

Enabling Empowerment of Women in Punjab

An assessment of the affirmative actions during 2015-2016

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Acronyms and meaning

ADP	Annual Development Plan
APWA	All Pakistan Women's Association
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CERD	Convention on the Elimination of Racial Discrimination
CESCR	Covenant on Economic, Social and Cultural Rights
GRAP	Gender Reform Action Plan
ILO	International Labor Organization
NFC	National Finance Commission
MTDF	Medium Term Development Framework
PANCHAYAT	An informal council of elders, some laws allow their existence as panchayats made some highly controversial decisions, including rape of women as Punishment
PCSW	Punjab Commission on the Status of Women
PDCF	Punjab Day Care Fund
PESRP	Punjab Education Sector Reforms Program
PSDF	Punjab Skill Development Fund
PVTC	Punjab Vocational Training Council
PWD	Population Welfare Department
PWEI	Punjab Women Empowerment Initiatives
S&GAD	Services and General Administration Department
WDD	Women Development Department
VAWC	Violence Against Women Center
VTI	Vocational Training Institute
UPR	Universal Periodic Review

Prelude

A much needed solace

One fine day, Mr. Talib a middle aged landless farmer of the town Chuchak in Okara, a central district of Punjab, found that one of his chickens was hanging out with a neighbour's cock. Talib declared the bird was a Kari. Caught her, executed publically and buried spontaneously.

It might sound funny to some, silly or brutal and even unbelievable to others but Mr. Talib not only did it but he is determined. Ironically, Talib and his likes will continue to do so in the foreseeable future, if they can perpetuate the stereotypes about honour by killing chickens or the sitting ducks, the most vulnerable sections of society. Unquestionably, the act was to demonstrate to the family members and neighbourhood, specifically the women folk, what should those daring to challenge the patriarchal values and structures, expect to happen.

Violence against women works both as a tool and cause for disempowering the women, therefore acid attack, honour crimes and naked parading are not acts in isolation but a manifestation and tool of marginalization of women. For this to change, drastic and result oriented measures need to be taken.

A world view attributable to tribal, feudal values that remains unchecked, for immediate gains rather than egalitarian ideals, social and religious customs. The stark realities, such as this incident, can also help decipher the enormity of the challenges involved in preparing a response to pervasive violent crimes against women in the landscape called Punjab.

The seriousness of the business of empowerment of women means that every penny spent and every bit of me invested in this work deserves deliberations, collective understanding as serious evaluation.

I and AWAM Pakistan are happy to present the findings of our venture into this rather difficult task in the given circumstances. We undertook this happily to contribute to alleviate the sufferings and make lives of people of Punjab happier and with the much-deserved dignity.

Peter Jacob

1. The Purpose of the Study:

The assessment seeks to find ways and means to:

- ❖ Engage constructively, with government institutions or the duty-bearers and to encourage effective implementation of laws and policy measures for women's protection and empowerment.
- ❖ Identify gaps in implementation affirmative measures for women and invite all stakeholders including the authorities to improve and strengthen protection of women's rights.

2. Methodology:

A review of relevant literature (cited and listed in the bibliography, etc.) was carried out to prepare an inventory of *legislative, institutional, administrative and educational* measures taken by the government of Punjab during 2012-2016. An assessment of the said laws looked at relevance of the legislation. The inquiry into affirmative measures included assessment of allocations, level of implementation, assessed by resource utilization and assessment of benefits to the groups of marginalized in focus using primary and secondary data.

While the picture of whole province of Punjab in view, district of Faisalabad was selected as a sample to study the outputs and outcomes of the affirmative measures with regard to empowerment of women. The project team sought information from the government departments through interviews and direct observation to gather information with the help of a pre-prepared questionnaire. The team had the opportunity to talk to 50 beneficiaries and visit 8 government departments that includes Punjab Vocational Training Council, District Jail (women prison) Faisalabad and Shaheed Benazir Bhuto Human Rights Centre for Women in Faisalabad, Women Development Department, Social welfare, Sanat Zar, Working Women Hostel.

A detailed impact analysis was not possible because the measures were either in the initial phase or had been implemented for a short while. Moreover, the information about the implementation was scarce. Some of the departments refused to give information. AWAM Pakistan is also holding the information about source, on request.

Nevertheless, the assessment report cites sources where important. AWAM Pakistan also cross checked information during interviews and direct observations, therefore the data is reliable. This project was carried out during October to September 2017.

In sum, it is important that an informed and conscious effort was made to engage, encourage the government departments manifesting a civil society interest in independent oversight and collaboration.

3. The begin edge:

The Punjab has a population of 110 million that include 70 million (51.5% male and 48.5% female) in the rural while 40 million (52% male and 48% female) that are living in urban areas.¹ Punjab province houses 53 percent of the entire population of Pakistan with a 2.13 percent growth per annum.

The 18th amendment to Constitution of Pakistan 1973² in 2010 enhanced legislative and administrative autonomy of the provincial governments. The Punjab province, equipped with its huge human and material resources pro-actively introduced initiatives for empowerment of women i.e. new protective laws; policies were drafted and amended to achieve this objective.

3.1 Legislation for affirmative measures

The government of the Punjab introduced well-meaning and purposeful legislation between 2012 to 2016 as shown in the following Table.

Table 1. Laws for protection of women introduced in Punjab

Law	Purpose	Observations on Implementation
Punjab Protection Authority Act, 2017	Provide effective gender equitable system for protection, relief and rehabilitation of women against violence in the Punjab; to control, monitor and oversee that system.	Setting up and restructuring the institutions (Violence Against Women Centres) suffered considerable delay, except one in Multan till 2017.
Punjab Protection of Women against Violence Act, 2016	Statutory cover to women against domestic violence, protection of survivors of domestic violence.	Government affirmed to implement, irrespective of the opposing forces.
Punjab Muslim Family Laws (Amendment) Act, 2015	To protect women from exploitation; filing out entire marriage form made mandatory, punishment for failure to comply.	Repetition of legislation shows lack of appreciation for gender parity/effective enforcement of existing laws; training of marriage registrars; Panchayats not discouraged.
Punjab Family Courts (Amendment) Act, 2015	Protect women in matrimonial issues and provide with expeditious resolution of family disputes.	Partly implemented, as only five judges are nominated in Faisalabad District.

¹ http://www.pwd.punjab.gov.pk/population_profile (Retrieved on: October 30, 2017)

² NFC Awards: Commentary and Agenda by Nighat Bilgrami Jaffery, Published in Pakistan Economic and Social Review Vol. 44, No. 2 PP. 209-234

Punjab Marriage Restraint (Amendment) Act, 2015	Rose age for marriage to 18 years/ Increased terms of imprisonment/ fine/increased powers of Family Court.	The law has enormous value, though an outcome of the legislation cannot be verified at this stage.
Punjab Reproductive Maternal Neo-natal and Child Health Authority Act, 2014	Provide a legal framework for managing affairs of employees and staff of national program for primary healthcare and family planning.	The outcomes cannot be ascertained for lack of availability of data.
Punjab Fair Representation of Women Act, 2014	Ensuring fair representation of women in decision-making bodies and their empowerment	WDD made strides for a fair representation of women in all concerned committees.
The Punjab Partition of Immovable Property (Amendment) Act 2015 (X Of 2015) ³	Expeditious partition of immovable property/alleviate suffering of joint owners/women due to protracted litigation and prohibition from inordinate delays / denial of women rights to property.	Revenue department is implementing though maneuvering is possible due to patriarchal Practices. ⁴
Punjab Commission on the Status of Women Act, 2014	Empower women; expand opportunities/socio-economic development and elimination of discrimination against women.	PCSW made excellent progress in institution building, providing information and remedies. Needs more patronage and role. ⁵
The Punjab Land Revenue (Amendment) Act, 2012	Sanctioning of inheritance mutation, commencement of proceedings for partition of joint holdings without application made mandatory upon Revenue Officers.	Implementation is underway. The assessment of full impact will require baseline data.
The Punjab Protection against Harassment of Women at the Workplace (Amendment) Act, 2012	To remove gaps and lacunas and anomalies in law in order to provide protection from all forms of harassment at work place without any gender discrimination. (Form Anti - Harassment Committees)	Needs better enforcement in public and private institutions. Employees must have awareness about committee complaint procedures. ⁶ Ombudsperson's role be defined /must take timely action against harassment Provincial committee is not functioning yet.

³The Punjab Partition of Immovable Property (Amendment) Act 2015 (X of 2015)

⁴PCSW received 182 complaints regarding property from Punjab, 10 from Faisalabad. Awareness of inheritance rights and the procedure to avail the rights e.g. a complaint mechanism is required.

⁵PCSW should assess implementation of the international commitments related to women, and make recommendations.

4. Women Empowerment Packages 2012-2016

The government of the Punjab made unprecedented allocations for different projects for the empowerment of women in the province under two Packages in 2012 and 2016 to finance different projects and to create enabling environment for women to take part in the economic mainstream.⁶

This study shall briefly assess the success and room for improvement, nevertheless the allocations were generous.⁷ The Punjab *Women Development Department* (WDD) was established simultaneously with the announcement of Women Empowerment Package on 8th March 2012. WDD was assigned to implement the women empowerment package while the Punjab Commission on the Status of Women (PCSW) was established in 2014.

The said package was geared to enable gender equality and achieve the international commitment of Millennium Development Goals. Hence the projects were linked to poverty alleviation, universal primary education, reduction of child mortality, improvement of maternal health, elimination of gender based violence, mainstreaming of gender policies and programs and frequent opportunities of training for girls/women in order to develop leadership qualities among the women.⁸

In the same vein, Punjab Women Empowerment Initiatives (PWEI) with action plan for next 3 to 5 years was announced in the year 2014 encompassing the recommendations of the review committee constituted by the Chief Minister of Punjab which was headed by Mrs. Zakia Shahnawaz, the Punjab Minister for Environment Protection.⁹

Following up the commitment, the Chief Minister of Punjab announced Punjab Women Empowerment Package 2016 with special focus on women empowerment and gender equality, reflected in the Annual Development Programmes (ADP) 2016-17.¹⁰

As accord to the Medium-Term Development Framework (MTDF), the government of Punjab allocated 413 millions in 2012-13, 2013-14, the budget was increased to 661 million and for the year 2014-15 the allocation was 421 million. The allocation for the women development in the year 2015-16 was raised to 500 million.¹¹

⁶ <https://wdd.punjab.gov.pk/system/files/pwei2014.pdf> .

⁷ <https://wdd.punjab.gov.pk/> (Retrieved on: October 30, 2017).

⁸ <https://wdd.punjab.gov.pk/system/files/pwei2014.pdf> (Retrieved on: 22 Oct 2017).

⁹ https://wdd.punjab.gov.pk/system/files/September_2015.pdf (Retrieved on: 22 Oct 2017).

¹⁰ https://wdd.punjab.gov.pk/system/files/newsle_er_july_2016.pdf (Retrieved on: 22 Oct 2017).

¹¹ [Http://www.finance.punjab.gov.pk/system/files/ADP201516.pdf](http://www.finance.punjab.gov.pk/system/files/ADP201516.pdf) (Retrieved on: 22 Oct 2017).

5. Measures undertaken by the Women Development Department:

To realize said objectives of the empowerment of women, the WDD took measures under a strategic plan, exemplified in the following:

- The reserved quota for women in Public Sector Employment was enhanced from 5% to 15% for posts in BS-1 to 15¹² in May 2012. In addition, all women who were employed on contract basis were allowed to avail the opportunity of transfer to the residence of their spouse¹³. It was also announced to include at least one woman in all selection committees for regular and contractual employment.¹⁴ The age relaxation up to 3 years across the board announced as well for the women.¹⁵
- A scheme to distribute the poultry and cattle to rural poor women heading their family. Livestock and Dairy Development Department was to complete this task in the duration of four years and total cost of the project is about PKR 2160 million.
- The Women Development Department announced the Punjab Skills Development Fund for imparting the skill among 4,000 rural women targeting the four districts that include Bahawalpur, Bahawalnagar, Lodhran and Muzaffargarh which was later expanded to 10 more districts namely Lahore, Faisalabad, Gujranwala, Narowal, Sheikhpura, Sargodha, Chiniot, Khanewal, Vehari and Rahim Yar Khan for imparting the skills among more 10,000 rural women in skill trades includes agriculture, livestock & food processing, garments, textile and services.¹⁶
- It was also in plan of the Women Development Department to initiate 'Harassment Awareness Volunteer Program' that was decided to pilot in Lahore by the office of Provincial Women Ombudsperson. The plan also defined that the scope would be expanded to other districts with the estimated budget PKR 36.50 million.¹⁷
- Punjab Day Care Fund (PDCF) announced the Day Care Centers and made it mandatory for all public-sector offices including universities, colleges, hospitals and other organizations where the five or more than five women are employed.¹⁸ The initial grant of PKR 100 million was allocated to the fund.¹⁹
- Women Entrepreneurs Financing Scheme is announced by the Bank of Punjab concerning to provide space to women in commercial avenues and for this purpose PKR 2 billion allocated. In addition, an additional amount PKR 1 billion was allocated for interest free loans to women through Akhuwat²⁰ an NGO.

¹² SOR-IV(S&GAD)15-1/2012 Dated 21-05-2012

¹³ DS(O&M)5-3/2004/CONTRACT(MF) Dated 21-05-2012

¹⁴ SOR-IV(S&GAD)10-1/2003 Dated 17-05-2012

¹⁵ SORI(S&GAD)9-36/81 Dated 21-05-2012.

¹⁶ <https://psdf.org.pk/>

¹⁷ <https://tribune.com.pk/story/818465/safeguarding-workplaces-harassment-awareness-project-launched/>
(Retrieved On: September 12, 2017)

¹⁸ https://wdd.punjab.gov.pk/economic_initiatives (Retrieved on: October 28, 2017)

¹⁹ Ibid

²⁰ https://wdd.punjab.gov.pk/economic_initiatives

- Under the amendment in Punjab Land Revenue (Amendment) Act 2012, it is now mandatory upon Revenue Officers to commence proceedings for partition of joint holding without submission of application after sanctioning of inheritance mutation. District Enforcement of Inheritance Rights Committee was to be constituted in each district. In case a Revenue Officer derogates a woman's right he/she can be taken to task by the department or under criminal laws. Joint title of state land was being offered to both spouses. 260,169 plots were allotted in Katchi Abadis to spouses in Lahore and in other cities in Punjab. Similarly, in Jinnah Abadis 3153 plots were transferred to the spouses.²¹
- WDD undertook advocacy and capacity building work, emphasizing on awareness and sensitizing public and governmental organizations regarding the international commitments and domestic laws, in respect of gender issues. The NGOs and other public institutions were engaged. Under this program, WDD displayed banner, setup advocacy stalls, conducted seminars on international day and orientations in line departments and educational institutions. A CEDAW Provincial Committee was established in July 2011 in Punjab with core objective to ensure implementation, monitoring and reporting of the CEDAW Convention at the Provincial level. The periodic performance report of CEDAW and Universal Periodical Report (UPR) was assigned to the WDD in Punjab which was also supposed to submit the reports to Federal Ministry of Human Rights, Law & Justice for International Bodies.
- WDD under its Gender Reform Action Plan (GRAP) established Career Development Centers in Agriculture University Faisalabad, University of Sargodha, University of Gujrat and Arid University Rawalpindi.²² 4 women universities were to be established in the Province²³ and 57 Girls Colleges were established.²⁴ 140 buses were provided to Girls Colleges in the Province. 60% of the funds out of Punjab Education Sector Reforms Program (PESRP) were to make up missing facilities in girls schools.²⁵

6. Findings of the assessment: Facts and Observations

The AWAM research team conducted 17 meetings to obtain information about the implementation measures in government run institutions in relation to empowerment and protection Punjab Commission on the Status of Women, Services and General Administration Department, Women Development Department, Punjab Vocational Training Council, District Jail and Shaheed Benazir Bhutto Human Rights Centre for Women in Faisalabad and Lahore. Following are the main findings of the research team:

²¹ <https://wdd.punjab.gov.pk/system/files/pwei2014.pdf>

²² <https://wdd.punjab.gov.pk/system/files/PWEP.pdf>

²³ The official data does not explain whether, these Universities were established in 2016.

²⁴ <https://wdd.punjab.gov.pk/system/files/pwei2014.pdf>

²⁵ <https://wdd.punjab.gov.pk/system/files/pwei2014.pdf>

6.1. Training of Female Domestic Workers:

There are approximately 8.5 million domestic workers in Pakistan, most of them women however the workforce engaged in domestic work also includes a large number of boys and girls.²⁶

According to Punjab Gender Parity Report 2017,²⁷ the WDD in collaboration with the International Labour Organization (ILO) and the All Pakistan Women's Association (APWA) on February 19, 2014 launched Decent Work for Domestic Workers (DW4DW), a skill development initiative to train 1,000 women at the APWA's premises in Lahore. Total 1000 domestic workers had been trained since 2014. The directorate of women development had planned training of 1650 female domestic workers in 2016-2017 which includes ongoing training of female domestic workers in Faisalabad.

The responsibility of implementation of training of female domestic workers rests with the Punjab Vocational Training Council (PVTC). Total 360 domestic workers were trained since January 2017 under the PVTC's supervision supported by WDD among these 300 were trained in Dhobi Ghat and 60 in VTI Centre, Jinnah Garden Road, Faisalabad.

Domestic workers can apply in this program. PVTC had published brochures and displayed flexes on public places for advertisement. The candidates having passed grade eight or matriculation could be admitted. The interviews of trainers and trainees were conducted in Dhobi Ghat Centre Faisalabad.

One batch consisted of 35 trainees. One instructor and one lab assistant conducted the training sessions, four hours on working days. PVTC also hired the trainers from different institutions like hotels etc. The trainers have expertise in their work like, cooking, house-keeping, laundry, guest dealings, child and old persons care, etc. PVTC also refers the trained women domestic to the different hotels, homes, etc.

PVTC makes evaluation reports which are internally shared with the head office of PVTC at Lahore but were not made public.

AWAM found out in the visit to Vocational Training Institute (VTI) Dhobi Ghat that young girls, students of Matriculation, F.A, and B.A attended the training session.

Generally, the ratio of minority women was relatively low among the trainees as compared to known participation of minority women in this profession, only two or three girls from minority attended the session.

Only one girl confirmed that her mother is a domestic worker, the rest were basically aspiring domestic workers.

²⁶ <https://tribune.com.pk/story/675719/informal-labour-domestic-workers-to-get-training-rights-education/> published in the express tribune, february 25th, 2014.

²⁷ Gender parity report 2017 (fauzia viqar, punjab gender parity report, 2017) p.158

6.2. District Jail (women prison) Faisalabad

Jail Road, District Jail, (women prison) Faisalabad, provided information about a project being implemented concerning free legal and medical. Hence, medical and legal aid is provided to needy female prisoners with the help of Prisoners Welfare Society which is active and working for women prisoners. Ms. Fouzia Zafar, a volunteer of the Legal Advisor District Bar was mentioned with appreciation.

The jail was accommodating 100 Women inmates and 12 children under six years of age.

Activities under this project had been initiated in May 2003 however the allocation Rs: 2,248,019 for the year 2016-2017 was contributed from the Women Empowerment Fund according to the sheet of achievements Social Welfare District Jail Faisalabad.

Almost all prisoners are religiously educated, which implied that they received religious lessons or a course. A programme of vocational training for women prisoners was being carried out in collaboration with a local NGO.

The authorities informed AWAM that facilities such as medical aid, education, awareness seminars, library, and vocational training courses, such as, beautician, fashion designing, hand work and stitching were provided.

There were three tutors in jail for prison women, 30 women were part of vocational and training program.

6.3. Shaheed Benazir Bhutto Human Rights Centre for Women Faisalabad

The Centre provided facilities to women such as, free legal aid, counseling, medical aid and shelter to women in distress for few hours that could be prolonged on the orders of the court. The Centre had helped 102 cases concerning, domestic violence including physical and mental. The Centre had helped 96 survivor of violence, 4 burn injuries and 2 rape cases between July 2017 to October 2017.

The staff at the Centre opined that the working capacity and output can be increased by improving inputs such as; contracts, finance and a vehicle for transportation.

7. Observations and conclusions

The Punjab government has received admiration for the measures discussed above, for instance, initiative of the establishing the Violence Against Women Centre (VAWC) in Multan.²⁸

Nevertheless, this study came to following conclusions and observations basically concerning challenges mentioned in the Prelude and difficulties on implementation side:

1. The protective legislation and measures altogether do set a policy direction featuring a focused approach for empowerment of women that should lead to their mainstreaming in the province of Punjab. Nevertheless, it is imperative to articulate a policy narrative alongside a corresponding plan of action, defining the role of different line departments to ensure efficient and sustainable use of resources, including human and relational.
2. The study takes into account the allocations and legislation, however there is lack of data or will to share that data, which can help the analysis from the point of view of effective utilization and beneficiaries' analysis.
3. Howsoever honest, measures can fail to translate into results unless rigorous efforts are a foot for more efficient and optimal use of resources. An equal attention would be required to achieve the desired results or success. For instance, on the management side; effective delivery mechanism, clarity of purpose amongst the actors (Implementers/beneficiaries), Timely transfers of resources and institutional dynamism.
4. On the other hand, the beneficiaries and public at large need to be conscientized to avail remedies and measures for the empowerment and development. For instance measures to curtail sexual harassment.
5. It is good to have one department taking the lead responsibility, though an equal ownership of the projects and plans is possible by adopting a horizontal working approach. A structured, formal, meaningful and mandatory involvement of Social Welfare, Bait-ul-Maal, Committees in Punjab Assembly and civil society can enhance their ownership and better implementation of the empowerment projects.
6. An openness to invite observers and free flow of information to stakeholders, especially the facilitators such as NGOs and media, may be necessary to enhance the utilization and optimization of resources and facilities offered under the Women Empowerment Packages, etc. Moreover, stakeholders such as Bar Associations may prove to be more effective when the government institutions using their pro-bono services have more clarity and consistency in their policy framework rather than their involvement on ad-hoc basis.
7. Implementation of good plans and arrangements makes huge difference in results when the policy direction is adhered to. For instance, using the resources for training of future domestic workers may be a felt or a real need but a shift from the allocations meant to address the issues of existing domestic worker, is bound to bring about different results which may not satisfy the planning and evaluation. A modification would be at the cost of deviating from the policy and desired outcomes. An exercise of such flexibility should be subject to a due process of monitoring and evaluation.

²⁸ <https://www.dawn.com/news/1375285/ray-of-hope>

8. Concerning training for domestic workers; the syllabus/training manual in use was good. However, the trainees were not exactly from the target group. Moreover, there was a negligible presence of trainees from religious minorities who actually form a large number of the target group.
9. A great deal of imbalance has been observed in the resource allocation to different geographical regions, for instance all 57 colleges established during 2013-2016, for women were in three cities (Sargodha, Faisalabad and Gujrat), located in the central region of Punjab (GPR, p.151). This imbalance can create a development gap between different regions and a sense of deprivation among the underdeveloped regions, such as Southern Punjab. A heavy concentration of resource allocation and spending was seen in central or Northern Punjab as regards to other programs and projects also.
10. There were some ambiguities found as to whether the resources that some departments received belonged to the Empowerment Package or regular funds which the departments were receiving before. These ambiguities can impact the utilization, the results, as well as the accountability, adversely.

8. Recommendations

AWAM Pakistan would like to make recommendations that include reiteration of the measures suggested by international UN Treaty Body reviews under CEDAW 2012, CERD in 2016, and CESCR in 2017. We urge the government of Punjab to consider implementing the following measures as early as possible:

1. Make an independent evaluation and monitoring system of the programmes for Women Empowerment and implement monitoring and evaluation on regular basis, involving competent stakeholders including the rights based organization.
2. Ensure fair and equal resource distribution of resources among different regions of Punjab, particularly the worst underprivileged districts of Southern Punjab.
3. Work with a policy narrative and a corresponding plan of action and implementation. All concerned line departments should be involved at planning, implementation and evaluation stages.
4. Make and strengthen coordination mechanism and flow of information regarding the pro-women legislation, women empowerment packages and reserved resources amongst and between departments.
5. Make the implementation of plan of actions and assessment mechanism assess (monitoring and evaluation) public,²⁹ particularly to enhance the outreach of the programmes.
6. Allocate sufficient and timely flow of funds to allow effective implementation through awareness among public.
7. Ensure timely construction of relevant shelter homes/Violence Against Women Centers (VAWC) in all 36 districts soon.³⁰ Increase the numbers of Women Police Stations and Women Crisis Centres as the existing number cannot cater to needs of women population in Punjab.
8. Strengthen office of the Ombudsperson with required human resources, follow up mechanism and strengthen the inquiry committee on regular basis,
9. Issue directives to district authorities to form committees for 'prevention of harassment' at workplace.
10. Require all concerned government institutions to update their websites, regularly to ensure the access to information for persons with disabilities as well.³¹
11. Make Implementation Watch Committees public to ensure the transparency and accountability and take actions against departments/authorities that fail compliance and Performance.³²

²⁹ CEDAW/C/PAK/CO/4

³⁰ Ibid

³¹ Ibid

³² *SOR-IV(S&GAD)10-1/2003 Dated 17-05-2012*

12. Ensure that vulnerable groups particularly, women belonging to religious minorities and women with disabilities can also benefit from the women empowerment package.³³
13. Ensure that concerned offices are accessible and friendly to women and women with disabilities specifically.
14. Introduce a chapter in secondary school curriculum importance of law, definition of harassment, key features, grievance registration mechanism, employment relations including gender sensitive enabling environment etc.
15. Start a sensitization programmes to educate citizens about mutual respect, harassment at workplace law, lodging complaint, legal procedures and gender issues through electronic, print and social media.³⁴
16. Gender sensitized men and women may be assigned a role in organizational inquiry committees, Inquiry/Anti-Harassment Committees that are notified in all Districts.³⁵ In all private and public organizations, departments and institutions.
17. Take on board employer groups such as Chamber of Commerce, Small and Medium Enterprise Development Authority, associations and trade unions to promote the code of conduct about sexual harassment at workplace, among their member.
18. Provide support to survivors of sexual harassment, psychological and counselling services, build the capacity of the support services, including provision of funding and referral and follow up mechanisms.³⁶
19. Make the provincial implementation monitoring committee of protection against harassment of women at workplace act 2010, more effective by designating proper authority and allocating sufficient resources.
20. Expand the scope to address the harassment observed by students, domestic workers, home based workers, informal workers, transgender, volunteers, political office (union, town and district offices).
21. Develop coordination mechanism for effective communication with donors, CSOs and other stakeholders,
22. Introduce reforms in the Criminal Justice system, judicial and police reforms, for effective implementation of law(s) and safeguards.

33 CERD/C/PAK/CO/21-23

34 CERD/C/PAK/CO/21-23

35 CCPR/C/PAK/CO/1

36 CCPR/C/PAK/CO/1

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