Ethnic conflicts, competition over scarce resources, political disparities, unequal resource distribution, gender inequality, and poverty are all underlying causes of violence. Balochistan province is susceptible to violent conflicts, recording the highest number of incidents of violence than any other province of Pakistan.

Both women and transgender persons constitute the most vulnerable groups, often susceptible to violence. The figure below displays data on reported cases of violence against women and transgender persons by district in Balochistan for the years 2022 and 2023.
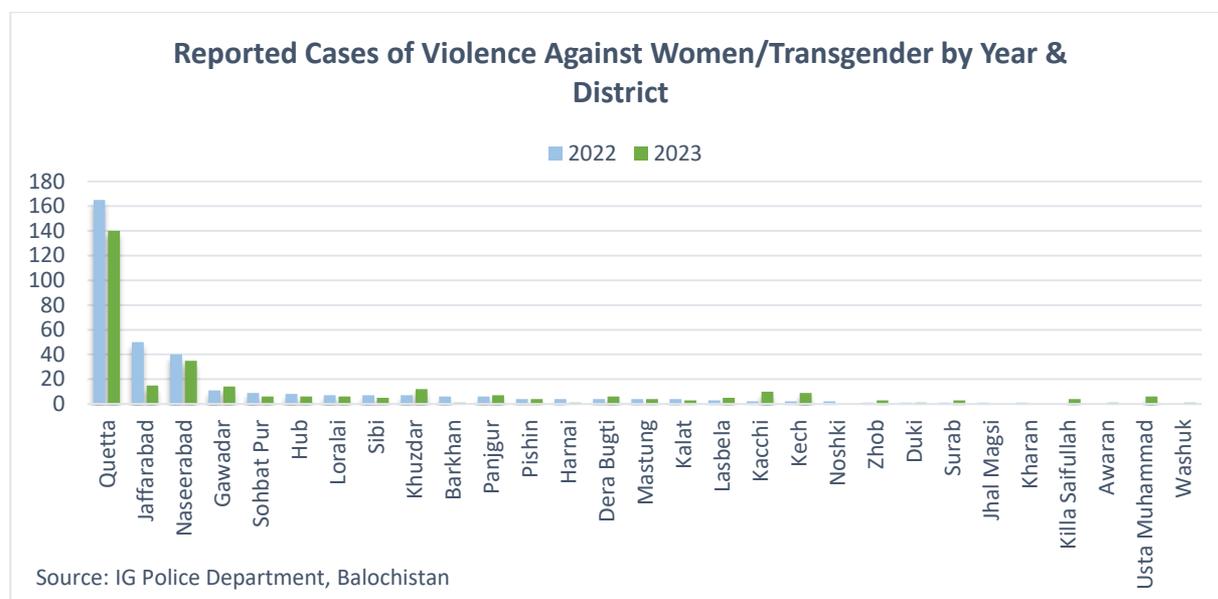
Figure 162: Reported Cases of Violence Against Women/Transgender by Year & District

There has been an 11.36% decline in the reported cases of violence against women and transgender, from 405 cases in 2022 to 359 cases in 2023, indicating a downward trend. In 2023, Quetta had the highest number of reported cases, accounting for 39.6% of the overall total, which suggests a concentration of cases in this urban centre. This may be attributed to the district's higher population concentration. Socio-economic push factors and socio-political pull factors attract the influx of people, including migrant workers, to Quetta. District Gwadar and Khuzdar reported 11 and 10 cases of violence, respectively, representing 2.72% and 2.45% of the total cases.

Victims of Robbery and Assault
The data on cases of violence reported by MICS 2019-20 reveals notable trends in victimisation environment faced by men and women. About 61.5% of females experienced assaults at home, compared to 18.5% of males, highlighting domestic sphere as a primary site of VAW. In urban

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[164] Krug et al., 2002

areas, 51.2% of assaults on females occurred at home, with lower rates at workplaces (0.2%). Conversely, rural areas showed even higher incidents of assaults at home for females (63.8%).[165] Females faced 16.6% of assaults on the streets as compared to 27.8% of males, which, while lower than domestic assaults on females, indicates risks associated with public spaces. The figure below presents data on victims of robbery & assault aged 15-49 (%) by gender, area & location of last incident.

Figure 163: Victims of Robbery & Assault Aged 15-49 (%) by Gender, Area & Location of Last Incident

Source: MICS 2019-20
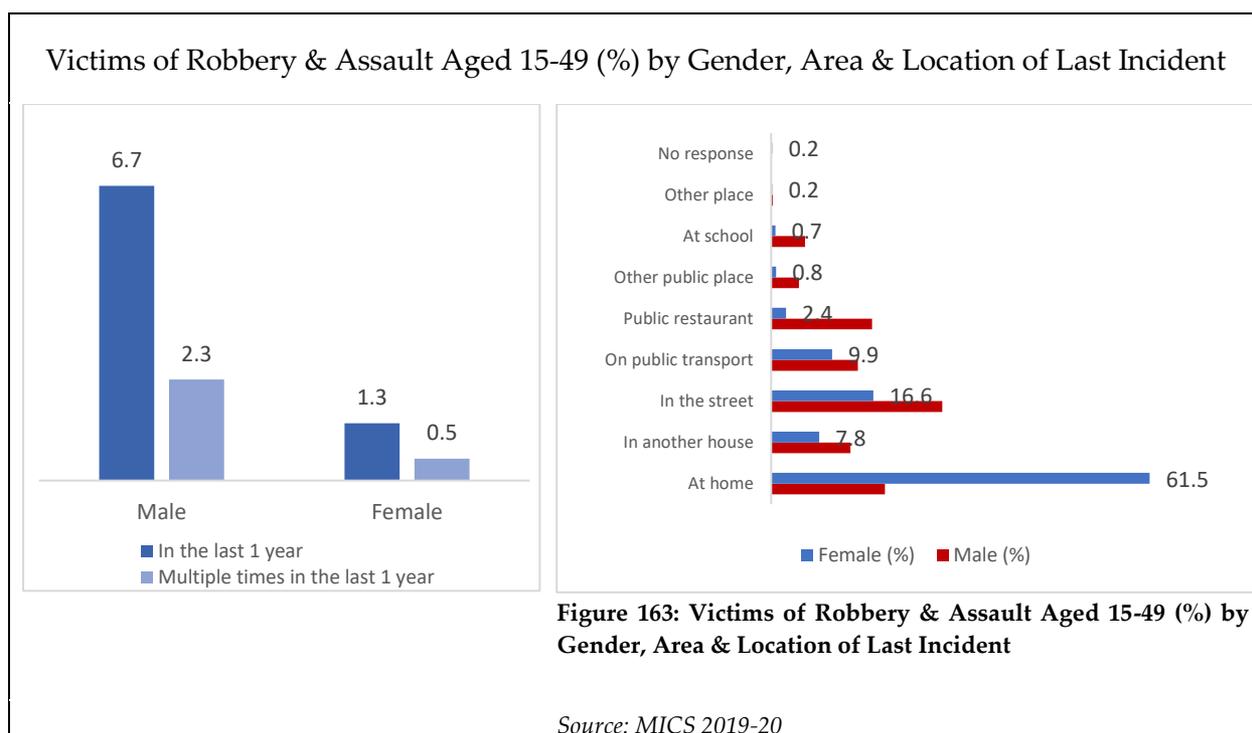
Attitudes Towards Domestic Violence

The data above represented that women are more likely to be assaulted in private settings, i.e., their homes. This calls for a deeper analysis into the reasons and societal norms or acceptance of domestic violence against women.

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[165] MICS 2019-20

Figure 164: Attitudes Toward Domestic Violence

The bar charts above explain data on attitudes toward domestic violence, disaggregated by area, sex, and administrative division. This data presents the percentage of males and females across various divisions who believe that a husband is justified in beating his wife under specific circumstances such as going out without telling him, neglecting the children, arguing with him, r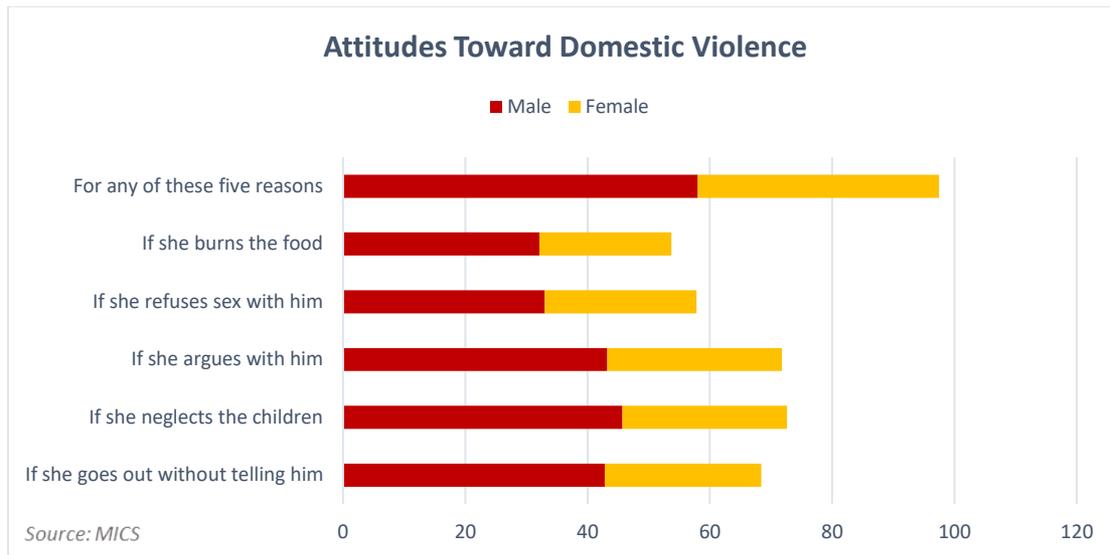efusing sex with him, and burning the food. Males generally exhibit higher percentages than females across all reasons, reflecting deeply ingrained socio-cultural attitudes. Urban areas generally have lower percentages than rural areas. For example, only 19.6% of urban males believe a husband is justified in beating his wife if she goes out without telling him, compared to 27.8% in rural areas. Rural areas show a higher acceptance of domestic violence overall, suggesting stronger societal norms supporting these beliefs.

Kalat and Makran, both divisions, show relatively lower percentages, especially in Makran, which suggests that cultural factors or social structures may be less supportive of these views. Naseerabad has the highest percentages for several specific situations (e.g., 50% for neglecting children). This indicates a strong normalisation of violence and possibly deeper socio-cultural issues regarding gender roles. In comparison, Quetta exhibits high percentages, particularly in the context of neglecting children and refusing sex (63.9% and 60.1%, respectively), raising significant concerns regarding males' attitudes towards violence against women. Zhob, while generally lower, still reflects notable percentages, indicating that acceptance of such views exists but may not be as substantial as in some other divisions.

Going out without informing the husband (42.8%), neglecting children (45.7%), and refusing sex (33%) consistently showed some of the highest percentages among males, highlighting a critical area of concern regarding the perception of marital rights. The analysis illustrates a concerning disparity in perceptions of justifications for violence, where male respondents overwhelmingly support justifications compared to female respondents. The data raises significant concerns

regarding gender-based violence and the socialisation of males regarding their entitlement in marital relationships. Interventions are crucial in areas with high acceptance of such beliefs to foster healthier relationships and empower females.

Reported Cases of Women Trafficking

According to European Institute for Gender Equality (2024), women and girls are particularly vulnerable, frequently trafficked for sexual and economic exploitation, forced labour, arranged marriages, and even as brides or for roles in conflict situations.[166] Likewise, in Pakistan, human trafficking is driven by forced labour and sexual exploitation. The highest number of trafficked persons belong to various vulnerable groups such as women, girls, children, and young boys.[167] Forced labour commonly occurs in the agricultural, construction, fisheries, and textile industries, often through debt bondage.[168] The underlying causes for trafficking in persons include poverty, lack of formal education, lack of awareness of legal rights, and gender discrimination.

Pakistan, a Tier 2 country in the Trafficking in Persons (TIP) Report[169], is making efforts to counter the issue of trafficking, but it is not fully compliant with the minimum standards for its elimination. The country ratified the United Nations Convention against Transnational Organized Crime (UNTOC) in 2010, highlighting its commitment.[170]

Balochistan is considered a key transit hub for trafficking due to its borders with Iran and Afghanistan. The province lacks comprehensive law that prevents, suppresses, and punishes the offense of trafficking in persons. However, the federal act 'Prevention of Trafficking in Persons Act, 2018, gives the Federal Investigation Agency (FIA) mandate to operate in Balochistan and prevent organized crimes including trafficking in persons.[171]

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[166] European Institute for Gender Equality, 2024

[167] US Department of State, 2020

[168] Global Initiative Against Transnational Organized Crime, 2023

[169] As per the National Initiative against Organized Crime (2020)

[170] Ibid

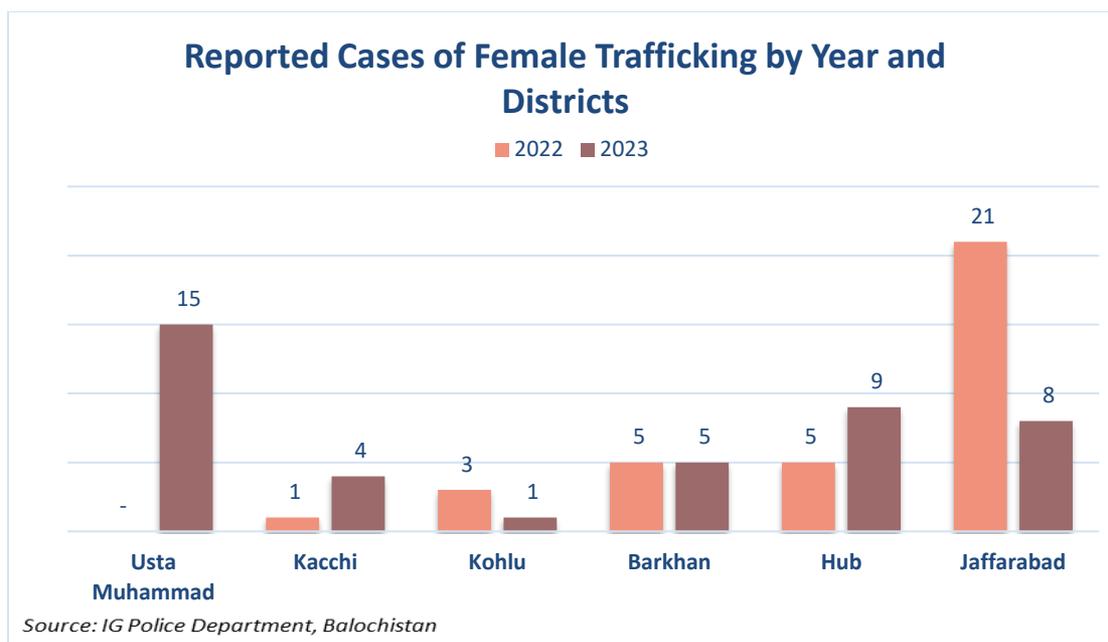[171] The Prevention of Trafficking in Persons Act, 2018

Figure 165: Reported Cases of Female Trafficking by Year and Districts

The bar chart above presents data on reported cases of women trafficking by district in Balochistan for the years 2022 and 2023. The reported cases of women trafficking have increased by 20% from 35 in 2022 to 42 in 2023, indicating an upward trend. District Jaffarabad in 2022 and district Usta Muhammad in 2023 have the highest number of reported cases (district Usta Muhammad was separated in September 2022 by dividing Jaffarabad district), indicating either a rise in actual cases or improved reporting mechanisms and awareness.

Overall, district Jaffarabad and district Usta Muhammad account for more than half (57%) of the reported cases of women trafficking, showing a concentration of cases This implies that targeted interventions might be needed in these districts to address cases of women trafficking.

Reported Cases of Sexual Offenses

Sexual offenses refer to sexual acts committed against another person, without their consent, including situations when the person is unable to consent. According to UNICEF (2010): "A sexual offense occurs when [someone's] physical body is interfered with in an inappropriate way by another person, that is when a person deliberately touches any part of their body including [by that person's touching] private parts in a sexual manner or way and/or by sexual intercourse, all without their permission or consent."[172] Globally, around 35% of women and girls aged 15 to 49—about one in three—have experienced physical violence, sexual violence, or both. Sexual offenses include a range of crimes such as rape, sexual assault, child sexual abuse, and crimes that exploit others for a sexual purpose, whether in person or online.

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[172] UNICEF, 2010

There are several provisions in the Pakistan Penal Code (PPC) which address sexual offenses. These include:

Offenses	Relevant Section of PPC
Pornography	292 A, 292 B, and 292 C of PPC ◉
Assault or criminal force to woman with intent to outrage her modesty	354 of PPC
Assault or use of criminal force to a woman and stripping her of her clothes	354 A of PPC
Attempt to commit an unnatural offence	377/511 of PPC
Rape	376 of PPC
Attempt to commit rape	376/511 of PPC
Sexual abuse	377 B of PPC

Source: Pakistan Penal Code, 1860

The office of the Inspector General of Police, Balochistan (IGP) records data for several sexual offenses including rape, custodial rape, gang rape, and incest. The Anti-Rape (Investigation and Trial) Act, 2021, was enacted to improve the legal framework surrounding the investigation and prosecution of rape cases. This legislation is applicable all over Pakistan, aiming to expedite trials through specialized courts, and safeguarding the rights of the survivors while imposing strict penalties upon offenders.
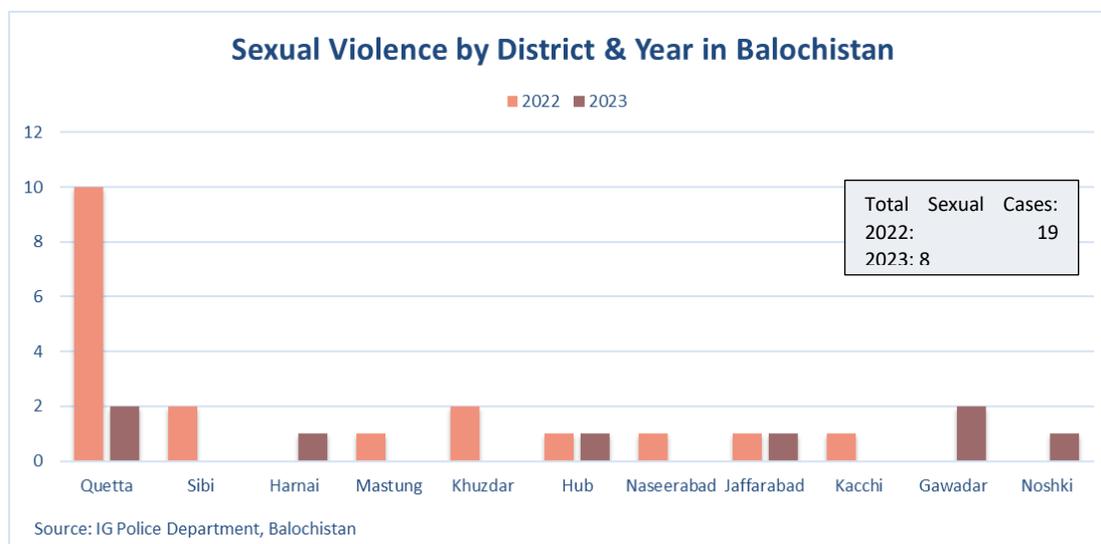

Figure 166: Sexual Violence by District & Year in Balochistan

Out of 27 reported cases of sexual offenses, approximately (70%) 19 cases were recorded in 2022. The districts with the highest number of reported cases of sexual offenses in 2022 included Quetta

(10), Sibi (2), and Khuzdar (2). On the contrary, only 8 cases of sexual offenses were reported in 2023, of which two cases were reported in Quetta and Gwadar.

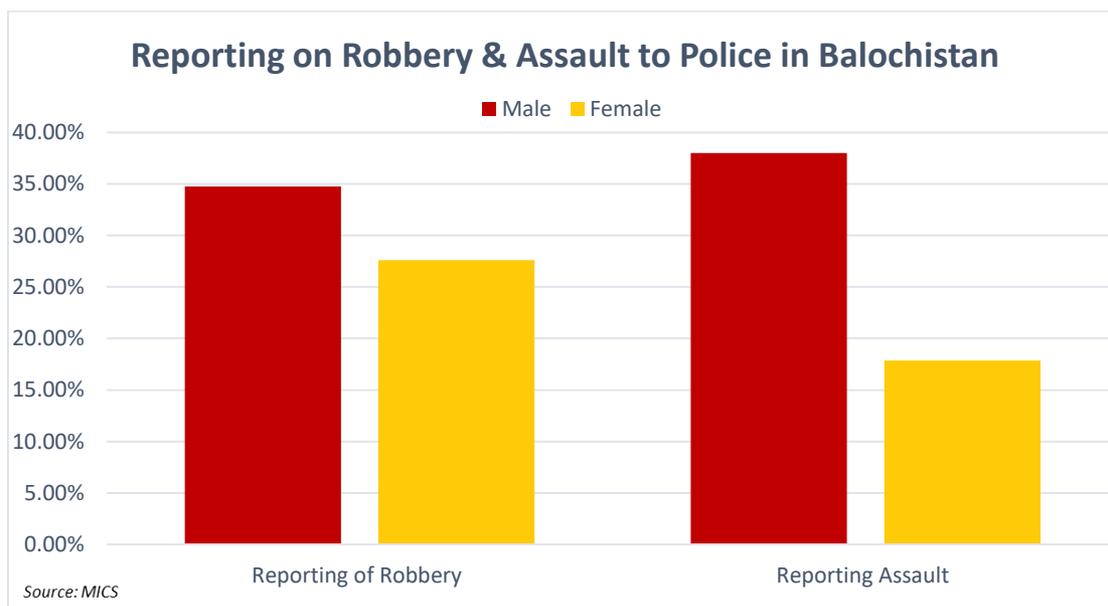Reporting of Robbery and Assault in the Last One Year

Figure 167: Reporting on Robbery & Assault to Police in Balochistan

The bar charts above provide data on reported incidents of robbery and assault in the last year, categorised by area, gender, and administrative division. Approximately 19.5% of females reported their last incident of unarmed robbery to the police, while only 4.5% of males did so. The reporting rate for assaults is lower for females (5.3% for unarmed assaults) compared to robbery, while the rate for males is slightly higher at 7.8%. For robberies involving a weapon, around 7.8% of females reported the incident, in stark contrast to 30.1% of males. Females reported assaults at a lower rate (10.3%) compared to robbery, while the percentage for males regarding assaults is notably higher at 30.8%. The total number of females experiencing physical violence (both robbery and assault) is 531, whereas the number for males is significantly higher at 1,508. This suggests a potential gender disparity in both incidents of robbery and assault, as well as in the likelihood of reporting them.

In urban areas, reporting rates for females are considerably lower, with only 12.8% reporting unarmed robbery and 5.3% reporting assaults. Approximately 3.5% of males reported robbery, while 7.4% reported unarmed assaults in urban settings. For robberies involving a weapon, female reporting rates in urban areas stand at 8.0%, while 11.7% reported assaults with a weapon. Males show higher rates, with 30.2% reporting robbery and 24.7% reporting assaults with a weapon in urban areas. Rural areas exhibit better reporting rates for unarmed robbery (21.4% for females), indicating a possible cultural or social support network that encourages reporting. The

reporting rate for assaults by females is also slightly higher in rural areas, with an overall percentage of 25.6%. In contrast, 4.8% of males experienced unarmed robbery, while 8% experienced unarmed assault. For males in rural areas, 30% reported robbery with weapons, and 33.9% reported assaults with weapons, leading to an overall percentage of 38.8%.

This data highlights a significant disparity in violence reporting between genders, with males experiencing and reporting higher rates of violence. Urban areas generally show lower reporting rates than rural areas, likely due to societal norms, perceptions of safety, and trust in law enforcement. This situation underscores the need for improved outreach and support in urban settings. Initiatives aimed at educating victims about their rights and the reporting process can empower individuals and enhance reporting rates. Further research into the factors influencing reporting behaviour, such as stigma and fear of retaliation, is essential for developing effective intervention programs.

Outcomes of GBV Cases

While Pakistan has implemented a series of progressive laws to protect and empower women, the journey to justice for survivors of gender-based violence remains discouraging. The conviction rate is very low, just 1-2.5%, highlighting the urgent need for reform. Women face significant barriers to justice, including complicated legal procedures, deep-rooted patriarchal norms, and insufficient support systems. It's crucial to improve the system to better support and protect women seeking justice.

The High Court of Balochistan provided data on status of Gender-based Cases and outcomes of these cases governed by the Pakistan Penal Code (PPC) such as, 302/324, 354-A, 365-B, 366-B, 498 – A/B/C and other hurt cases presented in the figure below.
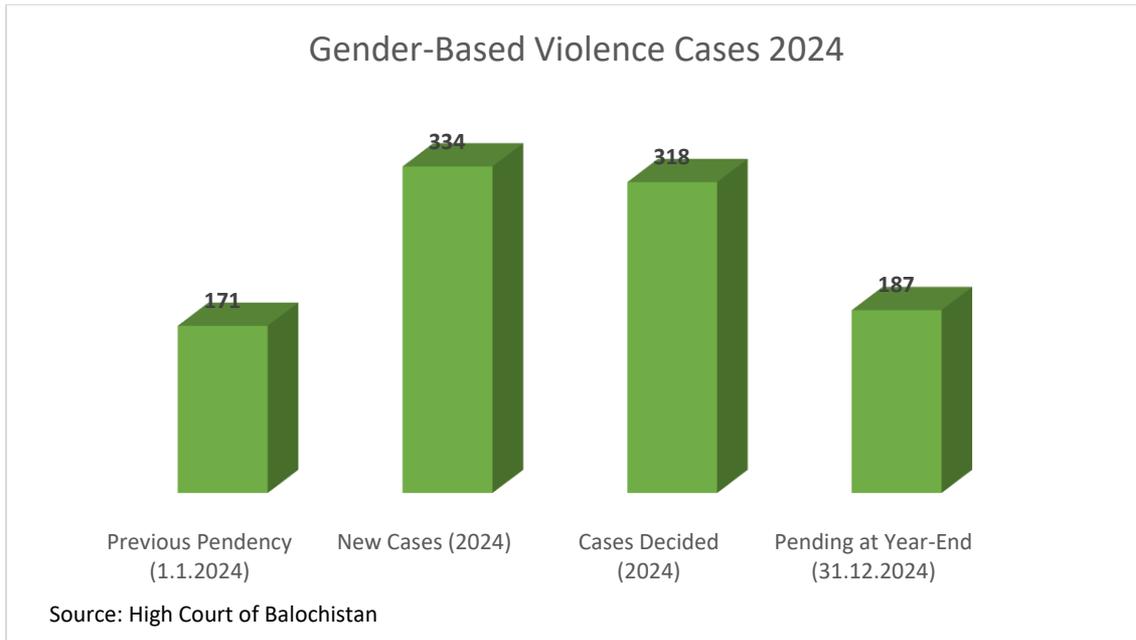
Figure 168: Gender-Based Violence Cases 2024

Balochistan had 162 courts assigned to adjudicate 505 gender-based violence (GBV) cases in 2024. The initial backlog was 171 cases. Over the year, 334 new cases were instituted, and 318 cases were resolved, leaving a remaining backlog of 187 cases reflecting a 62 percent disposal rate and 37 percent pendency rate. This indicates an increase of 9.4 percent in case pendency compared to the beginning of the year. This suggests that each court handled an average of 3.1 cases during the period, but only 1.96 cases were resolved per court on average.

Gender-Based Violence Caseload by Type (2024)

Gender based electronic crimes (PECA): New Cases 15, Previous Pendency 6
Gender based intimidation (PPC): New Cases 5, Previous Pendency 0
Economic Violence (PPC): New Cases 0, Previous Pendency 0
Offences relating to marriage (PPC): New Cases 1, Previous Pendency 1
Gender based hurt (PPC): New Cases 51, Previous Pendency 27
Gender based killing (PPC): New Cases 44, Previous Pendency 29
Abduction, Kidnapping & selling of person (PPC): New Cases 80, Previous Pendency 47
Sexual Violence (PPC): New Cases 138, Previous Pendency 61

■ New Cases (2024)   ■ Previous Pendency (1.1.2024)

Source: High Court of Balochistan

Figure 169:Gender-Based Violence Caseload by Type (2024)

Among different categories of GBV cases, the category of sexual violence, governed by sections 376, 376(2), 376(3), 376(4), 377, 354, 354-A, and 509 of PPC had a disposal rate of 42.7 percent only and the highest number of pending cases, totalling 114, accounting for 22.5 percent of all pending GBV cases.

Cases of abduction, kidnapping, and selling of persons under sections 362-374, 365-B, 364-A, 369, and 371-A of the PPC, were the second most reported with a disposal rate of approximately 66 percent.

Gender-based killings also presented a significant caseload, with 29 pending cases from the previous year and 44 new cases assigned, making a total of 73 cases processed in 2024. The judiciary managed to decide 57 cases, yet 16 cases remained unresolved, constituting a 22 percent pendency rate.

Figure 170: Resolved vs Pending Cases at Year-End (2024)

In the categories of offences relating to marriage, economic violence and gender-based intimidation, a minimal number of cases were recorded. However, a notable inc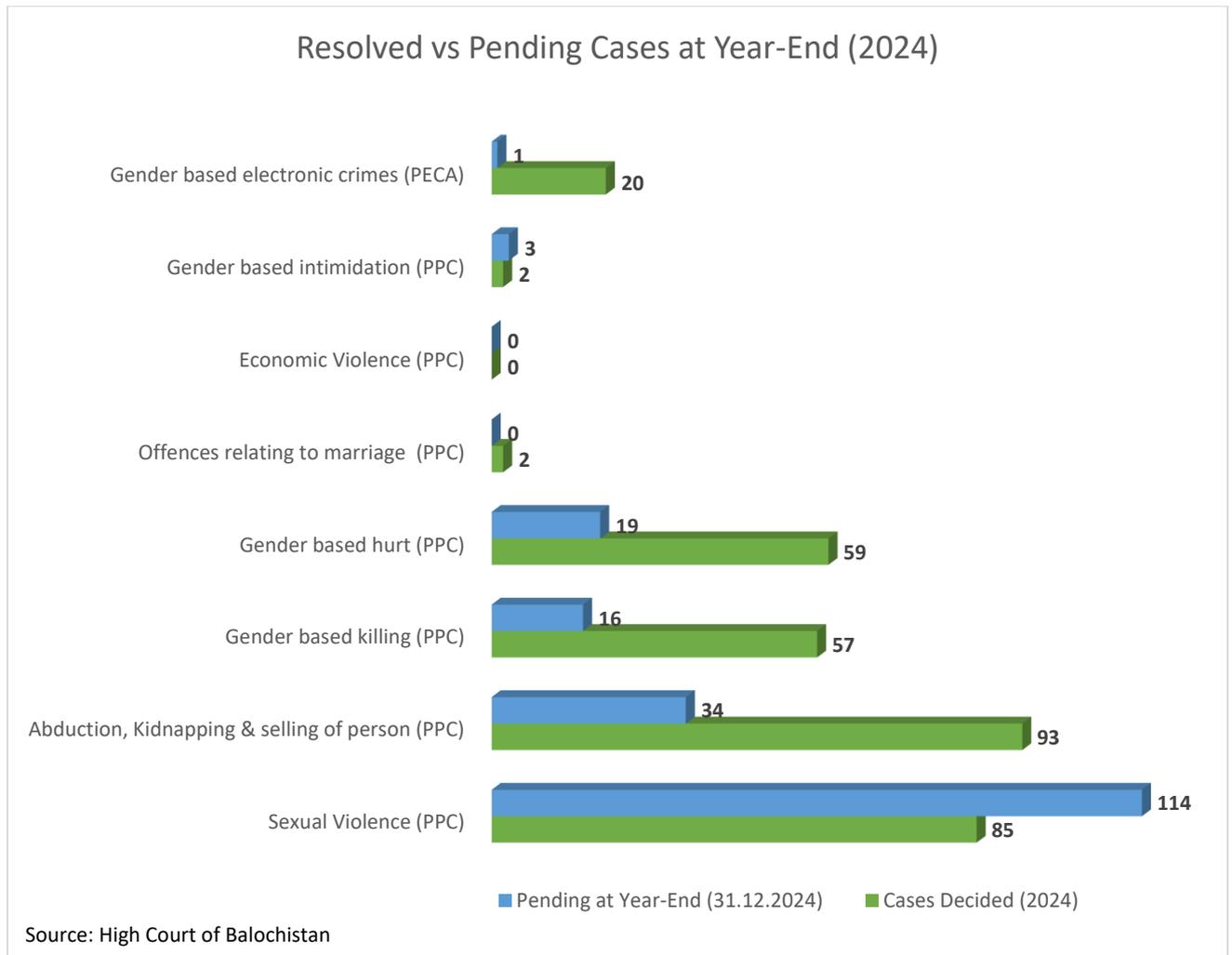rease was observed in gender-based electronic crimes governed by sections 3, 4, 11, 12, 14, 17, 18, 19, 19A, 20, 21, 22, and 23 of the Prevention of Electronic Crimes Act (PECA), where six cases were pending at the start of the year, and 15 new cases were assigned. Despite 20 cases being decided, one case remained unresolved, indicating an effective disposal rate of 95 percent in this category.

The overall trends indicate that while courts are managing to dispose of a significant portion of GBV cases, a 37 percent backlog remains, with certain categories, such as sexual violence and abduction cases, showing higher pendency rates. This can be attributed to various factors. For instance, in the courtrooms, multiple issues pose significant challenges in the management of gender-based violence (GBV) cases. These challenges include inadequate legal consideration, such as a lack of comprehensive training for the judges, police, prosecutors, and lawyers tasked with handling GBV cases, and an unsuitable and hostile courtroom environment. Furthermore, the sensitivity of court proceedings, including trauma-informed procedures for survivors, frequently falls short. This insensitivity may manifest as unintentional biases or a lack of

understanding of the trauma experienced by GBV survivors. Aggressive questioning from defence attorneys may further aggravate the circumstances faced by survivors, highlighting the need for reform within the judicial process to better accommodate and support GBV survivors.[173]

Status of GBV Cases

From the figure below, it is evident that the overall conviction rate for Gender-Based Violence (GBV) cases in Balochistan remains critically low at 7%, while the acquittal rate stands at 65%. The data highlights a significant gap in securing justice for survivors, with the majority of cases resulting in acquittals or other forms of case disposal.

Status of Gender Based Violence Cases (2024)

Convicted, 7.2
Adjourned, Others, 16.7
Compromised, 11.3
Acquitted, 64.8

Source: High Court of Balochistan
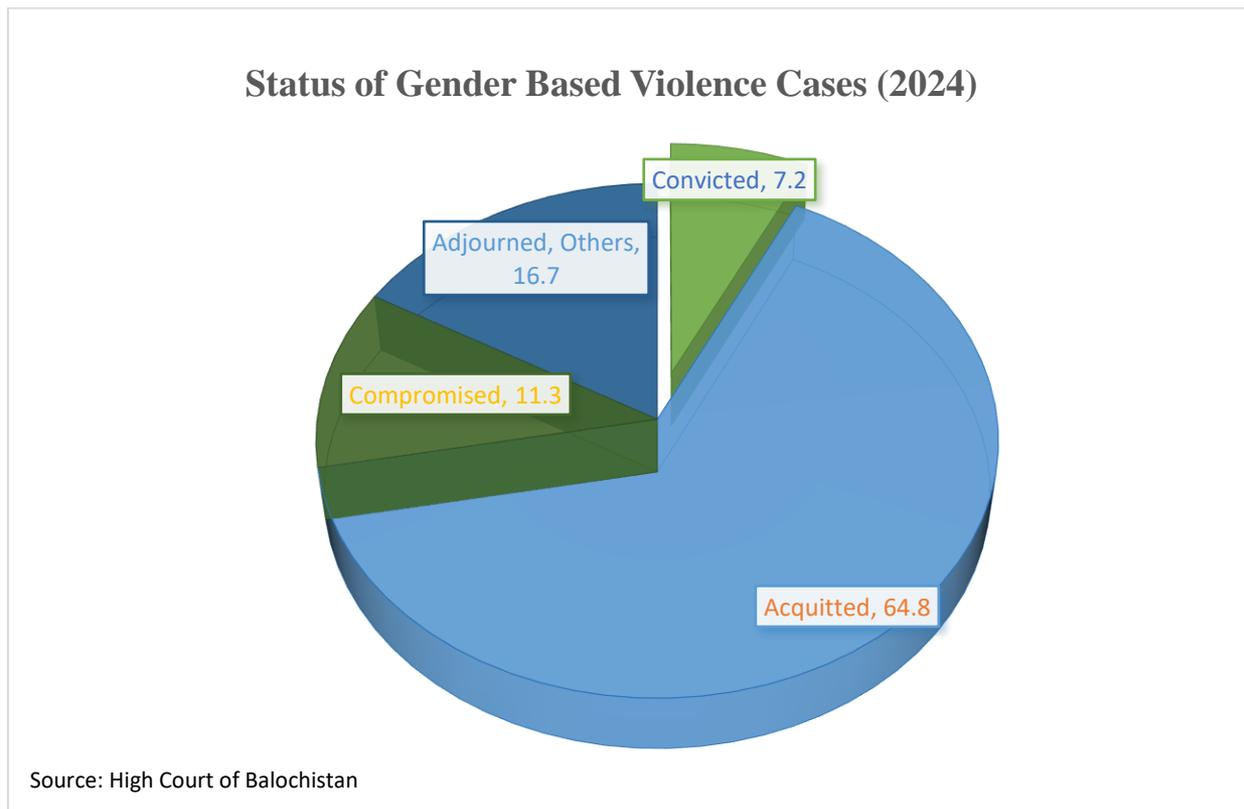
Figure 171: Status of Gender Based Violence Cases (2024)

Notably, sexual violence cases had a conviction rate of only 6%, whereas gender-based killing cases saw a slightly higher conviction rate of 9%, though still alarmingly low.

The high acquittal rates, particularly in cases of abduction, kidnapping, and sexual violence (81% and 80%, respectively), suggest challenges in evidence collection, legal proceedings, or witness protection. Additionally, a substantial proportion of cases were adjourned sine die (7%) or disposed of through compromise (3%), further delaying justice.

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[173] ADB, 2021

These figures point to systemic barriers in prosecuting GBV cases effectively, necessitating urgent reforms in investigation procedures, legal frameworks, and survivor support mechanisms to improve conviction rates and ensure justice for victims.

Figure 172: Status of GBV Cases by Types (2024)

Prosecution Department

The prosecution department of Balochistan also provided data on outcomes of VAW cases under the Pakistan Penal Code (PPC) such as, 302/324, 354-A, 365-B, 366-B, 498 – A/B/C and other hurt cases presented in the figure below.
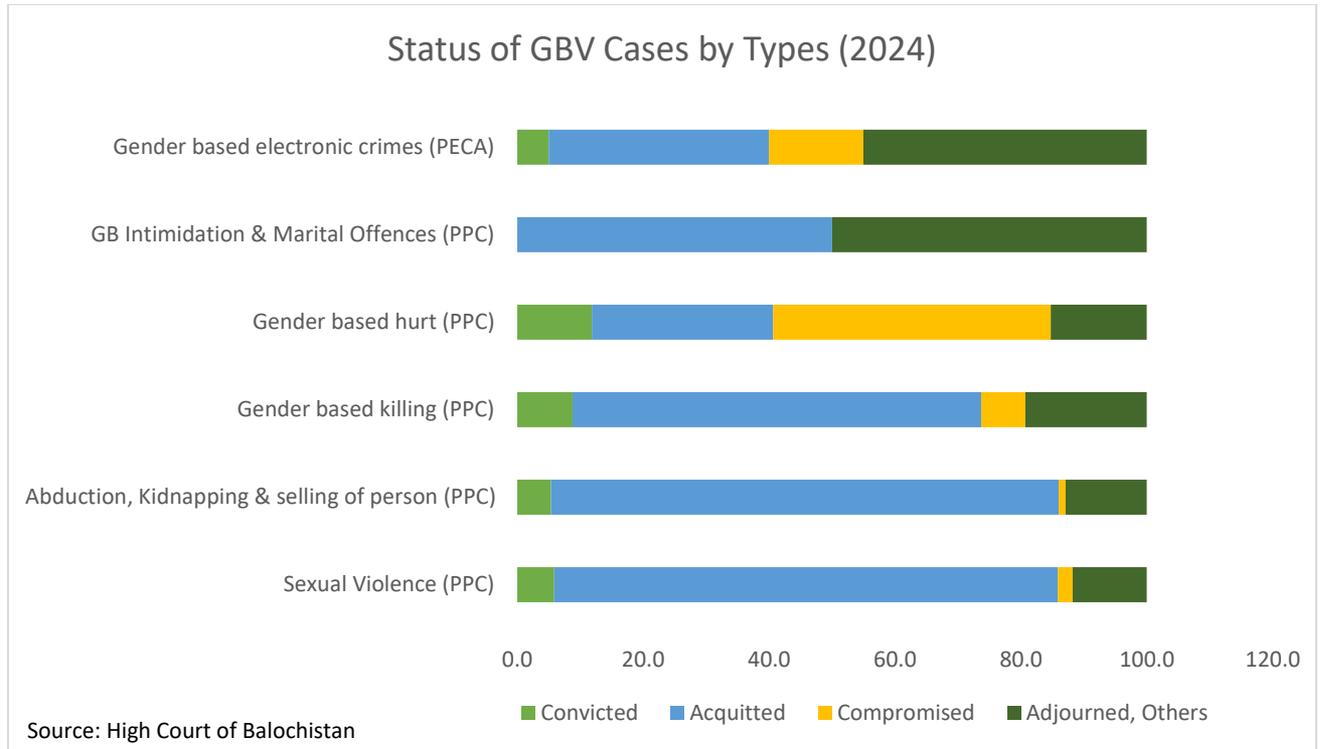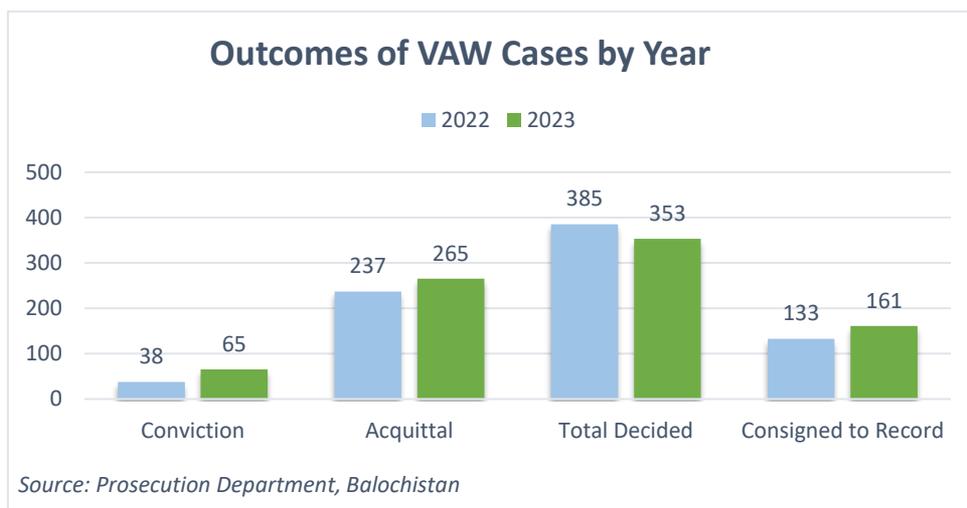

Figure 173: Outcomes Of VAW Cases By Year

In 2022, a total of 385 cases were decided, out of which 38 resulted in convictions, while 237 led to acquittals. Additionally, 133 cases were consigned to record. In 2023, the number of total cases decided decreased slightly to 353. However, there was a notable increase in convictions, which rose to 65, alongside a higher number of acquittals, totalling 265. Cases consigned to record also saw an increase, reaching 161.

Conviction Rate of VAW Cases under Prosecution Department
In 2022, the conviction rate was approximately 9.87%, indicating that out of the 385 cases decided during the year, only 38 resulted in convictions. This suggests a relatively low proportion of cases leading to a guilty verdict. However, in 2023, the conviction rate improved significantly to 18.41%, as 65 out of the 353 cases decided ended in convictions.

Figure 28: Conviction Rate for Violence Against Women by Year

Provision of Legal Aid Services
In the year 2022, the prosecution department provided legal aid services to 45 female defendants. However, in 2023, 89 females received legal aid services.

Provision of Legal Aid Services

45

89

■ **2022** ■ **2023**

Source: Prosecution Department, Balochistan

Figure 174: Provision of Legal Aid Services

Women in Justice System of Balochistan

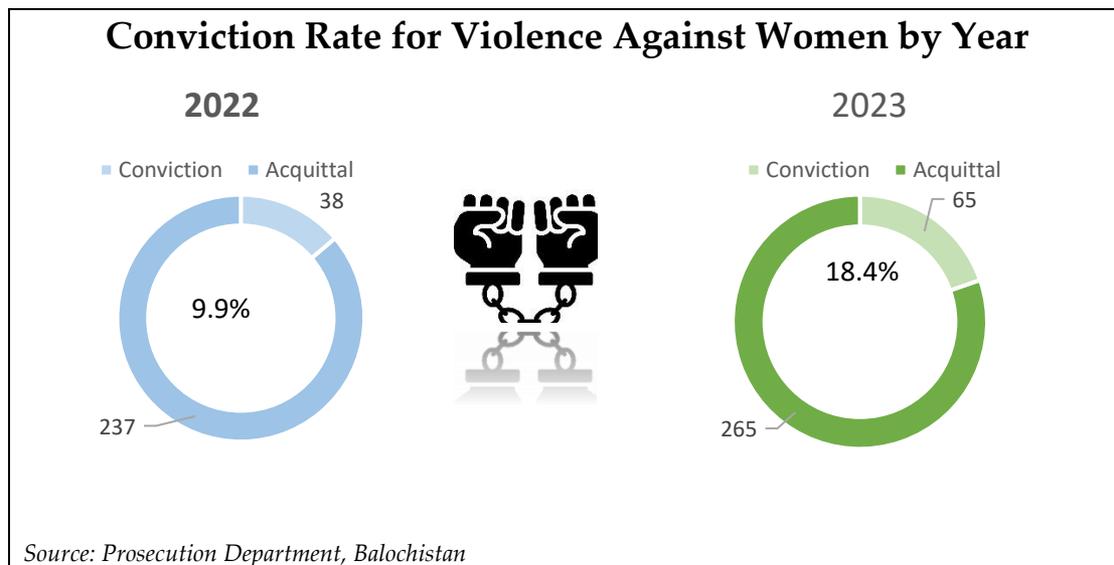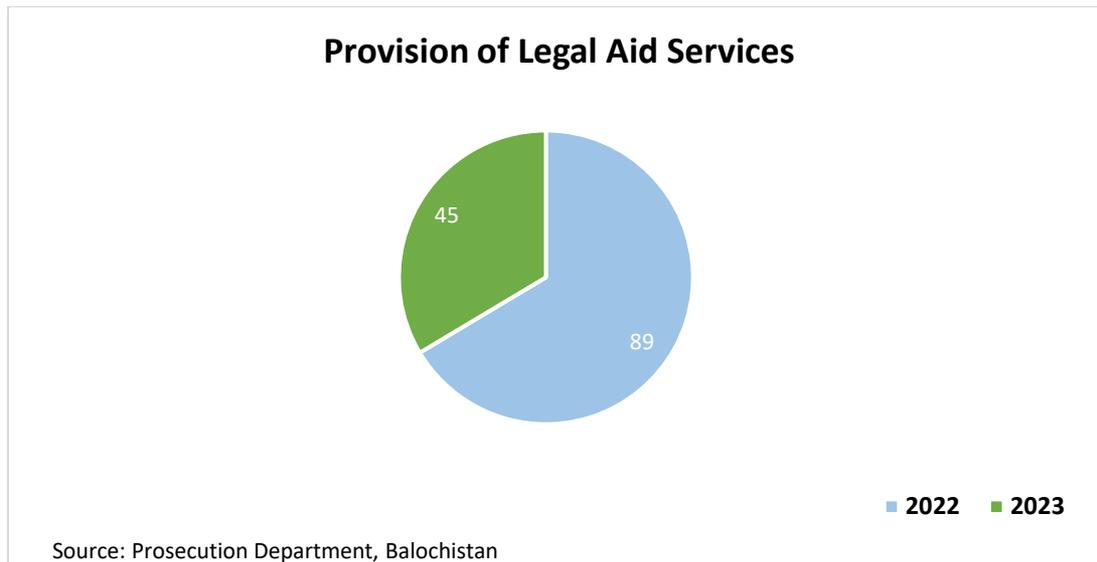An effective and efficient criminal justice system is a prerequisite for upholding the rule of law and providing remedies to victims. "The criminal justice system involves laws, processes, and government institutions such as police, prosecution, courts, and prisons, which prosecute and convict offenders to protect citizens' lives and property, and maintain law and order in society."[174] Article 37(d) of the 1973 Constitution of Pakistan states that the state shall ensure inexpensive and expeditious justice for all; however, this promise remains unfulfilled. Lack of access to justice has a profound impact on people with less power and control in society, including the poor, religious and gender minorities, individuals with disabilities, and women. Women encounter significant obstacles in accessing justice, primarily due to socioeconomic barriers, lack of legal awareness, lack of coordinated efforts among the government departments, and their lack of sensitivity to issues of gender-based violence.[175]

Police

Out of 120 Deputy Superintendents of Police (DSPs), only one female officer holds the DSP rank. In the category of Superintendents of Police (SPs), which includes 33 officers, there is only one female officer. Additionally, there are eight male Senior Superintendents of Police (SSPs), eight male Deputy Inspectors General of Police (DIGs), and one male Additional Inspector General of Police (AIG), with no female or transgender officers in these ranks.

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[174] Schmalleger, 2020
[175] World Justice Project, 2019

Police by Gender & Rank		
Rank	**Male**	**Female**
Additional IGP	1	0
DIG	8	0
SSP	8	0
SP	32	1
DSP	119	1
Inspector to Constable	38,069	1,042
Total	**38,237**	**1,044**

Figure 175: Police by Gender & Rank

Furthermore, within the ranks from Inspector to Constable, there are 1,042 female officers compared to 38,069 male officers. This illustrates significant gender disparities within the police force, highlighting social and cultural barriers to pursuing a career in policing, along with systemic barriers to promotion and retention. Addressing these issues is essential for achieving gender justice and enhancing gender-responsive community policing to meet the diverse needs of the public.

Judiciary

The following section analyses the data received from the High Court of Balochistan.

The total number of judges recorded in the categories below is 250. Out of these, 29 are female judges, making up 11.6 percent of the total judiciary. The overall GPI for the judiciary is 0.13, indicating a significant gender gap in judicial representation.

In the High Court of Balochistan, there are 15 sanctioned positions, but currently, only 13 judges are working, all of whom are male. There are no female judges in the High Court, resulting in zero percent representation and a GPI of 0.00.

Judiciary in Balochistan			
Designation	**Sanctioned Strength**	**Working Strength**	**Vacant Positions**
		Male	**Female**	
High Court	15	13	0	2
District & Sessions Judges	41	41	0	0
Additional District & Sessions Judges	53	37	2	14

Senior Civil Judges	27	26	1	0
Civil Judges	33	16	2	15
Judicial Magistrates	110	66	14	30
Family Judges	13	0	7	6
Member Majlis-e-Shoora	20	19	1	0
Qazi	24	16	2	6
Total	**321**	**221**	**29**	**71**

Figure 176: Judiciary in Balochistan

In the District & Sessions Judges category, all 41 sanctioned positions are occupied by male judges, with no female representation at all, reflecting a complete gender disparity at this level (zero percent, GPI 0.00). Additionally, there were no sanctioned positions for female judges in this category, further highlighting structural exclusion.

Among Additional District & Sessions Judges, 53 positions were sanctioned, but only 39 are currently occupied. Out of these, 2 are female, making up 5.1 percent, with a GPI of 0.05.

For Senior Civil Judges, 27 positions were sanctioned and fully occupied, with 1 female judge out of 27, reflecting 3.7 percent representation and a GPI of 0.04. Whereas, in the Civil Judges category, 33 positions were sanctioned, but only 18 are currently filled. Out of these, 2 are female, resulting in 11.1 percent representation and a GPI of 0.12.

The Family Judges category shows the highest female representation, where 7 out of 7 working judges are female, achieving 100 percent representation and a GPI of 1.00. In the Member Majlis-e-Shoora, 20 positions were sanctioned and fully occupied, with 1 female member, making up 5 percent, with a GPI of 0.05. Among the Qazi positions, 24 were sanctioned, but only 18 are occupied. Out of these, 2 are female, making up 11.1 percent, with a GPI of 0.12.

The data highlights a severe gender disparity in higher judicial positions, with no female judges in the High Court or District & Sessions Judges category. In contrast, lower-tier judicial roles, such as Civil Judges and Judicial Magistrates, show slightly better but still inadequate female representation. The GPI across most categories remains below 0.10, reflecting a systemic gender imbalance in the judiciary of Balochistan.

Prosecutors

A prosecutor is a key player in a victim's access to justice. They analyse evidence, prepare for trial, and present cases in court, acting as government representatives. Promoting female prosecutors is important, as they can create a more comfortable atmosphere for female victims and children. However, in Balochistan, female prosecutors make up a small percentage of the total. The figure below shows the male-to-female ratio in the prosecution service across all categories.
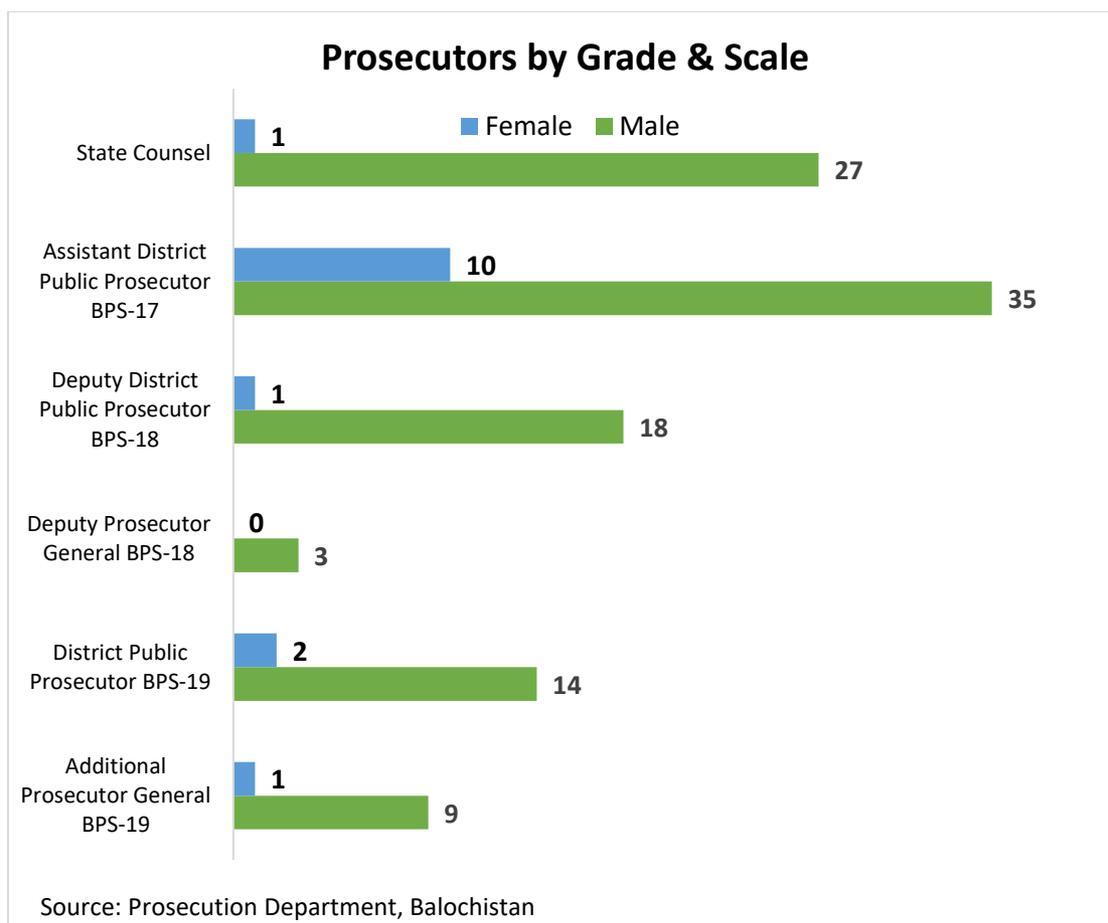
Figure 177: Prosecutors by Grade & Scale

There were a total of 121 prosecutors in Balochistan, of which 106 (87.6 percent) were male and 15 (12.4 percent) were female prosecutors with a GPI of 0.14. The highest number of female prosecutors (10) was amongst the Assistant District Prosecutors.

District-wise presence of prosecutors reveal that Quetta (8) had the highest number of female prosecutors followed by Killa Abdullah (2). While, Turbat, Kalat, Kharan and Mastung had one prosecutor each.[176]

Prisons

Balochistan's prisons face numerous systemic challenges, reflecting broader issues of neglect and under-sourcing in the province's criminal justice system. The province operates only 11 prisons for its 26 districts, leaving many regions without accessible incarceration facilities. Overcrowding is not a primary issue, but 77% of prisoners remain under-trial, highlighting delays in legal proceedings. Basic infrastructure is lacking, with most prisons devoid of fencing walls, public call offices, or adequate medical facilities.[177]

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[176] the Prosecutor General Office Supreme Court Islamabad had one female prosecutor from Balochistan.
[177] (Fact Sheet; Prison Population of Pakistan, 2022)

The situation is even more dire for women, transgender individuals, and children. The province has no separate jails for women or transgender prisoners, and only Quetta and Gadani jails offer separate barracks for women. The mothers residing with their young children lack dedicated spaces to care for their children, further exacerbating their hardships. For juveniles, the absence of reformatory centres denies them opportunities for rehabilitation,

<div style="background:#29ABE2; color:white;">Facilities in Prisons of Balochistan</div>

Number of Prison Vans = 0
Number of PCOs = 0
Separate Jails for Women = 0
Juvenile Reformatory Centers = 0
Number of Psychologists/ Psychiatrists = 0

leaving their needs unmet.[178] The failure to provide safe, gender-sensitive spaces and tailored rehabilitation options highlights significant gaps in ensuring equitable treatment within the province's prisons.

The following section analyses the data received from the Inspector General of Prisons, Balochistan.

Prison Population in Balochistan by Gender

According to the data received by IG Prisons, in 2022, there were 11,285 male inmates and 95 female inmates. However, in 2023, the number of male inmates decreased to 9,933, and that of female inmates to 91. The figure below represents the population of inmates disaggregated by sex and prison across Balochistan in 2022 and 2023.
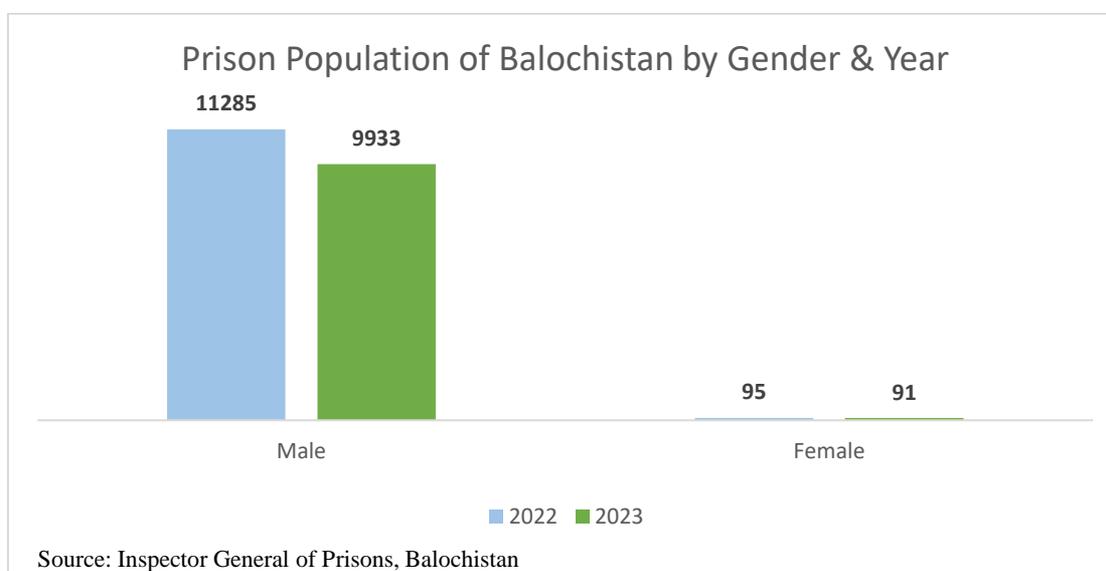
Figure 178: Prison Population of Balochistan by Gender & Year

District Prison Quetta and Central Prison Gadani had the highest number of male inmates, with 3,031 (26.86%) and 1,993 (17.66%), respectively. In contrast, District Prison Nushki and Central Prison Mastung reported the lowest male inmate populations, with 281 and 287 male prisoners, respectively. For female inmates in 2022, Central Prison Gadani and District Prison Quetta had

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[178] Ibid

the highest counts, with 32 (33.68%) and 29 (30.53%), while Central Prison Mastung and District Prison Nushki had the lowest, with two and one female inmates, respectively.

Figure 179: Total Prison Population in Balochistan by Gender (2022)
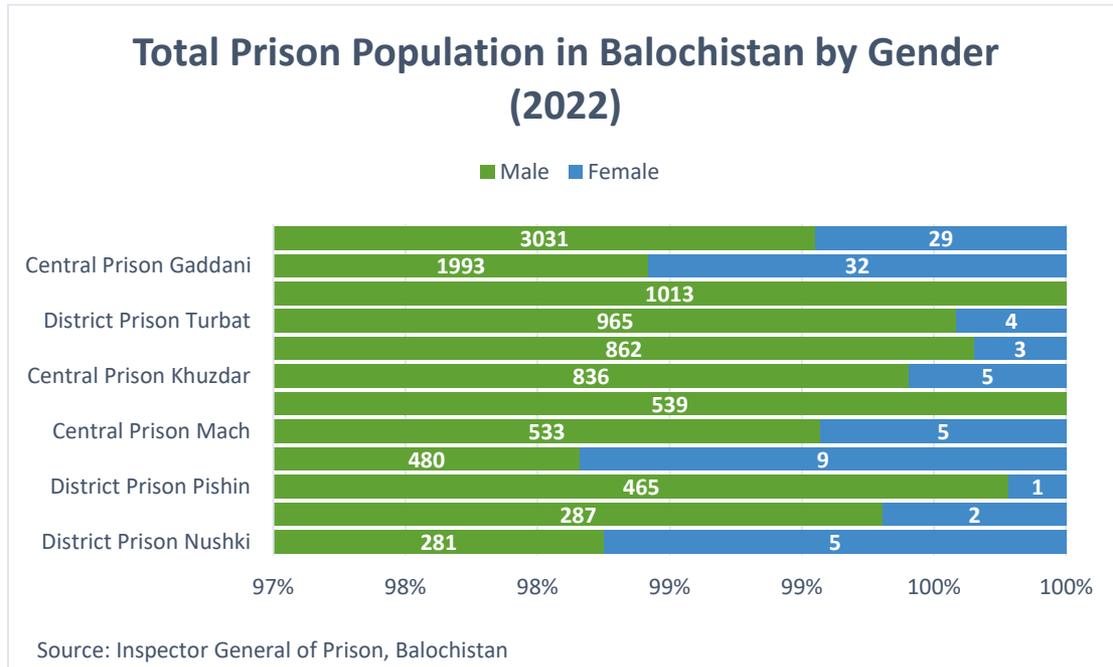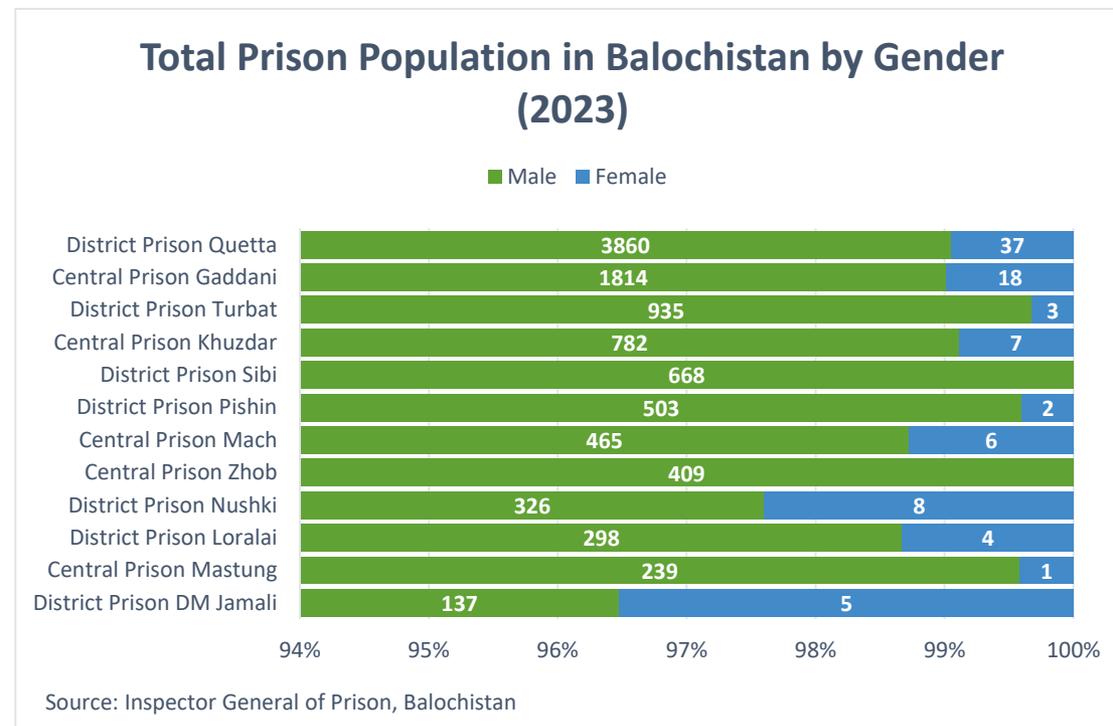

Figure 180: Total Prison Population in Balochistan by Gender (2023)

District Prison Quetta and Central Prison Gadani again held the highest population of male inmates, with figures of 3,860 (38.86%) and 1,814 (18.26%), while Central Prison Mastung and District Prison Dera Murad Jamali had the lowest, with 239 (2.41%) and 137 (1.38%) male inmates, respectively. For female inmates in 2023, District Prison Quetta and Central Prison Gadani reported the highest numbers, with 37 (40.66%) and 18 (19.78%). The lowest number of female inmates were found in District Prison Pishin and Central Prison Mastung, with two and one female inmates, respectively.

Comparing the totals, the number of male prisoners decreased by 1,352 individuals (11.98%) from 2022 to 2023, while the number of female prisoners decreased by four (4.21%). Specifically, in Central Prison Gadani, the number of male inmates dropped from 1,993 to 1,814, a reduction of 179 (8.98%). The female inmate population in the same prison declined from 32 to 18, a decrease of 14 (43.75%). On the other hand, District Prison Quetta saw a significant increase in male inmates from 3,031 to 3,860, an increase of 829 (27.35%). Likewise, the number of female inmates at District Prison Quetta rose from 29 to 37, an increase of eight (27.59%).

Overall, most prisons experienced a decline in male inmates, with the most significant decreases reported in Central Prison Zhob and District Prison Dera Murad Jamali. The trends for female prisoners were relatively stable, with notable fluctuations in Central Prison Gadani and District Prison Quetta, both experiencing declines despite increases in other facilities. The contrasting changes in the male and female inmate populations may suggest changes in the judicial system regarding sentencing, rehabilitation programs, or crime rates. Reducing inmate numbers could indicate improved conditions, alternative sentencing methods, or community programs to decrease recidivism.

Types of Crimes Committed by Female Prisoners

The below illustrates the types of crimes committed by female prisoners in 2022 and 2023. In 2022, approximately 25 women were charged with murder, 5 with drug trafficking, and 28 for other types of offences. In 2023, the numbers changed, with 12 women accused of murder, nine charged with drug trafficking, and 21 categorised under other crimes.

Types of Crime committed by Female Prisoners (2022-23)

Source: Inspector General of Prison, Balochistan
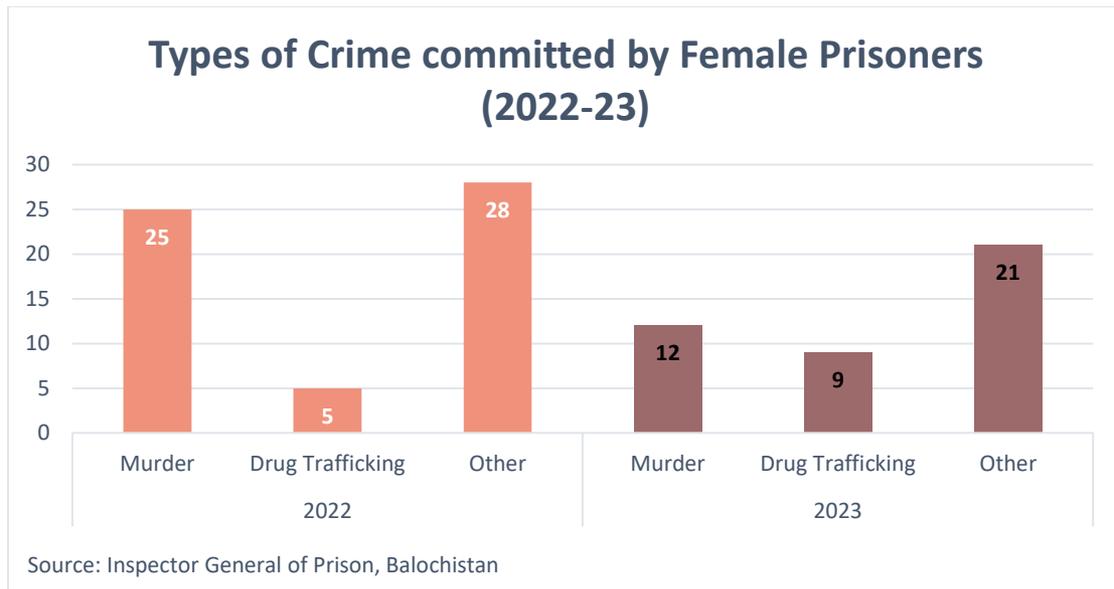
Figure 181: Types of Crime committed by Female Prisoners (2022-23)

Number of Female Prisoners Accompanied by Their Children

Number of Female Prisoners Accompanied by Their Children (2022-23)

Source: Inspector General of Prison, Balochistan
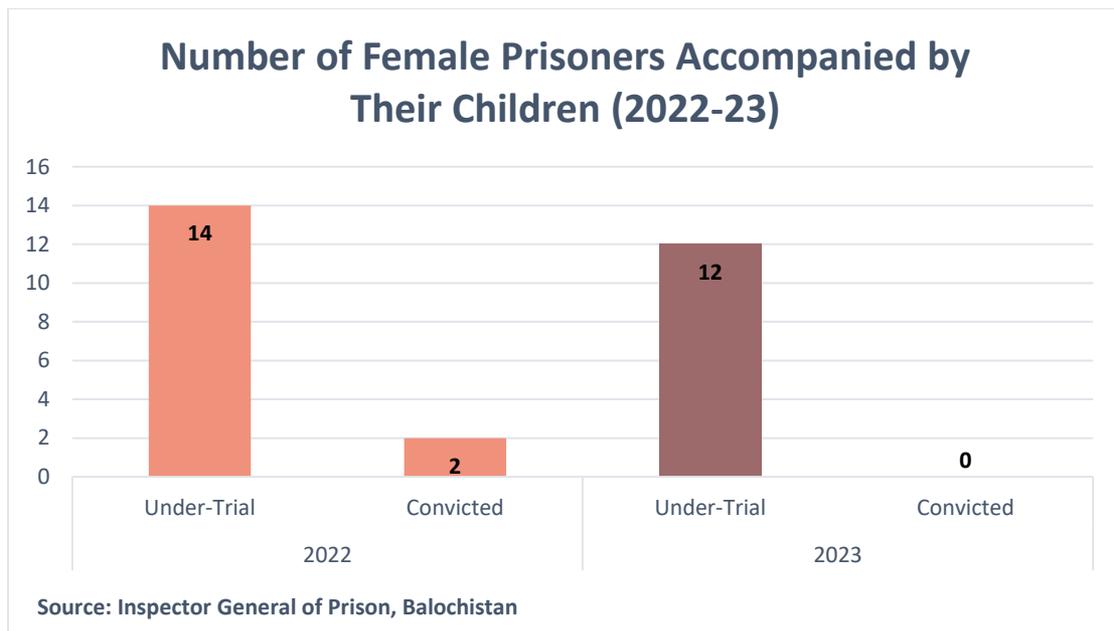
Figure 182: Number of Female Prisoners Accompanied by Their Children (2022-23)

The bar chart above shows the number of female prisoners accompanied by their children in 2022 and 2023. In 2022, around 14 female prisoners accompanied by their children were under trial, while two were convicted. In 2023, 12 were under trial, with no convictions occurred.

Support Services for Women in Prisons

Figure 183: Support Services For Women In Prisons

The above bar chart describes the cases of female prisoners supported by legal aid in 2022 and 2023. In 2022, only one female was supported by the legal aid program by the prison department inhabited at District Prison Pishin. This implies that more legal aid programs are needed to assist female inmates inhabited across various prisons in Balochistan.
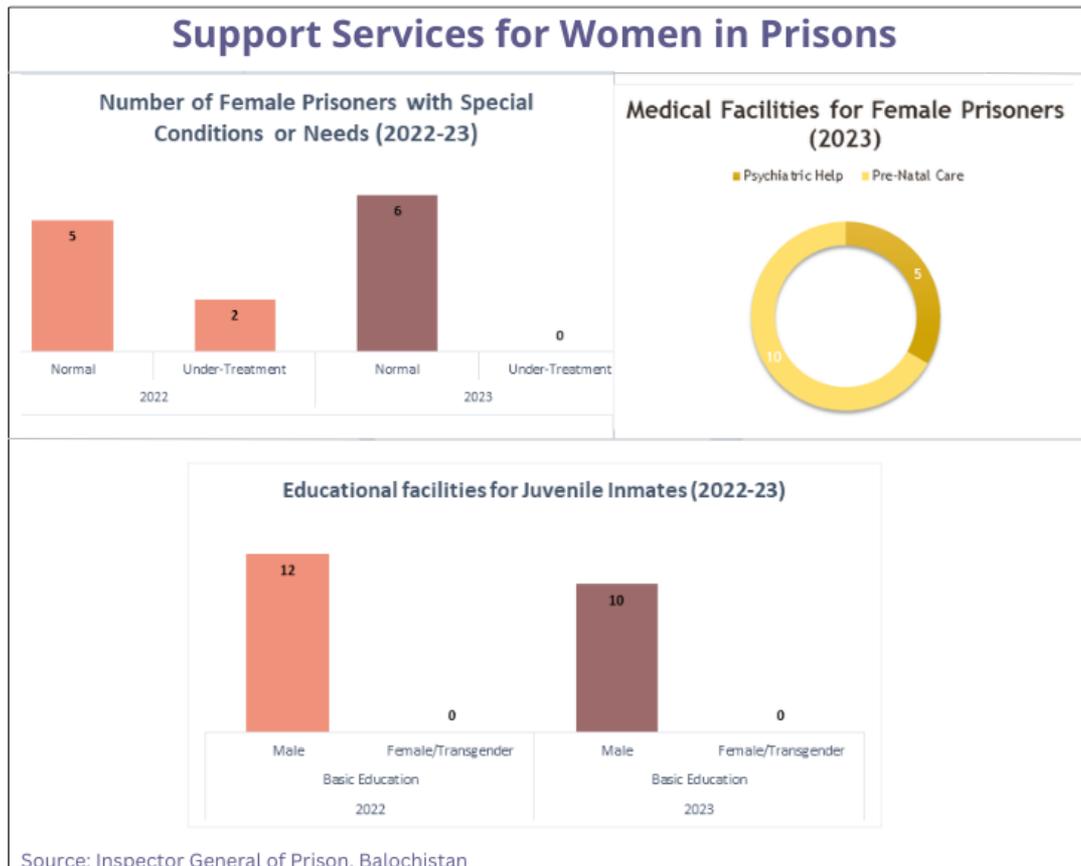
Discrimination and Harassment

Harassment in the workplace is a significant issue impacting individuals across all genders, although it disproportionately affects women. This leads to an unsafe, uncomfortable, and hostile work environment for them. Harassment refers to an unacceptable behaviour exhibited by one or more individuals – taking various forms, some of which are more easily identifiable than others. Harassment occurs when one or more workers or managers are repeatedly and deliberately subjected to humiliation, abuse, or degrading treatment in the place of their work. According to the Council of Europe (2002), harassment is defined as a situation "where an unwanted conduct related to the sex of a person occurs with the purpose or effect of violating the dignity of a person, and of creating an intimidating, hostile, degrading, humiliating or offensive

environment".[179] Sexual harassment takes place when any form of "unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment".[180] Harassment based on a person's sex and sexual harassment are clear violations of human rights and contrary to the principle of equal treatment between women and men enshrined in the 1973 constitution of Pakistan.

In 2019, the International Labour Organization adopted the C190 – Violence and Harassment Convention 2019, which aims to provide a comprehensive framework to address violence and harassment in the workplace, ensuring protection for all workers while fostering a safe and equitable working environment. The Violence and Harassment Convention, 2019 (No. 190) defines 'violence and harassment' in the world of work as "a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aims at, result in, or are likely to result in physical, psychological, sexual or economic harm, [including] gender-based violence and harassment".[181]

The government of Pakistan is yet to ratify the ILO's C190 - Violence and Harassment Convention, 2019. The Balochistan government implemented the Protection against Harassment of Women at the Workplace Act in 2016, following the federal government's Protection against Harassment of Women at the Workplace Act, 2010. The Balochistan Protection against Harassment of Women at the Workplace Act, 2016 stipulates that all public and private organizations are required to establish an internal code of conduct alongside a complaint mechanism to ensure a safe working environment for women. This legislation empowers organizations to address issues of sexual harassment internally through self-regulation. The Federal Ombudsperson Secretariat for Protection against Harassment (FOSPAH) and the Ombudsperson of Balochistan for the Protection against Harassment of Women at the Workplace are mandated to receive complaints on harassment at the workplace.

The figure illustrates the percentage of people who faced discrimination or harassment based on gender in the past 12 months, categorised by sex and district. Musakhel leads with 25.9% of women feeling discriminated against, followed by Kohlu at 19.7% and Pishin at 16.5%. In contrast, Sibi and Washuk report very low percentages, at 0.1% and 0.2%, respectively. For males, Pishin has the highest percentage at 20%, followed by Kohlu at 16.8% and Kharan at 14.2%. Naseerabad and Jaffarabad report minimal figures at 0.1% and 0.2%. Notable gender disparities appear in Dera Bugti, where 10.4% of females felt discriminated against versus 0.9% of males, and in Naseerabad, with 0.6% of females and 0.1% of males. Districts like Sibi show low

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[179] The Council of Europe, 2002
[180] Ibid
[181] ILO, 2019

representation for both genders, suggesting potential issues with reporting or awareness of discrimination.
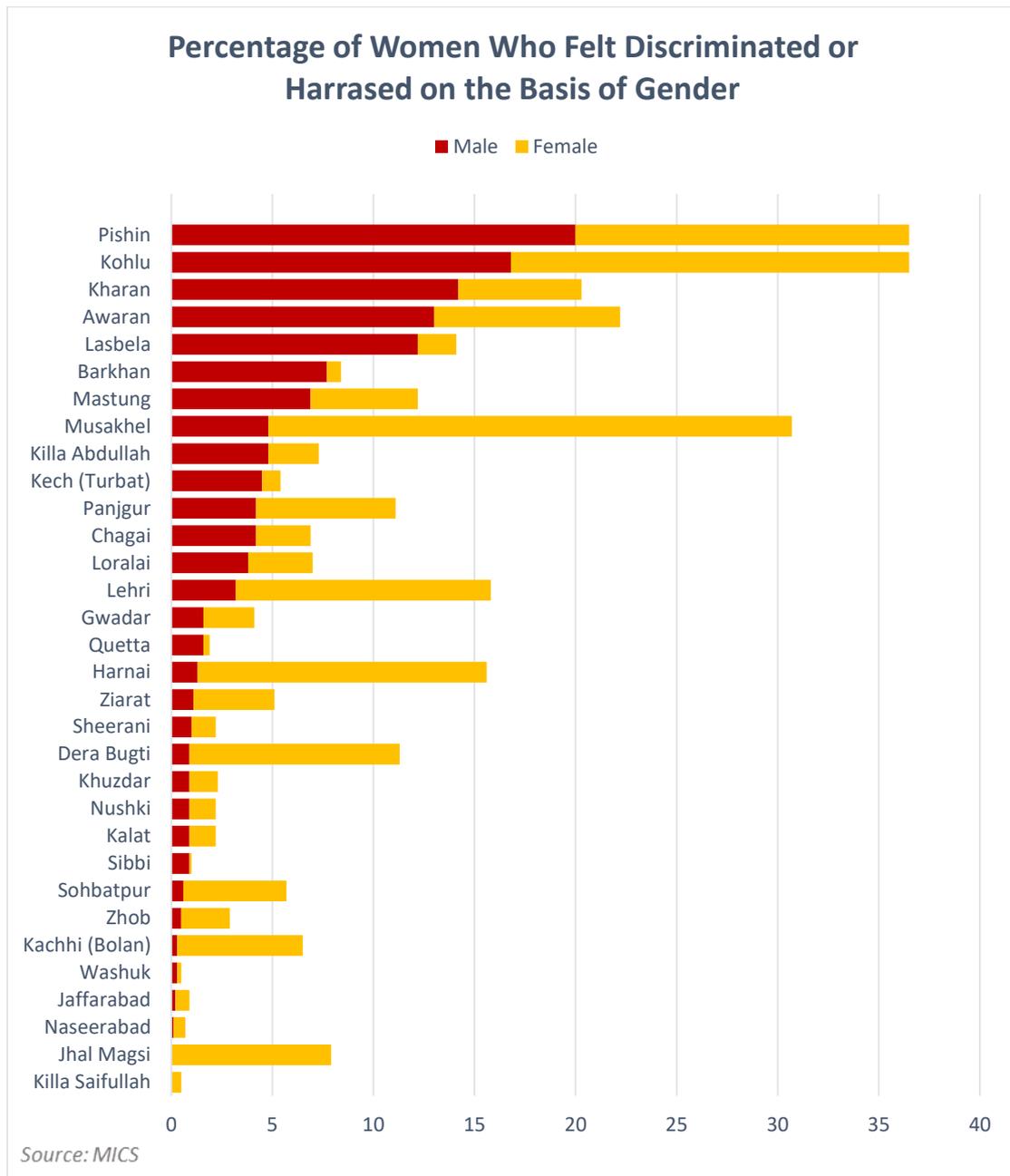
Figure 184: Percentage of Women Who Felt Discriminated or Harassed on the Basis of Gender

Females consistently reported higher incidents of being discriminated or harassed than males, highlighting the need for targeted gender equality initiatives and awareness campaigns. Notable spikes in harassment perceptions among certain demographics suggest a focus on vulnerable groups. The low reporting in some districts may stem from a lack of awareness of rights or trust

in reporting mechanisms, necessitating improved educational initiatives on what constitutes harassment and discrimination.

The Office of the Ombudsperson

Awareness against workplace harassment is crucial for fostering a safe, respectful, and productive work environment. It empowers employees, promotes a responsive organisational culture, enhances employee well-being, ensures compliance with laws, and ultimately contributes to the organisation's overall reputation.

Figure 185: Harassment Training/Awareness Programs

The figure above presents data on harassment awareness and training programs conducted in 2022 and 2023. In 2022, 49 training/awareness sessions were conducted. The number significantly declined to 8 in 2023.
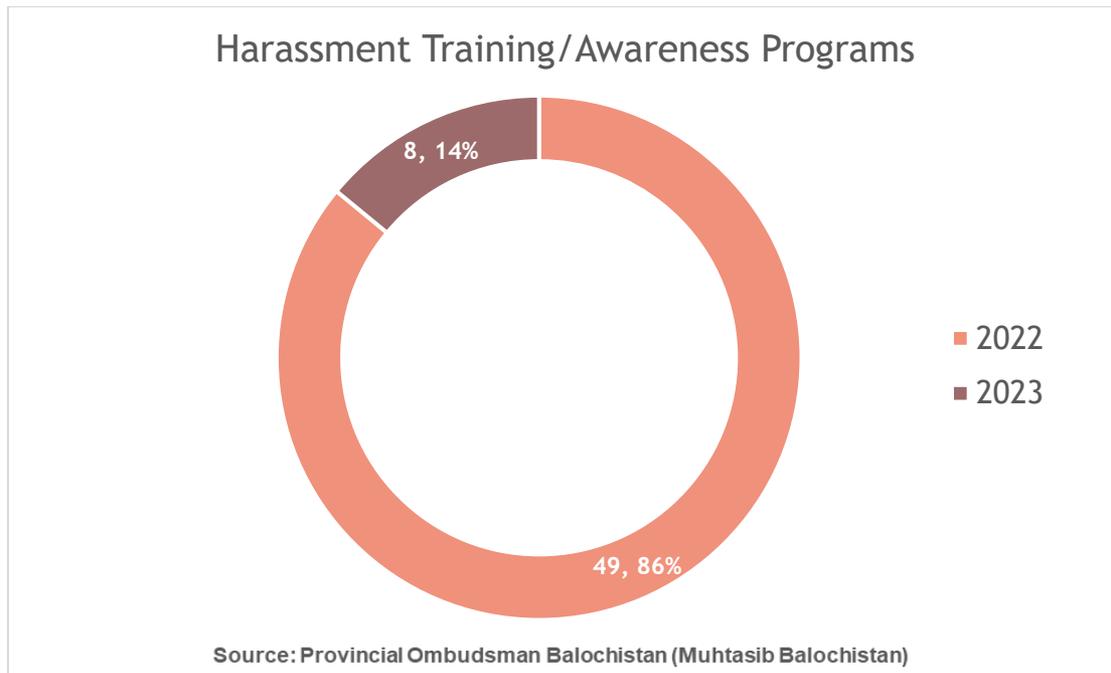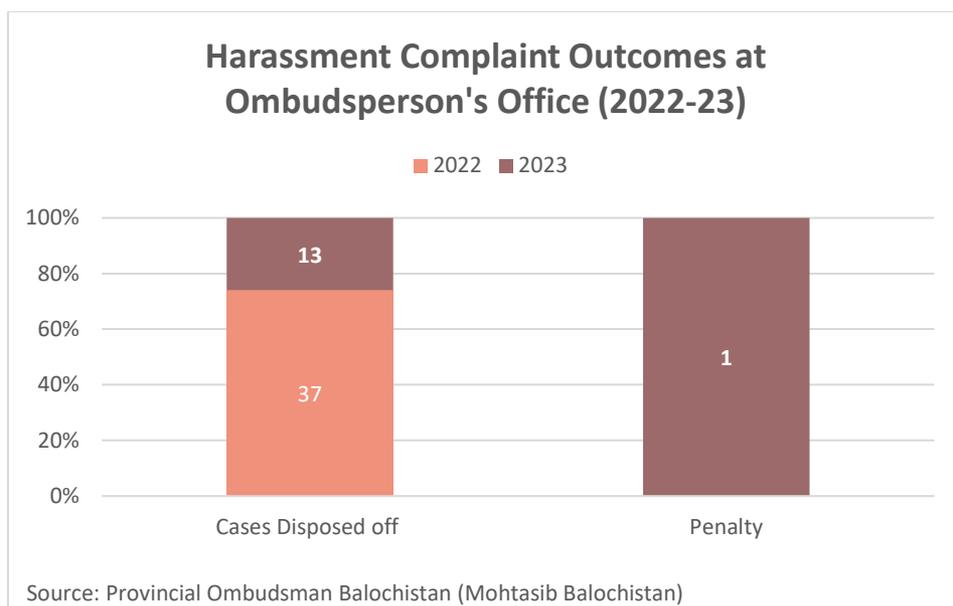
Figure 186: Harassment Complaint Outcomes at Ombudsperson's Office (2022-23)

The above bar chart represents harassment complaint outcomes taken up by the Ombudsperson Office during 2022 and 2023. A total of 37 cases were disposed of in 2022 with no penalties issued. In 2023, the number of cases decreased to 13, with one penalty issued, indicating a potential increase in law enforcement on harassment.

Government-run Social Services Institutions
Shaheed Benazir Bhutto Women Crisis Centers (SBBWC)

Shaheed Benazir Bhutto Women Crisis Centers (SBBWC) were established to provide temporary accommodation for up to 72 hours to women and children in distress. There are three women crisis centres and shelter houses functioning under the Women Development Department (WDD) across Balochistan, located in Quetta, Khuzdar, and Sibi districts. These crisis centres offer various facilities, including temporary shelter for the victims of violence during emergencies, medical assistance or first aid for women in distress, free legal aid, as well as psychosocial counselling. These crisis centres also serve as referral points to connect distressed women with various service providers or agencies in Balochistan province.

The Shaheed Benazir Bhutto Women Crisis Centers (SBBWC), Quetta, is functioning with one Manager, two Assistant Directors, one Law Officer, one Social Welfare Officer, two Assistants, one Computer Operator, one Accountant, three Helpline Operators, one Assistant Computer Operator, and one Driver.

During the years 2022 and 2023, the SBBWC, Quetta, received a range of complaints, including those associated with domestic violence, family matters, forced marriages, and property-related issues. A detailed description of the complaints is provided below:
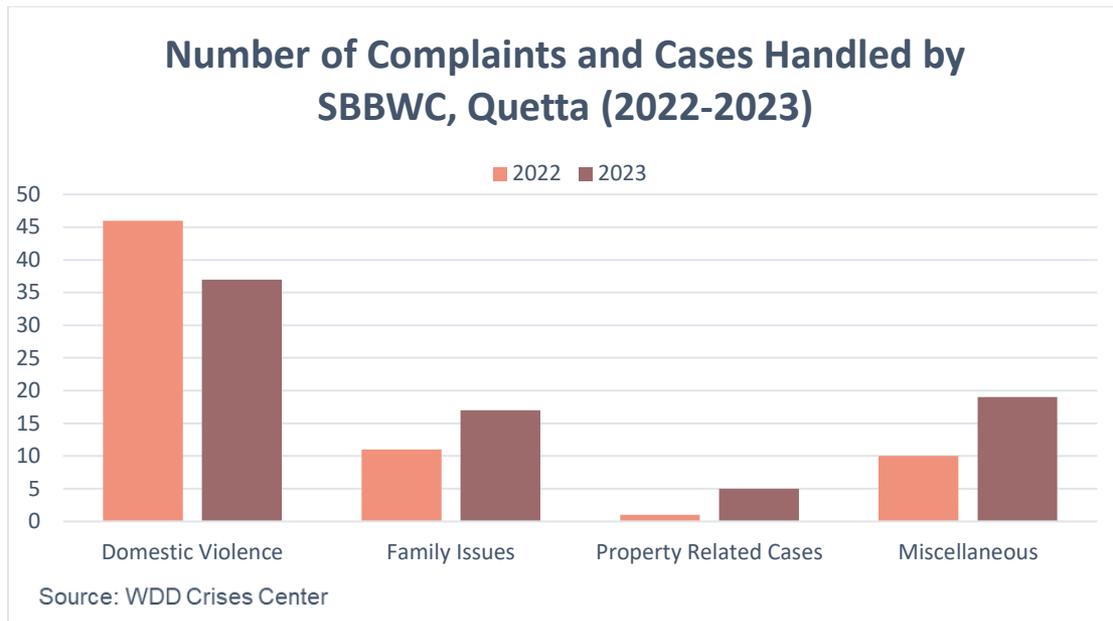
Figure 187: Number of Complaints and Cases Handled by SBBWC, Quetta (2022-2023)

In 2022, the SBBWC, Quetta received 68 complaints; of these, 45 (66.18%) complaints, constituting a vast majority, pertained to domestic violence, followed by 11 (16.18%) related to family issues (conjugal rights, custody of minors, dowry, and Haq Mahar). Out of those 45 complaints about domestic violence, physical violence constituted the majority of the complaints, with 24 (53.33%) of the total.

In 2023, out of 80 complaints, 34 (42.5%) were associated with domestic violence, followed by family issues, accounting for 17 (21.25%) complaints.

Comparing both years, 2023 has seen a sharp increase from 68 to 80 complaints, accounting for a 17.64% increase in overall complaints received by SBBWC, Quetta, a decrease from 45 to 34, making a 24.22% decrease in complaints of domestic violence, and an increase from 11 to 17 constituting 54.54% increase in complaints associated with family issues.

Services Provided by SBBWC for Women affected by Violence, Quetta in 2022 and 2023
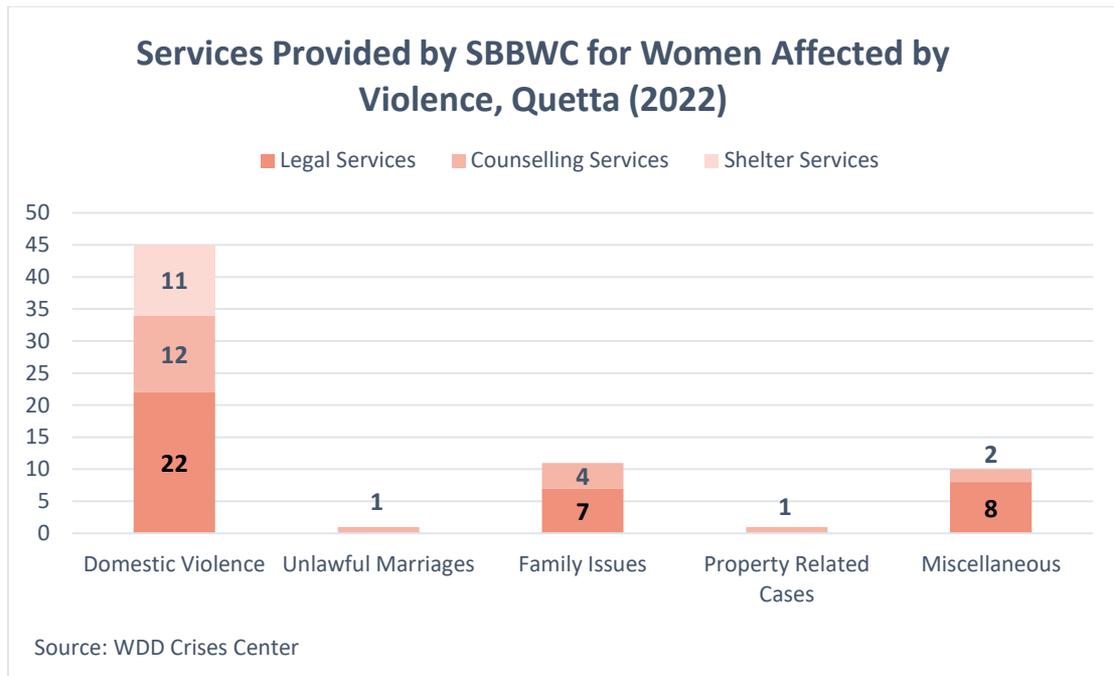
Figure 188: Services Provided by SBBWC for Women Affected by Violence, Quetta (2022)

In 2022, the SBBWC in Quetta documented a total of 68 complaints of violence against women. Among these, 45 cases pertained to domestic violence. Of these, 22 individuals received legal services, 12 were provided counselling, and 11 were offered shelter. Additionally, there were 11 cases concerning family issues, in which seven individuals accessed legal services and four sought counselling.

Services Provided by SBBWC for Women Affected by Violence, Quetta (2023)
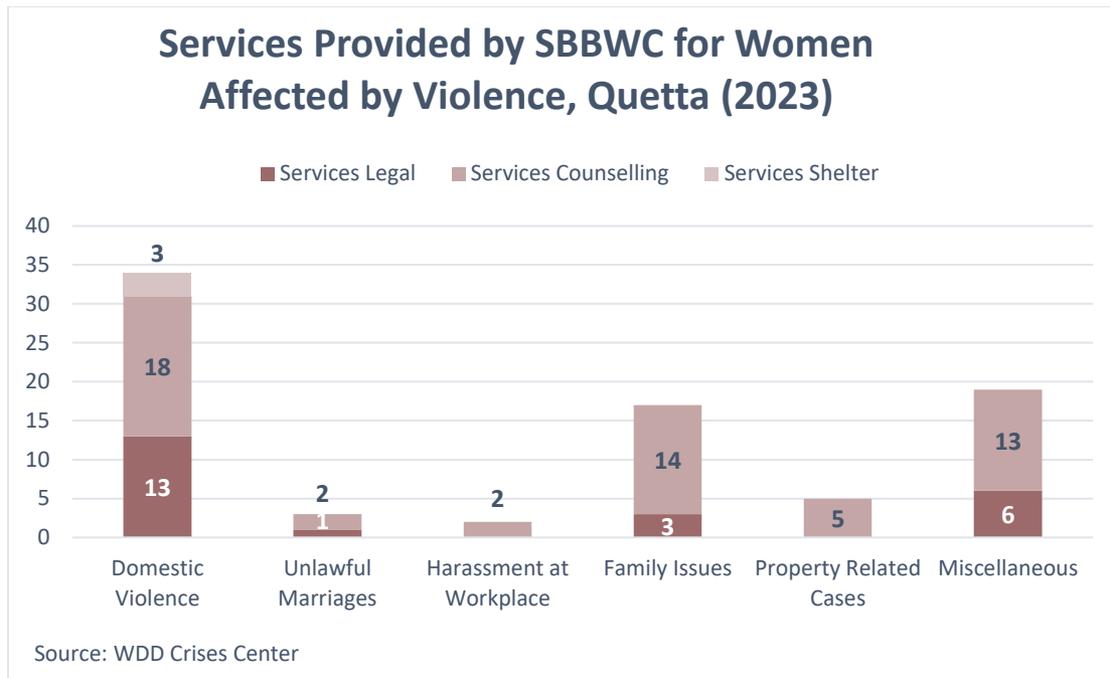
Figure 189: Services Provided by SBBWC for Women Affected by Violence, Quetta (2023)

In 2023, the SBBWC in Quetta documented a total of 80 complaints of violence against women. Among these, 34 cases pertained to domestic violence. Of these, 13 individuals received legal services, 18 were provided counselling, and three were offered shelter. Additionally, there were 17 cases concerning family issues, in which three individuals accessed legal services and 14 received counselling.

Shelter & Support Services by SBBWC in Quetta & Khuzdar by Year
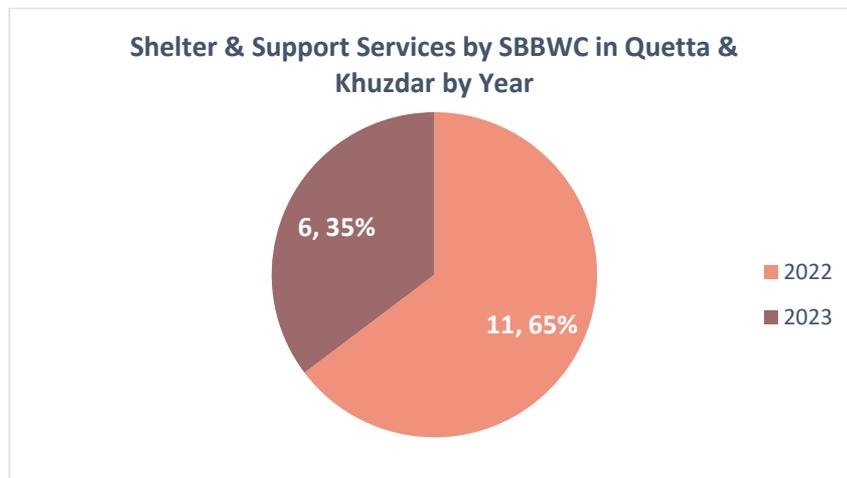
Figure 190: Shelter & Support Services by SBBWC (2022-23)

In 2022, SBBWC Quetta provided shelter and support services to 11 women; however, this number dropped to just three in 2023. In contrast, SBBWC Khuzdar did not provide any shelter or support services in 2022, but in 2023, three women received these services at SBBWC Khuzdar.

Redressal Provided by SBBWC, Quetta, Sibi and Khuzdar during 2022 and 2023
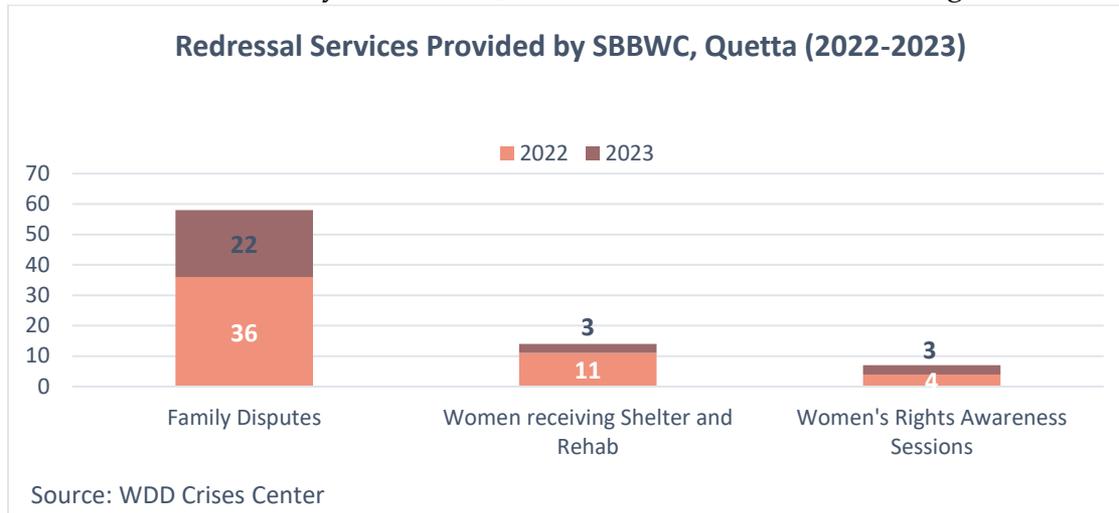
Figure 191: Redressal Services Provided by SBBWC, Quetta (2022-2023)

In 2022, 36 complainants, compared to 22 in 2023, aged between 18 and 45, received legal assistance for family disputes at SBBWC, Quetta. Of these, 11 women received shelter and rehabilitation services in crisis centres in 2022 and 3 in 2023 for 24 hours only. The number of awareness sessions or campaigns conducted on women's rights in 2022 was 4 against 3 in 2023. The facilities at SBBCW in Quetta consisted of two rooms, each containing two beds; there were no changes in the facilities provided during these years.
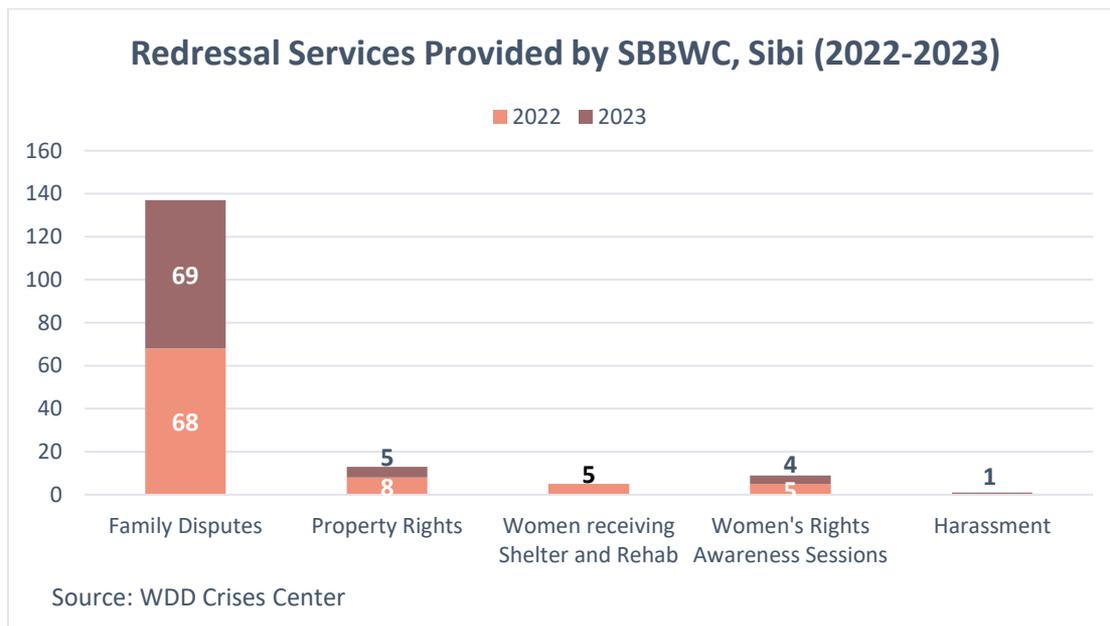
Figure 192: Redressal Services Provided by SBBWC, Sibi (2022-2023)

In 2022, the SBBWC in Sibi provided assistance to 68 complainants aged between 18 and 45 who sought legal support for family disputes, compared to 69 complainants in 2023. In addition, five women in 2022 and eight women in 2023 received assistance related to property rights. Among

those assisted in 2022, five women received shelter and rehabilitation services in crisis centres, but this number dropped to zero in 2023. Additionally, there were 5 awareness sessions or campaigns conducted on women's rights in 2022, compared to 4 sessions in 2023. The facilities at SBBCW, Sibi included 1 room with 4 beds along with an air conditioning system, a washing machine, and a library during 2022 and 2023.
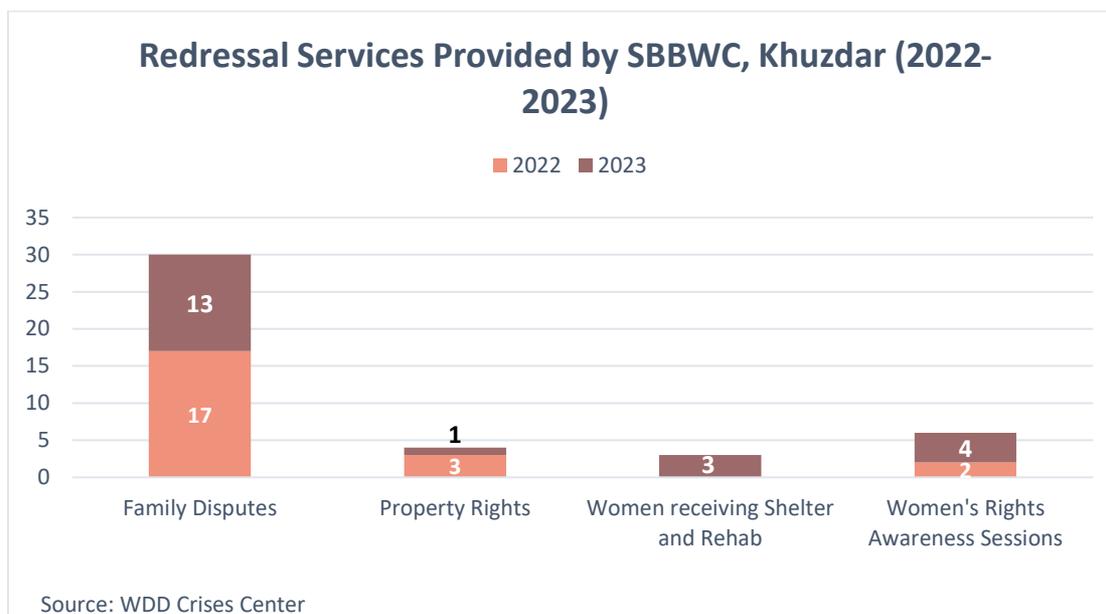
Figure 193:Redressal Services Provided by SBBWC, Khuzdar (2022-2023)

In 2022, 17 complainants aged between 18 and 45 received legal assistance for family disputes at SBBWC in Khuzdar. In contrast, only 13 individuals received legal aid for family disputes in 2023. Three women accessed shelter and rehabilitation services in crisis centres in 2023, albeit for only 24 hours, while no women received such services in 2022. In addition, three women in 2022 and one woman in 2023 received assistance related to property rights. Additionally, awareness sessions or campaigns on women's rights increased from 2 in 2022 to 4 in 2023. The facilities at SBBCW, Khuzdar, included two rooms, each with two beds, in 2022 and 2023 with no changes.

GBV Women Helpline 1089

In 2022, the women's helpline received a total of 344 complaints. This figure saw a significant increase in 2023, with 894 complaints reported from various districts across Balochistan, as well as some from other provinces, including the Islamabad Capital Territory (ICT). The number of complaints rose from 344 to 894, marking an increase of 159.88%.
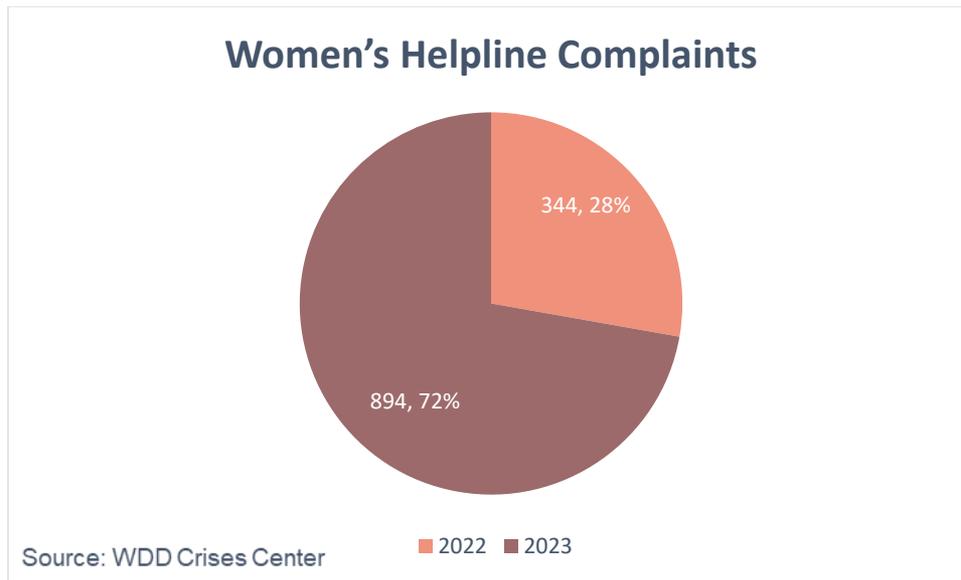
Figure 194: Women's Helpline Complaints

The complaints varied in nature and included issues such as physical and verbal abuse, domestic violence, cybercrimes, harassment, inheritance disputes, requests for shelter, and psychosocial support.

The individuals seeking help included married, single, divorced, and widowed women aged between 18 and 55. They reached out for assistance by visiting the GBV Women's Helpline in person or calling the helpline number 1089.

Figure 195: Services Provided (WDD Crises Centers)

During the years 2022-2023, 12 awareness sessions on women's rights were conducted in several districts across Balochistan. On the other hand, legal assistance was provided to 60 women aged

between 15 and 55 who faced distress related to family issues, harassment, and civil matters. All of these issues were referred to the relevant offices and departments for resolution. It is important to note that the data provided by the GBV Women Helpline 1089 at the Women Development Department was not disaggregated by age, marital status, district, type, or outcome of complaints.

Recommendations

Policy

Gender-Responsive Governance

Establish gender-transformative governance structures and ensure gender equality is prioritised in legislative and policy processes. Gender Sensitive/Friendly/Gender Responsive Infrastructure,

Increase Political Participation

Take steps to achieve 33% of women's critical mass in provincial and local government, as recommended in the National Action Plan (NAP) 1998.

Ensure women's meaningful representation in political party candidature by safeguarding the 5% rule and gradually increasing it to 25%.

Access to Justice/Violence against Women and Girls

Revise and update the guidelines and standard operating procedures for the medico-legal care of sexual violence victims.

Strict implementation of SoPs at all levels and hospitals must ensure regular raising of awareness and campaigns with links to the referral mechanisms .

Procedural

Gender-Responsive Governance

Enhance compliance with Pakistan's International Commitments on gender equality and implement evidence-based gender mainstreaming initiatives, including a gender accelerator in the Balochistan government's Planning and Development Department.

Institutionalise the reporting of gender indicators (SDG-5, CEDAW, UPR) and improve the reliability of gender-related data in collaboration with the Pakistan Bureau of Statistics (PBS).

Promote gender-responsive data collection, analysis, budgeting, monitoring, and evaluation across all programs and ministries.

Encourage ministries to integrate gender equality into their annual development plans, sector strategies, PC-1s, and Public Sector Development Program (PSDP) portfolios.

Political Participation

Create avenues for and advance female leadership, mentorship, and engagement so women's voices can be meaningfully integrated into legislative, policy and implementation processes.

Ensure the expansion of women's roles in parliament through Women's Parliamentary Caucuses and their appointment to decision-making positions.

Build the capacity of the women in the provincial legislative assembly and local government to advance the gender equality agenda through gender-responsive legislation.

Launch local female voter registration campaigns with district NADRA offices in priority districts with many unregistered females, utilising mobile CNIC registration booths/vans in colleges and training centres.

Initiate programs to educate female voters to use their votes effectively to improve women's political participation and strengthen the democratic process of free, fair and transparent elections.

Access to Justice/Violence against Women and Girls

Promote and educate the public, especially women, about pro-women legislation and policies through newspapers, local television channels, public sector websites, and integrated helplines that provide information and support.

Establish Anti-Rape Crisis Cells in hospitals to facilitate the registration and comprehensive one-stop response for the victims of gender-based violence (GBV), offering healthcare, psychosocial support, legal aid, and shelter.

Create Violence Against Women Centres (VAWCs) for victims of gender-based violence, ensuring prompt access to justice in all districts of Balochistan.

Strengthen the justice sector's response to GBV by expediting investigation procedures and improving the collection of DNA evidence.

Implement campaigns to raise awareness about helplines like 1089, enhance help desks for legal assistance information, and integrate GBV and human rights education into the curriculum to engage men and boys in advocacy efforts for gender equality.

Women leadership in the JSI and decision making role.

LEGISLATIVE FRAMEWORK

LEGISLATION FOR WOMEN

Legislation is the process through which legislative bodies create and enact laws or statutes. In a parliamentary democracy, the parliament is the foremost institution for law-making. The law is the basis of democracy, organizing the society and protecting the rights and duties of its citizens.[182] Parliament is important in governance, but things like political systems, legislative power, political will, and available resources can affect how well legislative bodies within the parliament function. Tensions surrounding resource distribution and persistent political instability can hinder parliament's ability to function fairly, undermining its role in promoting good governance.

A legislature that is independent and not tied to any political party, along with enough resources, can improve governance by ensuring transparency, accountability, and inclusivity in decision-making. The legislation seeks to enhance parliamentary institutions by improving law-making processes, increasing oversight, and implementing structural reforms in the larger interest of the public. This involves updating procedures, making constitutional amendments, and establishing strong regulations for executive actions. The members of legislative bodies ensure proper checks on the executive by advocating for inclusive policy-making and genuinely representing people's interests, hence shaping parliaments upholding democratic values and fostering good governance.[183]

Legislation is pivotal in maintaining the structure of a democratic system. It facilitates governance by establishing the legal foundation for policy implementation and public administration. Legislation safeguards fundamental human rights and ensures citizens' equality, freedom, and justice.[184] It mandates accountability for public institutions, fosters transparency in governance[185], and provides mechanisms to resolve disputes peacefully and equitably.[186] Democratic regimes thrive on the principle of separation of powers, where the legislature, executive, and judiciary operate independently yet collaboratively.[187]

Globally, legislative priorities in 2022-2023 were shaped by pressing challenges such as climate change, public health crises, gender equality, and human rights advocacy. Noteworthy developments included countries that enacted laws to meet commitments under the Paris Agreement, emphasizing renewable energy, carbon neutrality, and biodiversity conservation.[188] After the COVID-19 pandemic, nations prioritized healthcare reforms, focusing on vaccine

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[182] National Sustainable Development Goals Framework, 2018
[183] Kabba, 2022
[184] UNEP, 2023
[185] ADB, 2023
[186] UNHCR, 2023
[187] ILO, 2023
[188] UNEP, 2023

distribution, healthcare accessibility, and pandemic preparedness.[189] There was a significant push toward gender equality, anti-discrimination laws, and protections for vulnerable populations, such as refugees and migrants.[190]

In Asia, legislative efforts in 2022-2023 addressed regional challenges, such as laws regulating data protection and cybersecurity, which were introduced to address the growing risks of cybercrime and ensure digital sovereignty.[191] Several countries reviewed and amended their labour laws to strengthen workers' rights and align them with International Labour Organization (ILO) conventions.[192] Gender-sensitive policies, such as workplace harassment laws, gained traction, reflecting commitments to Sustainable Development Goal (SDG) 5 on gender equality.[193]

Notably, international obligations and domestic challenges influenced Pakistan's legislative priorities during 2022-2023. These included laws on Protection against Harassment of Women at the Workplace (Amendment) Act, 2022, aimed to widen the definition of workplace and workplace harassment, emphasizing women worker's welfare and protection. The Anti-Rape (Trial Procedure) Rules, 2022, and Anti-Rape (Crisis Cell and Medico-Legal) Rules, 2023, sought to streamline justice for the survivors of sexual violence.[194] On the other hand, in Balochistan, legislative priorities during 2022-2023 reflected the Government of Pakistan's commitments to international treaties such as CEDAW and ILO's conventions and pressing needs of the province, hence aligning policies and laws with international commitments and adhering to International Labour Organization standards.

The enactment of the Balochistan Maternity Benefit Act, 2022 and the Balochistan Occupational Safety & Health Act, 2022, aimed to improve labour conditions and ensure safe working conditions free from coercion and harassment for the workers. Likewise, Balochistan's domestic violence and workplace safety laws incorporated international best practices, demonstrating efforts to align with global standards while addressing local needs.[195] The Balochistan Workers Compensation Act of 2022 has enhanced worker protection, including financial compensation for work-related accidents and injuries. Initiatives under the Gender Equality & Women's Empowerment Policy 2020-2024 have expanded educational and economic opportunities for women.

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[189] WHO, 2023

[190] UNHCR, 2023

[191] ADB, 2023

[192] ILO, 2023

[193] UNEP, 2023

[194] Government of Pakistan, 2022

[195] ILO, 2023

Ratification of International Treaties/Conventions by the Islamic Republic of Pakistan

Pakistan has ratified numerous international human rights conventions and treaties. In line with these commitments, the country has made significant efforts to align itself with the international legal framework, particularly with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which is the core instrument to protect and promote women's rights globally. CEDAW urges state parties to take appropriate measures to advance women's rights. Below is a comprehensive list of the key human rights treaties and conventions that the Islamic Republic of Pakistan has ratified.

Name of the Convention/Treaty	Year of Adoption	Signature ad referendum, Ratification/Accession
Universal Declaration of Human Rights (UDHR)	1948	Pakistan became a signatory to the Universal Declaration of Human Rights in 1948. UDHR is legally non-binding.
International Convention on the Elimination of All Forms of Racial Discrimination (CERD)	1965	Signature: 1966, Ratification/Accession: 1966
International Covenant on Civil and Political Rights (ICCPR)	1966	Signature: 2008, Ratification/Accession: 2010
Optional Protocol to the International Covenant on Civil and Political Rights	1976	Signature: NA, Ratification/Accession: NA
Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty	1989	Signature: NA, Ratification/Accession: NA
International Covenant on Economic, Social, and Cultural Rights (ICESCR)	1966	Signature: 2004, Ratification/Accession: 2008
Optional Protocol to the International Covenant on Economic, Social, and Cultural Rights	2008	Signature: NA, Ratification/Accession: NA
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	1979	Signature: NA, Ratification/Accession: 1996

Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women	1999	Signature: NA, Ratification/Accession: NA
Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)	1984	Signature: 2008, Ratification/Accession: 2010
Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	2002	Signature: NA, Ratification/Accession: NA
Convention on the Rights of the Child (CRC)	1989	Signature: 1990, Ratification/Accession: 1990
Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict	2000	Signature: 2001, Ratification/Accession: 2016
Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography	2002	Signature: 2001, Ratification/Accession: 2011
Optional Protocol to the Convention on the Rights of the Child on a Communications Procedure	2011	Signature: NA, Ratification/Accession: NA
International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (ICRMW)	1990	Signature: NA, Ratification/Accession: NA
International Convention for the Protection of all Persons from Enforced Disappearance (ICPPED)	2006	Signature: NA, Ratification/Accession: NA
Convention on the Rights of Persons with Disabilities (CRPD)	2006	Signature: 2008, Ratification/Accession: 2011
Optional Protocol to the Convention on the Rights of Persons with Disabilities	2006	Signature: NA, Ratification/Accession: NA

Source: Office of the United Nations High Commissioner for Human Rights

It is essential to acknowledge that, upon ratification, the state of Pakistan has expressed reservations concerning specific articles of the instruments referenced below. These reservations pertain to provisions that may compromise the state's sovereignty or conflict with the Islamic

tenets established in the Constitution of Pakistan. The details of the pertinent articles regarding which Pakistan has expressed its reservations are provided below.

Reservations and Declarations

International Covenant on Civil and Political Rights (ICCPR)	Article 3 of ICCPR requires all State Parties to ensure that men and women enjoy equal rights in all civil and political matters as enshrined in the Covenant. Pakistan declared that the provisions of Article 3 should be so applied to the extent that they are not abhorrent to the provisions of the Constitution and the Sharia laws.
International Covenant on Economic, Social, and Cultural Rights (ICESCR)	The full realization of rights enshrined in the convention is dependent upon the maximum availability of resources.
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	Pakistan declared that it does not consider itself bound by paragraph 1 of Article 29 of the Convention. In case any dispute between two State Parties concerning the application or interpretation of the Convention is not resolved through negotiation, this may be submitted for arbitration, and after six months, any party may submit the same to the International Court of Justice.
Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)	Under Article 8 (2) of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the State of Pakistan declared that it does not take this Convention as the legal basis for cooperation on extradition with other States parties.
Optional Protocol to the Convention on the Rights of the Child on the	Under Article 3 (2) of the Optional Protocol to the Convention on the Rights of the Child on the Involvement of

involvement of children in armed conflict	Children in Armed Conflict, the State of Pakistan declared that the minimum age for recruitment of personnel into the armed forces of Pakistan is 16 years. ii. The armed forces personnel are sent to combatant areas only after they attain the age of majority, i.e., eighteen years iii. The recruitment into the armed forces of Pakistan is purely voluntary without any force or coercion. iv. The recruit is required to present a B-Form issued by the National Database and Registration Authority (NADRA) as a token of proof of having attained the minimum age prescribed under the law for recruitment.

Pakistan has also ratified 8 fundamental Conventions of the International Labor Organization. Besides that, three major conventions which are not ratified by the State of Pakistan include C155 on Occupational Safety and Health Convention, 1981 (No. 155), C190 on Violence and Harassment Convention, 2019 (No. 190), and C189 on Domestic Workers Convention, 2011 (No. 189).

Convention	Year of Ratification	Status
C029 - Forced Labour Convention, 1930 (No. 29)	1957	In Force
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	1951	In Force
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	1952	In Force
C100 - Equal Remuneration Convention, 1951 (No. 100)	2001	In Force
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	1961	In Force
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	1960	In Force
C138 - Minimum Age Convention, 1973 (No. 138)Minimum age specified: 14 years	2006	In Force

C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	2001	In Force

Source: International Labour Organization

Provincial Laws and Policies

Balochistan province has proactively advanced legislative initiatives to protect and promote women's rights, though the progress has been slow compared to other provinces. Balochistan province has made efforts to align its laws with constitutional guarantees concerning women's property rights and to address issues related to inheritance. Balochistan's efforts to implement legislation are indicative of progress towards improving the socio-economic position and rights of women. Not to mention that the legislature in Balochistan faces serious challenges, especially in addressing issues of gender disparity, as for the vast majority of women, discriminatory laws and patriarchal norms subdue their right to education, employment, and property, which in turn continue to disadvantage them. Below is the list of policies and laws enacted during 2022 and 2023 in Balochistan.

Policy/Law	Salient Features
Balochistan Domestic Violence (Prevention and Protection) Act, 2014	1. Expands the definition of domestic violence to include physical, emotional, psychological, verbal, and economic abuse. 2. Establishes Protection Committees and Protection Officers to assist victims, facilitate legal aid, and implement protection orders.

Balochistan Protection Against Harassment of Women at the Workplace Act, 2016	1. Requires all organizations to form committees to address workplace harassment complaints, ensuring a structured response. 2. Defines harassment to include unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature that creates an intimidating or hostile work environment.
Balochistan Commission on the Status of Women Act, 2017	1. Creates an autonomous body to examine policies and programs, ensuring gender equality and women's empowerment in the province. 2. Empowers the Commission to advise the government on legislative and administrative actions for the protection and promotion of women's rights.
Gender Equality & Women's Empowerment Policy 2020-2024	1. The Government of Balochistan's Gender Equality and Women's Empowerment Policy was created in 2020. This policy aims to promote gender equality and empower women in Balochistan through various measures, including enhancing women's access to education, health care, economic opportunities, and decision-making roles. 2. It seeks to eliminate gender-based violence and discrimination while fostering a supportive environment for

	women's rights and their participation in all spheres of life.[196]
The Balochistan Maternity Benefit Act No. XIII 2022	1. This act provides maternity benefits to female employees in Balochistan, ensuring their right to paid maternity leave and other associated benefits. 2. It mandates employers to provide a minimum number of weeks of maternity leave, along with medical care and support provisions, thereby safeguarding the health and well-being of both mothers and newborns.[197]
The Balochistan Occupational Safety and Health Act, 2022	1. The Balochistan Occupational Safety and Health Act, 2022, establishes regulations to ensure safe and healthy working conditions for employees across workplaces in Balochistan. 2. The Act mandates employers to provide safe environment, conduct safety audits, and offer training and equipment to workers. 3. It aims to protect workers from workplace risks and promote a safe, healthy, and decent working environment that addresses physical, physiological, and psychological needs. 4. The act seeks to minimize workplace accidents and foster a culture of safety and well-being for all workers.[198]

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[196] The Government of Balochistan Official Gazette, 2020
[197] The Government of Balochistan Official Gazette, 2022
[198] Balochistan Occupational Safety & Health Act, 2022

The Balochistan Home Based Workers Act, 2022, Act No. VIII of 2022	1. This act recognizes home-based workers and aims to improve their working conditions and rights. 2. It provides for the registration of home-based workers, guarantees fair wages, and ensures access to social security benefits. 3. The act seeks to acknowledge the contributions of these workers to the economy and promote their welfare.[199]
The Balochistan Workers Compensation Act, 2022	1. The Balochistan Workers Compensation Act, 2022, establishes a framework for compensating workers injured or died due to workplace accidents. 2. It mandates employers to provide financial compensation to affected workers or their dependents, ensuring economic security. 3. The act broadens the definition of 'dependent' to include spouses, children, widowed or divorced daughters, parents, siblings, and grandchildren reliant on the worker's earnings.[200]
Acid and Burn Crime Bill/Act	1. Specifically addresses acid and burn-related violence, imposing stringent penalties on perpetrators to deter such crimes. 2. Outlines provisions for medical treatment and rehabilitation of survivors, ensuring necessary support for recovery and reintegration into society.
Balochistan Transgender Policy	1. Aims to eliminate discrimination and ensure inclusion of transgender individuals in social, economic, and political spheres.

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[199] Balochistan Home Based Workers Act, No. VIII of 2022
[200] Balochistan Workers Compensation Act, 2022

	2. Proposes legal safeguards against harassment and violence, ensuring the safety and dignity of transgender persons.

Despite having strong legislative frameworks, enforcing laws in Balochistan remains challenging due to weak monitoring systems. Additionally, public awareness regarding newly enacted laws is limited, thus, highlighting the need for awareness campaigns and advocacy to address lack of awareness about legislation. Moreover, financial and infrastructural constraints further hinder the effective enforcement of laws. Lastly, deeply rooted patriarchal norms and tribal customs often oppose progressive legislation, and a lack of trained personnel, along with weak institutional frameworks, hamper the effective implementation of these laws.

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