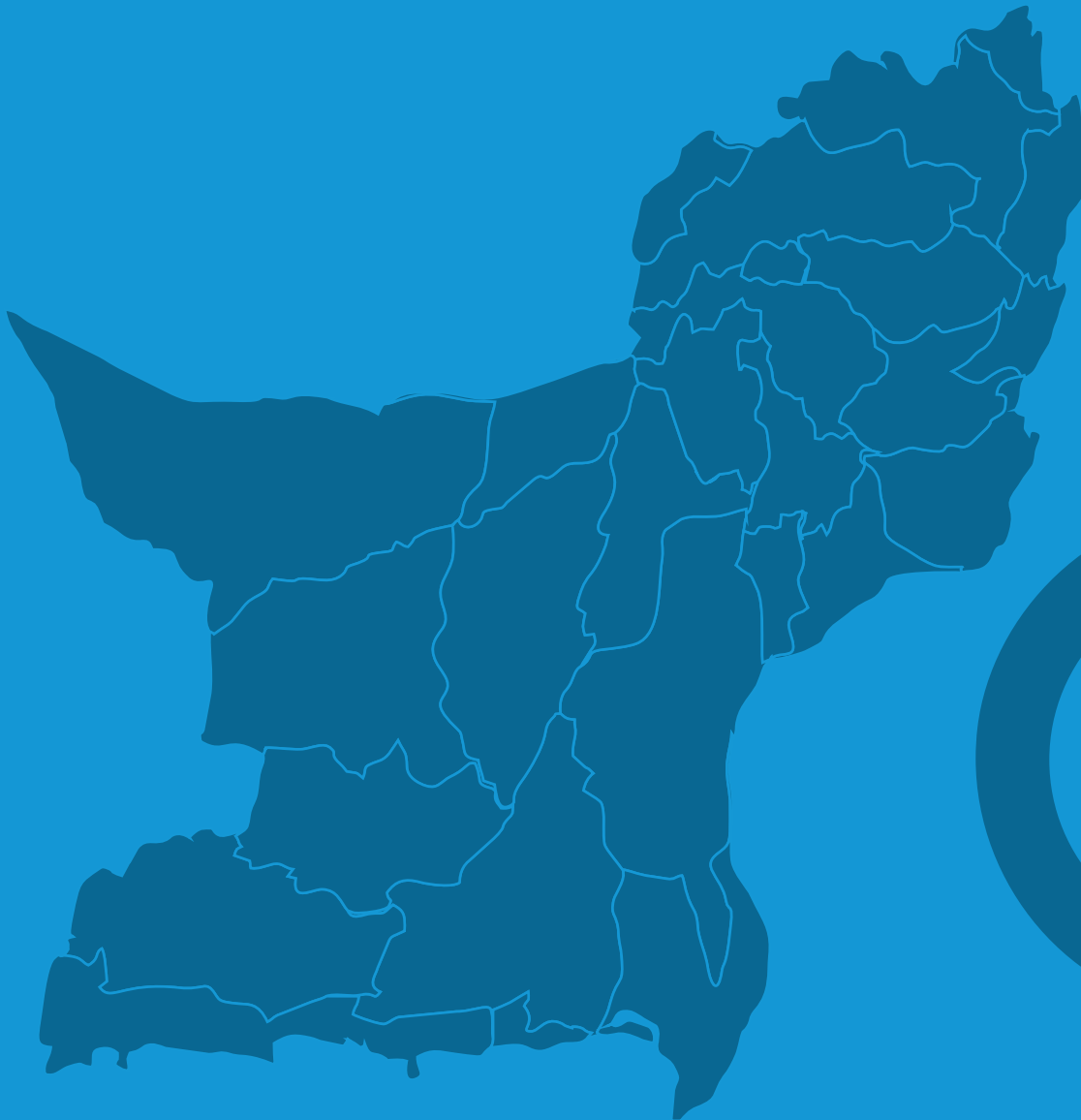




Government of Balochistan's Gender Equality & Women's Empowerment Policy 2020-2024



Contributors

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The Gender Equality and Women's Empowerment Policy for the Government of Balochistan 2020-2024 was endorsed by the provincial cabinet in a cabinet meeting chaired by the honorable Chief Minister Balochistan, Mir Jam Kamal Khan Alyani on 8th October 2020. The formulation of this policy was led by the Women's Development Department with technical and financial support of UN Women Pakistan.



**Government of Balochistan's
Gender Equality & Women's Empowerment Policy
2020-2024**

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LIST OF ABBREVIATIONS

ADP	Annual Development Plan
ADR	Alternate Dispute Resolution
AIDS	Acquired Immuno-Deficiency Syndrome
BCSW	Balochistan Commission on the Status of Women
BEEF	Balochistan Education Endowment Fund
BEMIS	Balochistan Education Management Information System
BESP	Balochistan Education Sector Plan
BHU	Basic Health Unit
BISP	Benazir Income Support Program
BPfA	Beijing Platform for Action
B-TEVTA	Balochistan Technical Education & Vocational Training Authority
CBO	Community Based Organization
C&W	Communications & Works
CM	Chief Minister
CMDU	Chief Minister's Delivery Unit
CNIC	Computerized National Identity Card
CrPC	Criminal Procedure Code
CSO	Civil Society Organization
CSR	Corporate Social Responsibility
DHQ	District Headquarter
DGPR	Director General Public Relations
DLEC	District Legal Empowerment Committee
DRR	Disaster Risk Reduction
DuA	Dar-ul-Aman
ECP	Election Commission of Pakistan
ESP	Essential Services Package
EVAW	Ending Violence Against Women
EVAWG	Ending Violence Against Women and Girls
FIA	Federal Investigation Agency
FIR	First Information Report
GHTF	Gender & Humanitarian Task Force
GBV	Gender-Based Violence

GEWE	Gender Equality and Women's Empowerment
GFP	Gender Focal Point
GMIS	Gender Management & Information System
GoB	Government of Balochistan
GRB	Gender-Responsive Budgeting
HBW	Home-Based Worker
HDI	Human Development Index
HEC	Higher Education Commission
HIV	Human Immunodeficiency Virus
HRCPP	Human Rights Commission of Pakistan
HRD	Human Rights Department
HTAD	Home and Tribal Affairs Department
I&C	Industries & Commerce
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICPD	International Conference on Population and Development
ICT	Information, Communications and Technology
IMR	Infant Mortality Rate
IPC	Inter-Provincial Coordination
KPI	Key Performance Indicator
LEA	Law Enforcement Agency
LG	Local Government
LHW	Lady Health Worker
M&E	Monitoring and Evaluation
MHM	Menstrual Hygiene Management
MMR	Maternal Mortality Rate
MNCH	Maternal and Neo-Natal Child Health
MOHR	Ministry of Human Rights
MOU	Memorandum of Understanding
MPI	Multidimensional Poverty Index
NAB	National Accountability Bureau
NADRA	National Database and Registration Authority
NAP	National Action Plan

NAVTTTC	National Vocational & Technical Training Commission
NDMA	National Disaster Management Authority
NDMP	National Disaster Management Plan
NGO	Non-Governmental Organization
NHDR	National Human Development Report
NIM	National Institute of Management
NSPP	National School of Public Policy
P&DD	Planning & Development Department
PCCWD	Provincial Commission for Child Welfare and Development
PCSW	Provincial Commission on the Status of Women
PDMA	Provincial Disaster Management Authority
PJC	Provincial Justice Committee
PPHI	People's Primary Health Initiative
PSDP	Public Sector Development Programme
PWD	Population Welfare Department
RoB	Rules of Business
RoL	Rule of Law
S&GAD	Services and General Administration Department
SBBWCC	Shaheed Benazir Bhutto Women's Crisis Centre
SDGs	Sustainable Development Goals
SOPs	Standard Operating Procedures
STEM	Science, Technology, Engineering and Mathematics
SWD	Social Welfare Department
TIC	Treaty Implementation Cell
TWG	Technical Working Group
UDHR	Universal Declaration of Human Rights
UNDP	United Nations Development Programme
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAW	Violence against Women
WASH	Water, Sanitation and Hygiene
WDD	Women Development Department
WEE	Women Economic Empowerment
WPC	Women Parliamentary Caucus

MESSAGE FROM CHIEF MINISTER OF BALOCHISTAN

The Government of Balochistan is committed to providing equal opportunities for women, girls and men in all spheres of public domain. We are determined to bring reforms to make our policies and our work more gender-inclusive and ensure that women's empowerment not just a destination but a journey that our government has decided to take on. We are making efforts to make the system more efficient, gender-responsive and just, one that supports and encourages our women and girls to play an active role in achieving the development goals including the SDGs.



Therefore, nothing is more important for us than strengthening, consolidating and promoting gender-responsive policies and goals and we are determined to deepen and accelerate progress on key reforms aimed at improving the lives of women and girls in Balochistan.

It is my honor to endorse the **'Gender Equality and Women's Empowerment Policy of the Government of Balochistan'** which reflects strategic priority of our Government to introduce inclusive, sustainable and meaningful reforms for creating an enabling environment for the women and girls of Balochistan. This is indeed the first policy that has been aligned with the Sustainable Development agenda and reflects our endeavors towards a just society where we see women's participation in every sphere as an essential prerequisite.

It is equally critical that all public institutions including law enforcement agencies support the implementation of this policy in its true spirit. I see this policy as an opportunity and guiding document to strengthen the women institutions including the Women Parliamentary Caucus, Ombudsperson for Protection Against Harassment at Workplace and the Balochistan Commission on the Status of Women supported by the Women Development Department. I look forward to a visible change in the way we work with greater participation of women in the economic sphere and ensure women's easy access to justice so that we could see a decrease in incidents of violence against women in the province. I am positive that all stakeholders will support us in making optimal utilization of this policy, using innovative approaches, skills and tools in order to promote Gender Equality and Women's Empowerment in the province.

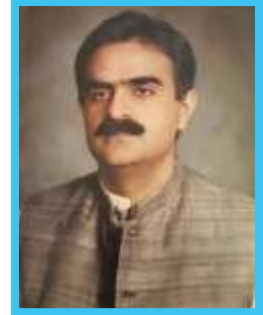
I am grateful to the Women Development Department who took the lead in steering this process and putting together a well-structured and coherent analysis and a measurable plan for pro-women institutional reforms in public and private sectors in Balochistan. I would also like to extend my gratitude to UN Women for their invaluable support in our collective mission to mainstream gender in our work and to create development pathways based on gender equality in Balochistan.

I declare complete and comprehensive support for the timely and smooth implementation of this policy which would be institutionalized and regularly reviewed in order to demonstrate concrete results for the women and girls of the province.

Mir Jam Kamal Khan Alyani
Chief Minister, Balochistan

MESSAGE FROM CHIEF SECRETARY, GOVERNMENT OF BALOCHISTAN

It gives me immense pleasure to be an important member of a team that is keen in taking the pro-women agenda forward in Balochistan. Development without equal opportunities will not yield the desired results, and I can see that the **Gender Equality and Women's Empowerment Policy of the Government of Balochistan** is likely to pave the way for holistic development in the province.



I look forward to working closely with all the departments to ensure that we implement the Gender Equality and Women's Empowerment Policy in a comprehensive manner. The important aspect of this policy is that it is aligned with the Sustainable Development Goals, which makes it more relevant and even more critical. I am fully committed to provide the required leadership and support for making gender equality a reality in Balochistan and am looking forward to seeing more empowered women serving in government institutions which can be achieved through the recommendations prescribed in this document.

As this policy document is endorsed, I am pleased to see critical steps being taken by government departments to ensure that we have more women and girls on board and that our work environment is conducive for them to excel professionally. Our public offices should be more gender-sensitive and provide improved services to women clients as well as women service providers.

I appreciate the efforts put in by the Women Development Department in rolling out a comprehensive document and hope to see the policy translated into action. I assure my complete support in the implementation of this policy.

Captain (Retd.) Fazeel Asghar
Chief Secretary
Government of Balochistan

MESSAGE FROM SECRETARY, WOMEN DEVELOPMENT DEPARTMENT

This policy framework would not have been possible without the sincerest efforts and kindest encouragement from several colleagues, policy stakeholders and development partners. Their knowledge, ideas and viewpoints proved to be chiefly instrumental in putting together various strands of a well-meaning policy document.



I extend gratitude to Honorable Mir Jam Kamal Khan, Chief Minister, Balochistan for his visionary leadership and continuous support for gender mainstreaming all along.

The Women Development Department is indebted to worthy Chief Secretary, Parliamentary Secretary for Women Development Department, and Secretaries of all Departments, with special thanks to Secretary Livestock and Secretary Social Welfare Department for their regular encouragement and presence along with the Commissioner Sibi and Deputy Commissioners Khuzdar and Loralai. The interest shown by the SBK Women University Balochistan and University of Balochistan (Gender Studies Department) is also applauded for their valuable inputs.

Special thanks to Head and team of UN Women Sub-office Balochistan, whose constant encouragement and flexibility made this journey possible.

I am also grateful to all those government officials and representatives of the citizens' sector who took their precious time out for sharing their valuable thoughts and insights at many consultations and meetings organized in Balochistan. The department appreciates the candid views and perspectives shared by citizens including those belonging to rural communities particularly women, which constitute the main thrust and content of policy.

Last but not least, I would like to acknowledge the invaluable assistance provided by the senior officers and staff of the Women Development Department. It was their hard work and dedication that helped us critically review and provide valuable inputs in the formulation of this policy.

Saira Atta
Secretary, Women Development Department
Government of Balochistan

ABOUT THIS DOCUMENT

This document sets out the Government of Balochistan's vision, mission, policy objectives and strategies, to advance Gender Equality and Women's Empowerment (GEWE) across the province, pursuant to its Constitutional obligations and political commitments.

The Women Development Department (WDD), Government of Balochistan, will lead system-wide collaboration to ensure that the policy implementation is coordinated across the Government, including legislative advocacy, communications, research and reporting against Pakistan's commitment to international treaties as well as laws at the provincial level.

As a convener, coordinator and advocate for this policy, the WDD shall engage with relevant stakeholders for the purpose of data collection, stock-taking, joint planning, common advocacy, etc. This policy framework encourages using multi-sectoral and inter-disciplinary approaches by collaborating with health, education, labor, industry, local government departments, building partnerships with different academic institutions and civil society in order to deploy the best means of implementation for the success of this policy. This will have the desired effect in terms of avoiding overlap and forging linkages to ensure complementarity for wider impact. Coordination shall be achieved mainly through strategic communications and frequent policy dialogue initiatives.

Provincial Context and Background

Following the establishment of a dedicated Women Development Department (WDD) in 2009, the Government of Balochistan embarked on its first ever comprehensive 'Gender Equality and Women's Empowerment' policy framework in September 2012. Ever since its launch, the overall situation and policy environment of Balochistan has undergone significant demographic and development changes. The Census of 2017 revealed a youth bulge which includes young girls. Elections 2018 led to the establishment of a pro-reform political government. The Sustainable Development Goals (SDGs) require policy integration and alignment as per the country's international commitments. Increasing exposure to media, technology and global climate change issues are additional factors bringing new dimensions to the development trajectory of Balochistan. These changing dynamics are becoming more discernible in the aftermath of the previous policy framework, thus paving the way for shaping and reshaping the lives, role and status of women and girls of the province in the years to come.

Apart from changes in the situational and institutional landscape, there are credible voices of reason and leadership highlighting the need to revisit existing policy approaches in order to move towards an evidence-based policy framework grounded in the present reality of Balochistan's women. The Government of Balochistan has introduced many laws, policies and plans to advance GEWE across the province and groundbreaking work has been delivered on the legislative front such as 'The Balochistan Domestic Violence (Prevention and Protection) Act, 2014', 'Balochistan Harassment against Women at

Workplace Act, 2016,' etc. However, important law-making is still pending in crucial areas such as prohibition of child marriages, acid throwing and burn crimes, women's trafficking and kidnapping, etc.

The initial Gender Equality and Women's Empowerment Policy was notified in 2013, under a caretaker set-up in the run-up to the general elections the same year. Despite an impressive resume of legislative reforms for women's empowerment in recent years, the absence of an implementable GEWE Policy is identified as a crucial missing link by policy makers, implementers and monitors alike. This has been the main thrust behind developing this Policy and notifying it through the highest political leadership in the province. This was also the first attempt at having a working policy duly aligned with SDGs with a specific implementation plan for five years.

The main purpose of this policy is to remove structural barriers, reform restrictive gender norms and streamline disparities through horizontal and vertical management and coordination. It provides a framework for ensuring women's full and effective participation in all spheres of life, providing equal opportunities for leadership at all levels of decision-making in political, economic and public life, and enhancing accountability and institutional frameworks. The aim is to develop and put forward a policy that is clearly aligned with SDGs and other commitments that the provincial government is duty bound to fulfill regarding women's rights. Thus, this document is presented in view of a fast-evolving context which necessitated the formulation of an updated policy framework encompassing key policy, legislative and institutional initiatives.

Led by the WDD, the current policy is envisioned to be coordinated by an overarching body, periodically presided over by the top executive leadership of the province to ensure consistent policy direction and meaningful stock-taking. Accompanied by an elaborate implementation framework and a workplan for the next five years, this policy framework essentially centers on a set of priorities along with key performance indicators.

Last but not the least, it is important to highlight that the policy development process took a holistic and inclusive approach as it not only drew upon considerable research literature but also incorporated diverse views of stakeholders who were duly consulted during its formulation process. The WDD led the process of the formulation of this document, which has been drafted and finalized in consultation with and after obtaining recommendations from a wide range of stakeholders across Balochistan, as well as the review of key official documents. It is the culmination of various levels of information and insight-gathering, including a detailed review of government structures and mechanisms that would allow this government-wide policy to work.

In order to keep the process participatory, four divisional level consultations were held across Balochistan and many in-depth interviews. The following sources/ references and materials were used to develop the format and contents of this document:

1. Provincial laws related to thematic constituencies such as the human rights of women, poverty, health, education, gender-based violence, etc.
2. Provincial multi-sectoral and sectoral policies and plans related to thematic constituencies;

3. Regional and global commitments by the Government of Pakistan, related to gender equality, women's empowerment and human rights;
4. Federal laws related to gender equality, women's empowerment and human rights;
5. Strategic plans and policy documents of women's departments and commissions across four provinces;
6. Balochistan's Gender Equality and Women's Empowerment Policy 2012 and Public Sector Development Programmes (2009-2018)
7. International and regional literature (mostly UN) related to challenges and best practices for women's machineries/ women economic empowerment

Informed by ground realities, available data and empirical evidence, the present policy responds to the current needs of the women and girls of Balochistan. It aims to approach gender equality and women's empowerment through the introduction, implementation and monitoring of wide-ranging reforms in social, economic and political fields.

Scope of the Policy

The scope of this document extends to the entire province of Balochistan. Implementation of the Provincial Gender Equality and Women's Empowerment Policy lies with the Government of Balochistan through all its Provincial Departments and their respective representatives and structures. At an operational level, the Women Development Department will be the lead coordinating body, assisted by the Balochistan Commission on Status of Women.

A programme of specific actions and commensurate financing options will be developed based on this framework and would range from no-cost policy actions to budgetary enhancements for GEWE. An allied monitoring and evaluation (M&E) framework will further provide the Key Performance Indicators (KPIs) and quantitative annual targets for the coming years. This strategic framework is also expected to guide the Women Development Department in the development of its Public Sector Development Program (PSDP) and expenditure forecasting to meet its specific objectives.

PROVINCIAL POLICY VISION, MISSION, PRIORITY THEMATIC CONSTITUENCIES, GOAL AND OBJECTIVES

Vision

A peaceful, democratic, just and prosperous Balochistan where women and girls are equal citizens and participants in decision-making from the home to the national and international levels, women and girls able to lead a life free from violence and discrimination and enjoy the full gamut of their social, political and economic rights.

Mission

Promoting and advancing gender equality and women's empowerment by enacting sector-wide and sector-specific reforms and mobilizing necessary legal, administrative, financial and institutional measures that strengthen women and girls as equal citizens across Balochistan.

Policy Objective

The overall objective of this policy is to protect, advance and implement the constitutionally mandated principles and equal rights for women and girls of Balochistan through the provision of equitable and quality access to socio-economic services and opportunities, decision-making roles in public and private sectors including political representation and participation.

To achieve this overall objective, the policy has the following priority areas:

1. **Mainstreaming gender:** Undertake gender-responsive planning, budgeting and reporting in public policy, strategy development, formulation and implementation of action plans at the provincial, district and sub-district levels across Balochistan; taking affirmative action to target patriarchal mindsets, gender stereotypes, and specific behaviors, attitudes and (customary) practices that are detrimental to the rights of women and girls.
2. **Gender-Responsive Governance:** Create strong, just, participatory, transparent, effective and accountable institutions and mechanism(s) for full and effective implementation of Constitutional, National and Provincial commitments and international obligations with regard to gender equality and women's empowerment.
3. **Pro-women Legislation:** Safeguard the rights of women and girls by adopting sound policies, practices, and enforceable legislation for the promotion of gender equality (including transgender person), and women/ girls' empowerment at all levels through effective legislative actions to overcome persistent gaps in the legal framework regarding inheritance rights, family laws, early child marriages, trafficking, acid burn victims, etc.

4. **Women's Economic Empowerment:** Expand investment in women and girls and close the gender gap/ gender pay gap in economic activities through business and entrepreneurship development support; equal pay policy (Labor and HBWs); establishment of working women hostels; enforcement of gender-balanced recruitment/ HR policies for non-government employers including the corporate sector; acknowledgement and incentivization for women's role in nurturing livestock; development of inclusive agricultural practices; etc., with a view to strengthen their overall labor market participation level.
5. **Women's Political Empowerment:** Ensure sustained support for women's role in electoral, parliamentary and other democratic/ political processes including but not limited to Senate, National and Provincial Assemblies, and local government.
6. **Women's Access to Justice:** Adopt an inclusive approach towards women's access to justice and ending violence against women, young girls and trans gender communities including promotion of specific initiatives (e.g. implementation of Rule of Law Roadmap of Balochistan, age relaxation, criteria to meet the physic, gender disparity in accessing the on job facilities etc. to encourage women to join justice sector institutions (police, investigation, prosecution, judiciary) and other public sector accountability, correctional and administrative entities related to the justice system of Balochistan.
7. **Improved social services:** Strengthen women and girls' access to social services, health and education, through introducing reforms within the above said sectors for decreasing girls' dropout rates and improving retention rates; ensuring available, affordable and efficient access to all-inclusive health care coverage and facilities especially in rural areas with a focus on women's wellbeing and reproductive health (MMR, IMR, etc.).
8. **Bridging the gender data gap:** Gather, organize, analyze and generate data to provide an evidence base for formulating public policy to advance gender equality and women's empowerment in Balochistan; Establish a Gender Management Information System (GMIS) to institutionalize sex-disaggregated data collection, monitoring and reporting across provincial departments and survey instruments; Measure gender equality, women and girls' empowerment outcomes against inputs and resources; etc.
9. **Women, Climate Change and Humanitarian Emergencies:** Secure and safeguard women and girls from the harmful effects of climate change/ humanitarian emergencies through ensuring inclusive disaster risk reduction, recovery, and rehabilitation strategies including gender-responsive mitigation and adaptation approaches as well as strengthening equitable natural resource management frameworks, laws and policies;

10. **Women and Technology:** Ensure a level playing field for women in terms of their access to E-learning platforms for ICT and Media including strengthening their role and participation in related digital platforms, services and opportunities.
11. **Strengthening partnerships, alliances, coordination and collaboration mechanisms for gender equality and women's empowerment:** Mobilize support for strategies, pool expertise, generate knowledge, and ensure transfer of technology and financial resources needed to promote gender equality and women's empowerment within and between the Federal and Provincial Government, legal systems and structures including Ombudspersons, EVAWG Alliances, BCSW, WPC, WEE Council etc.
12. **Compliance with International Commitments:** Ensure effective implementation of and reporting on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action (BPfA), the Sustainable Development Goals (SDGs) and other International human rights covenants, conventions and treaties.
13. **Results-Based Framework (Monitoring & Evaluation):** Revive and strengthen gender mainstreaming for assessing the implications of any planned action for women and men, including legislation, policies and programs in all areas and at all levels. Implement a strategy for making women and men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. Enhance the capacity of the Bureau of Statistics (P&D Department) and other concerned institutions to collect and disseminate gender-segregated data for development planning, encourage gender-sensitive policies, planning and budgeting in the public sector, as well as monitoring and reporting of International and National Commitments.

Priority Thematic Areas

In line with Pakistan's commitments under different national and provincial laws, normative and instrumental human rights frameworks, and international obligations to advance gender equality and women's empowerment, the constituent objectives and strategies of the Government of Balochistan are set against the following domains or priority themes:

- 1) Human rights of women and the girl child
- 2) Social protection
- 3) Health
- 4) Education

- 5) Political and public life
- 6) Power and decision-making
- 7) Economy and productive work (economic empowerment, skill development, participation in productive activities, gainful employment, unremunerated productive work)
- 8) Information and Communication Technology (ICT)
- 9) Gender-based violence/ VAW and access to justice
- 10) Environment and climate change
- 11) Strengthening institutions and mechanisms and ensuring policy coherence for advancing GEWE

These Thematic Areas have been determined based on Pakistan's Constitutional and international commitments under Beijing Platform of Action (as expressed in the Critical Areas of Concern)¹ and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The Domains have been leaned out to match with regionally and globally recommended domains for organizing data and measuring advancement within and each priority constituency.

Policy Strategies

- I. Notify this sector-wide Provincial Gender Equality and Women's Empowerment Policy by the office of the Chief Minister, Balochistan, fixing responsibility on all Executive and Oversight bodies of the Government of Balochistan, and delineating their respective roles for advancing gender equality and women's empowerment across Balochistan at all levels.
- II. Ensure that the Constitutional rights of women and girls are translated and reflected in all Government laws, rules, policies, programs, schemes and related institutional mechanisms.
- III. Develop a participatory framework for bringing proposals to the Provincial Assembly by members and others, including support for formulation of rules of business, on matters concerning the human rights of women and girls.
- IV. Ensure effective implementation of all laws and rules applicable in Balochistan pertaining to crimes of violence against women and girls.
- V. Review and strengthen existing tools and revise/update where necessary such tools for monitoring and reporting against international commitments, including CEDAW, BPfA, ICPD,

¹The 12 Critical Areas are: 1. Women in poverty; 2. Education & training for women; 3. Women & health; 4. Violence against women; 5. Women in armed conflict; 6. Women & the economy; 7. Women in power & decision-making; 8. Institutional mechanisms for the advancement of women; 9. Human rights of women; 10. Women & the media; 11. Women & the environment; and 12. The girl-child.

ICESCR, ICCPR and SDG commitments (with gender as a cross-cutting theme across all goals in the SDGs, in particular, Goals 1, 3, 4, 5, 8, 10, and 16).

- VI. Sponsor, steer and encourage research, collection and collation of data and/ or rapid assessments/ evaluations including a GMIS to generate information and analysis on specific issues concerning women and girls, for the purpose of informing public policy on advancing gender equality and women's empowerment. Create opportunities to facilitate sharing of related evidence.
- VII. Review/ Develop provincial Plan of Action (both short- and medium-term) on implementing CEDAW concluding observations.
- VIII. Strengthen a multi-stakeholder inter-agency Provincial CEDAW Committee for implementation and to ensure that representatives from the key Departments of Finance, Planning & Development and the Home and Tribal Affairs are part of the committee, along with civil society and other stakeholders. Institutionalize mechanisms for regular interactions, engagement opportunities, and release of related information to public.
- IX. Undertake a gender audit of all existing relevant legislation in Balochistan with a view to identify gaps and recommend improvements to the Women Development Department and other relevant institutions.
- X. Standardize the age of adulthood for girls at 18 years across all statutes applicable within the province of Balochistan. Speed up efforts to universalize basic documentation and registration for women and girls: birth, national identity, vote, marriage, property and inheritance, death and divorce. Issuance of such documents can be facilitated through regular, well-advertised visits of mobile teams to local communities. Review all provincial laws, rules and regulations, prejudicial to the legitimate interest and rights of women, and suggest accordingly in term of replacement, amendment, addition or legislation essentially needed to eliminate discrimination, safeguard and promote the interest of women and achieve gender equality before law in accordance with the Constitution and obligations under international covenants and commitments.
- XI. Coordinate all policies of all Departments having gender impacts with respect to the services under the control of each department to ensure consistent treatment, in close consultation with the Women Development Department and the Provincial Commission on the Status of Women.

STRATEGIC PRIORITIZATION FRAMEWORK

1. Women's Economic Empowerment

The Government of Balochistan is striving for inclusive economic growth and sustainable development. The role, participation and contribution of women and girls in economic development processes is recognized as crucial to long term success of economic policies, packages and programmes that the Government is seeking to implement in the next few years. The Women Economic Empowerment (WEE) Council has been notified by the WDD to safeguard the interests of women entrepreneurs at all levels and facilitate their access to the market. Specific steps are required to ensure provision of equitable economic opportunities in order to meet the objectives of gender-sensitive economic empowerment of all citizens including women. Given the specific economic context and business outlook of the province, this policy emphasizes pro-women interventions in areas which can yield maximum economic benefits to Balochistan's women and girls. Key priority sectors include agriculture, livestock, handicrafts, technical and vocational trainings and other small scale and home-based industries.

Vision 2025 is the key planning document of the Government of Pakistan that focuses on agricultural productivity, urban development, health and education, enhancing safety nets and improving institutional performance. It recognizes women's role in the economy and their concentration in informal work.

Women in Balochistan are primarily employed in livestock and handicrafts work wherein they constantly face market exploitation. Training and skill development as well as marketing and credit facilities for women are minimal. In order to ensure sustainable development and economic growth there is a strong need to emphasize on human centered development including reducing gender-based inequality in terms of women's access to employment and decent living. The Government is cognizant of the fact that women's empowerment is pivotal for sustainable development.

Policy Objectives:

- To create employment and income generation opportunities for women and girls in the formal economy and informal sector thereby supporting women and girls to earn a decent living wage and benefit from gainful and productive employment, free from exploitation.
- To recognize and address women's unpaid labor and contributions to the household and the national economy.
- To undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources.

Policy Priorities:

1. Lobby and seek stakeholder inputs for devising a province-wide gender-inclusive economic empowerment policy, including consideration for ILO Conventions, specifically Conventions 100 (Equal Remuneration Convention, 1951); 111 (Discrimination -Employment and Occupation-Convention, 1958); 189 (Domestic Workers Convention, 2011); and 177 (Home Work Convention, 1996)- unratified.
2. Mainstream gender in development planning, resource allocation and financial management processes through Gender Responsive Budgeting;
3. Enhance the productive assets of rural poor women, such as small sharecroppers, cattle farmers, the landless, and women-headed households.
4. Lobby to amend the public procurement regulations and set aside quotas in all government contracts for women-owned businesses.
5. Amend Tenancy Laws to end exploitation and prevent women from becoming unpaid domestic laborers within their homes.
6. Lobby with the Services and General Administration Department (S&GAD) to increase/ observe women's quota in all public services at minimum 10%.
7. Lobby for the establishment of a daycare facility at the premises of every organization/ department employing 10% or more women.
8. Promote and support the First Women's Bank in matters relating to financing and women's economic activities.
9. Periodically implement a comprehensive framework for monitoring gender disparities in key economic growth sectors through well-defined qualitative and quantitative economic empowerment indicators by employing gender-sensitive research and survey tools and systems.
10. Enhance the proportion of and improve working conditions for women workers in Government offices and end all forms of discrimination.
11. Work proactively to get the Home-Based Workers Policy in place. Promote the implementation of the policy and related legislative action, particularly for those involved in handicrafts, agriculture labor, livestock, forestry and poultry initiatives. Set up institutional mechanisms for the implementation of the Home-Based Workers Policy, including for registering and maintaining record of home-based workers through regional, divisional and district-level committees, and Arbitration Councils. Register and collect data on women home-based workers.

12. Boost women's financial inclusion by improving preferential and targeted access to instruments such as interest-free loans, agricultural subsidies and extension services, livestock development, poultry, fisheries and forestry work, general small and medium industries, and marketing facilities.
13. Undertake stock-taking and audit application of Balochistan Labor laws and policies for ensuring access of women workers to laid down benefits, besides safeguarding against harassment and workplace discrimination.
14. Mainstream gender in labor market regulation and inspection regimes to make it more responsive to the specific needs of female workers.
15. Review industry/ corporate policies, especially in the unconventional sectors, identify gender-based gaps and propose strategies and actions to bridge those gaps.
16. Create learning opportunities and an enabling work environment to promote women and girls' participation in unconventional sectors (e.g., transport, hotel management, power and energy, disaster, mechanical work, tourism, auto industries, etc.).
17. Lobby for legislation or other binding actions on the private sector to contribute funds through Corporate Social Responsibility (CSR) for interventions that are specific to women and girls. Legislation should address CSR conditions to ensure above minimum wage incomes, day-care centers for working women, separate toilets and spaces for women employees, inclusive facilities and a safe, free of harassment workplace².
18. Enhance opportunities for financial inclusion initiatives as well as improved access to credit such as micro-finance, and better provision of entrepreneurship development, training and vocational skills development.
19. Promote the collection, compilation and analysis of gender-disaggregated data including empirical research on key issues encountered by women, youth and transgenders to provide an

Women's Economic Empowerment:

Safeguarding and expanding investment in women and girls and closing the gender gap/gender pay gap in economic activities through business and entrepreneurship development support, equal pay policy (Labor and HBWs), working women hostels, (Gender balanced) gendered recruitment / HR policies for the non-government employers including the corporate sector, acknowledge and incentivize women's role in nurturing the livestock, inclusive agricultural practices with a view to strengthen their overall labor market participation level.

² Zaidi Y., Farooq S. et al. 2016. Women's Economic Participation and Empowerment in Pakistan - Status Report 2016. UN Women Pakistan. Islamabad.

evidence base for initiating and developing informed policy-making and planning for the economic uplift of women.

20. Ensure women's access to resources and ownership over assets through the registration of title-deeds of all state-land allotted for lease, housing or farming, jointly in the names of husband and wife, and in case of female-headed households in the name of the woman.
21. Introduce and implement gender-sensitive provincial labor laws and policy frameworks with a focus on enhancing the level of labor force participation of women workers in both public and private sectors, including commitment to equal pay, right to maternity leave, child care facilities, expansion of productive work opportunities and ending exploitation of women workers.
22. Plan and implement gender-responsive infrastructure for service users and service providers in all public sector formations.
23. Construct women-specific hostels and facilities at all district and provincial headquarter offices and improve security arrangements for traveling female employees. Ensure that working women hostel SOPs are developed and implemented.
24. Undertake legislative action to ensure equitable inheritance rights, land entitlements and reform family and pension laws to sustain financial stability of widows and retired workers. Inheritance laws to be strictly enforced and inheritance cases of widows and orphans to be taken up on a priority basis. Property inherited by women, especially in rural areas, will be registered in the women's name.
25. Legislate to promote women land registration and land title certification, regardless of their marital status and domicile, in order to correct imbalances in land management, administration and transfer of land assets, particularly in rural parts of Balochistan.
26. Establish Career Development Centers (CDCs) equipped with information about available vacancies for women, recommended textbooks, and resources and strategies for taking competitive examinations.
27. Strengthen audit and regulatory regimes to protect the economic interest of women workers.
28. Promote leadership role of women in commerce, industry and trade while ensuring complete inclusivity in chamber of commerce activities.
29. Create a safe and enabling environment in public transport for women. Provide safe, quality and affordable transportation for women and girls in order to remove barriers to their mobility, improve their access to other public services and boost participation in economic and public life, overall.

30. Develop gendered HR policies for the corporate sector including private schools, salons, etc., which are the major employers of young women in the private sector, clearly defining wages, work hours and leave policy.
31. Ensure implementation of the code of conduct on sexual harassment at workplace for creating safe and conducive environment where working women can pursue their professional careers without fear of violence or discrimination and perpetrators are held to account for their actions.

2. Social Empowerment

Women empowerment and low literacy levels among girls is a problem across the province. Due to strong tribal customs, religious influences and male dominance, women have limited or no role in decision making at all levels. High maternal mortality rates, malnutrition, early marriages and scarcity of basic services with restricted mobility puts women in a subservient role. This is manifested in the way the women are given roles in the political arena and in the public sector representation. In Balochistan, there is less than 2% representation of women in the bureaucracy, no women in provincial cabinet, most of the political decision making, budget making processes, and planning lacks the gender perspective. Any effort to integrate gender in the social context remains a challenge.

2.1 Education

Education is a right denied to many children across Pakistan, but the state of literacy, particularly of females is dismal in Balochistan. The statistics paint a bleak picture, with less than 2% of rural women educated and only 26 % overall female literacy in the province. As many as 70% girls drop out of school as cited by sources in the Education Department. And Balochistan is at bottom with the lowest literacy rate of 44%.³⁴ Recently the Government announced co-education across the province at primary level which may help increase girls' enrolment as this will provide increased access to nearby schools vicinities which was also one of the major factors contributing to girls drop out.

Along with these initiatives, the Government aims to enhance awareness in society about the importance of female education by enhancing gender sensitivity through education. For this purpose, WDD envisions developing gender sensitive textbooks and curriculum with the help of Education Department.

³http://www.aserpakistan.org/document/learning_resources/2015/Alif_Ailaan_District_Ranking_Report/District_Ranking_Report_2015.pdf

⁴ <http://www.dawn.com/news/1154252>

Policy Objectives:

- To ensure that the Education Department has gender sensitive HR policies for private and public schools.
- To provide an enabling environment to the girls to complete their schooling in a conducive environment. The policy intends to revise Textbooks and Curriculum considering gender sensitive protocols and ensure gender mainstreaming in the Balochistan Education Policy.

Policy Priorities:

1. Ensure that all education management policies including teacher recruitment, school rationalization, in-service capacity-building, etc., safeguard the rights and concerns of girl students and female teachers and staff.
2. Design and implement programs for 100% enrollment and maximum retention of girl students at all levels of school education in urban as well as rural areas.
3. Provide skills and training for rural youth and women in on- and off-farm activities and enterprises, providing incentives for implementing demonstrated effective interventions, for example in homestead-scale poultry rearing, kitchen gardening and aquaculture.
4. Input into the Balochistan Education Sector Plan (BESP) and suggest strategies to close the gender gap in education by ensuring successful transition of girls from primary to secondary education. Monitor the impact of the BESP with a focus on girls' access to primary and secondary schooling, retention and life-skilled based education.
5. Create learning opportunities and enabling work environment to promote women and girls' participation in unconventional sectors.
6. Design and deliver affirmative action targeting education and skills development for women and girl students with a special focus for ensuring inclusion of local, marginalized and vulnerable groups in lesser developed districts of Balochistan
7. Lobby for inclusive education for all that integrates children with disabilities, especially of girls, as noted in the Education Policy 2009.
8. Continuously stock-take and audit various affirmative action instruments (subsidies, voucher schemes, free books, transport, etc.) that are put in place for improving girls' participation in educational activities. Ensure priority availability of basic facilities for female teachers and girl students (boundary walls, separate washrooms, toilets, transport, clean drinking water, etc., in all government and private schools. Increase the number of and improve women and girl's access to public toilets, and Water, Sanitation and Hygiene (WASH) amenities across Balochistan.

9. Track budgetary allocations for inclusive education facilities, opportunities and conducive learning environments.
10. Revise and improve textbooks and curricula to remove gender biased stereotypes and promote a positive image of women and girls, in consultation with women parliamentarians, gender studies department and women's rights organizations.

2.2 Women's Health

Balochistan is characterized by disproportionate distribution of health services among various districts and across the urban/ rural divide within the province, where the major health facilities are in the provincial capital. The latest estimate reveals an alarmingly high maternal mortality rate for the province.

This GEWE policy aims to secure universal health coverage for the women and girls of Balochistan. The overall intent is to make sure all girls and women, particularly mothers and newborn babies are provided with timely healthcare facilities, services and opportunities without consideration of socio-economic background. This policy will complement the health policy of the province which seeks to incorporate gender-sensitive approaches for a preventive, promotive and curative healthcare regime for all. Policy priorities will be targeted towards ensuring women and girls' access to primary, secondary and tertiary healthcare facilities.

Cultural norms promoting sexual ignorance and purity of women block their access to information about preventive measures. Gendered power imbalances make it difficult for women to negotiate safer sexual practices with their partners, and economic dependence and fear of violence can effectively force them to consent to unprotected sex. Lack of awareness regarding menstrual hygiene is also a major cause of infectious disease among young girls and women. Women receive inadequate care and treatment both because it is directly withheld from them and because what is being provided is inaccessible and unsuited to their health needs. The burden of caring for their dependents and themselves can become overwhelming, sinking families into poverty and destitution, because women lack access to economic resources and are the hardest hit by the lack of social support.

Policy Objectives:

- Provincial Government to formulate a progressive, forward-looking Health and Population Policy, and ensure gender mainstreaming in people with disability and people with age proposed bills.
- Strengthening Basic Health Units (BHUs) to expand community-based Lady Health Workers (LHW) program
- Increased awareness about reproductive health for behavioral change and advocacy for enhancing budget within health sector on maternal health.

Policy Priorities:

1. Reach out to and include rural women for maternal and neonatal care services and facilities.
2. Implement province-wide “awareness weeks” on stunting, malnutrition, population growth and Maternal and Neo Natal Child Health (MNCH) issues and challenges.
3. Implement health-related reforms to ensure women and girls are free to exercise their reproductive rights including freedom and opportunity to avail maternal and child health services.
4. Spread awareness about diseases and infections and undertake immunization campaigns around priority areas.
5. Track and monitor gender inequalities in the health sector especially from a service delivery, access and affordability lens including gender audits of health care facilities and operations to locate gaps for planning and redressal purposes.
6. Strengthen the Lady Health Worker (LHW) Programme including equipping Basic Health Units (BHUs) with trained medical and paramedical staff, adequate supplies, medicines, vaccines and contraceptives.
7. Provide quality health care and ensure gender-sensitive and patient-centered services at the district level, including a focus on women’s sexual and reproductive health.
8. Address the spread of HIV/ AIDS and drug abuse through setting up of counseling and rehabilitation clinics.
9. Promote Water, Sanitation and Hygiene (WASH) among rural women and girls through awareness-raising campaigns and targeted interventions linked to community schools and hospitals.

COVID 19 Response

Women are not only the hardest hit by this pandemic, they are also the backbone of recovery in communities. Putting women and girls at the center of all the response by the government will fundamentally drive better and more sustainable development outcomes for all, support a more rapid recovery, and place the world back on a footing to achieve the Sustainable Development Goals.

This policy proposes that every COVID-19 response plans, and every recovery package and budgeting of resources, needs to address the gender impacts of this pandemic. This means: (1) including women and women's organizations in COVID-19 response planning and decision-making;

(2) transforming the inequities of unpaid care work into a new, inclusive care economy that works for everyone; and

(3) designing socio-economic plans with an intentional focus on the lives and futures of women and girls.

WDD proposed to adopt the COVID 19 response Plan developed by UN WOMEN for e is a need to develop a rapid and targeted response to mitigate the impact of the COVID-19 crisis on women and girls and to ensure that the long-term recovery benefits them, focused on five priorities:

1. Gender-based violence, including domestic violence, is mitigated and reduced
2. Social protection and economic stimulus packages serve women and girls
3. People support and practise equal sharing of care work
4. Women and girls lead and participate in COVID-19 response planning and decision-making
5. Data and coordination mechanisms include gender perspectives

The COVID-19 pandemic provides an opportunity for radical, positive action to redress long-standing inequalities in multiple areas of women's lives and build a more just and resilient world.

3. Women's Political Empowerment

3.1 Political and Public Life

The Constitution of Pakistan recognizes women's political role and has fixed a quota of 33% in the parliament. Women have a right to vote, stand for elective bodies and hold public office at par with men, yet in the province of Balochistan, very few women are actively participating in political activities. Those who are visible in the political arena rarely get important positions and ministries. In the public service,

women are marginal in key government departments and women again rarely hold key decision-making positions. The government has allocated 5% quota and need to work for 10% for women in public service, yet there is no mechanism to ensure the implementation of allocated quota across and within all occupational groups and grades.

Policy Objectives:

- To ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in personal, political, economic and social life.
- To make public spaces safe for women so that they may benefit from these rights.

Policy Priorities:

1. Review and recommend methods and means to address the differential impact of electoral systems and mechanisms on the political representation of women in elected bodies, and suggest, where appropriate, adjustments or reform of those systems and mechanisms.
2. Advocate active implementation of the Balochistan Local Government Act, 2012, with special measures to strengthen women's knowledge, participation and representation in decision-making from the bottom up. Improve reporting and data related to these measures.
3. Ensure increased and effective participation of elected women representatives in local bodies institutions as per statutory quota including house committees and monitoring committees at the district and tehsil levels.
4. Support and ensure full participation of women in general and local government elections, through systematic monitoring of electoral processes.
5. Ensure compliance with and meticulous adherence to jobs and capacity building quotas for women workers and government employees as per laid down and approved policies and legal provisions.
6. Strengthen and promote effective participation of women in the political processes through issuing of CNICs, ensuring voter registration, creating safe and conducive environment for women to vote, raising awareness on women's political rights, implementing measures to ensure that women can cast their vote.
7. Support representation and decision-making of women in political processes and parties through voter education programs, providing training, mentoring, and networking opportunities including between women Union Councilors and representatives of women's parliamentary committee members, and other decision-making bodies within the government. Do this across party lines.

8. Significantly increase women's political representation through ensuring that political parties engender their party's mandate, strengthen women's wings, promote women candidates, increase their female vote bank and support women to cast their vote.
9. Track women Union Councilors across party lines for improving their representation and inclusion in political processes and local government structures.
10. Periodically conduct gender audit of issues and challenges encountered by women government officials including their participation and identify hurdles that discourage female employment in government services including those holding political, parliamentary and democratic positions.
11. Undertake measures to integrate gender mainstreaming into electoral and parliamentary processes including women's role in representation, oversight and accountability institutions.
12. Amend parliamentary proceedings to ensure that all parliamentary committees such as the Public Accounts Committee, Public Service Commission and other committees of the provincial assembly of Balochistan have a minimum of 20 percent representation of women, and that at least one-fifth of the committees are headed by women.
13. Create and strengthen a cross-party women's parliamentary caucus in Balochistan Provincial Assembly as a strong lobbying point in bringing forth gender concerns in laws and government policies.
14. Design and implement pro-women development programmes and capacity development initiatives for elected women representatives especially those holding positions in local bodies and the Provincial Assembly.
15. Equip NADRA with a women desk with women employees in all their offices at the district and provincial levels.
16. Reduce the female voter registration gap through collaboration with Election Commission of Pakistan.
17. Monitor electoral pledges of political parties regarding gender equality as enunciated in party manifestos.
18. Ensure mandatory compliance of requisite female polling, including measures aimed at women voters' mobilization for their proactive participation in electoral campaigns, activities and voting.
19. Increase the number of women's polling stations, especially in rural areas, to reduce the distance that women need to cover.
20. Increase the percentage of women in the police force with powers to register and investigate cases and carry out search operations and arrests, especially in cases involving women and girls.

21. Increase women in decision-making positions in public and private sector; officially recognize and/ or incentivize organizations and associations employing a greater number of women.

4. Women's Access to Justice

In Balochistan, violence against women and girls is rooted in patriarchal norms and class or ethnicity-based oppression. Women are prevented from enjoying existing rights because of the prevalence of negative customary practices and attitudes.

The focus on the reproductive role of women along with strong emphasis on female chastity are the underlying causes of early marriage, high fertility rates and psychological and mental abuse of women. Violence begins in the form of discrimination against a girl child and continues in various forms throughout the life of a woman. Multiple reasons include ignorance about rights and responsibilities, minimal access to judicial and redressal mechanisms, expensive and prolonged processes for accessing justice, poor implementation of the law, and weak state support services for victims of violence. Moreover, affirmative provisions of the Constitution are seldom implemented to establish real and substantial equality.

Institutional mechanisms to support victims of violence have been set up but these are as yet insufficient and need to be strengthened and utilized. There are only three women crises centers and shelter homes in Balochistan, and only one Dar-ul-Aman. In addition to the low numbers, the existing facilities remain unsatisfactory with the biggest issue of non-availability of medico-legal services.

In terms of domestic violence against women, the Human Rights Commission of Pakistan (2014) revealed a 33% increase from 2008 to 2014 in violence against women. Balochistan passed its Balochistan Domestic Violence (Protection & Prevention) Act 2014, however its implementation is still not at the desired standard.

This policy recommends a holistic approach to ensure equitable access to justice for all women and girls of Balochistan.

Policy Objective:

To improve women and girls' access to integrated systems of justice, protection and rehabilitation/reintegration, by informing them about laws and related processes and existing services, facilitating their engagement with the justice system, undertaking necessary legislative and administrative actions, and building effective, accountable and inclusive institutions at all levels.

Policy Priorities:

1. Undertake amendments/ legal reforms to consolidate legal protections for victims of abuse, violence and torture against women, girls, youth and transgender including initiatives to a) strengthen the penal regime to discourage all forms of violence and harmful practices including incidents of acid burns; b) enact and criminalize laws to stop forced and early marriages; and c) undertake a review of existing laws to provide province-wide shelter and refuge to victims of violence.
2. Establish robust data collection mechanisms for monitoring criminal statistics through coordination with police, prosecution and judiciary and including prison, parole and probation departments to identify loopholes and recommend improved cross-institutional planning and integrated policy responses.
3. Work towards the eradication, prevention and control of crimes against women and the girl child.
4. Pursue necessary legislative and policy measures that improve the status of women and juvenile inmates and under-trial prisoners (particularly children incarcerated with mothers), through the Committee on the Welfare of Prisoners and in collaboration with other departments and the Provincial Commission for Child Welfare and Development (PCCWD).
5. Undertake a systematic review of the impediments to implementation of laws concerning violence against women and girls, including obstructions in women and girls' access to justice. In particular, the implementation mechanisms of various laws and related administrative arrangements are to be put in place to ensure that the pro-women laws are implemented, to facilitate women and girls' easy access to justice.
6. Notify and appoint District Protection Committees and Officers to ensure integrated services and functions are provided in response to gender-based violence prevailing at the district level.
7. Lobby to increase the number and accessibility of women police stations at the district level, or depute women police officers across all police stations, with the notification of specific space for women's wings (Reception and interview area) inside each police station. Connect these with District Protection Committees, District Child Protection Units and other bodies with the aim to provide integrated services to violence victims.
8. Ensure an independent policy and regularized staff for Dar-ul-Amans (DuAs), Shaheed Benazir Bhutto Crisis Centers (SBBWCCs), and private Shelters.

9. Monitor and strengthen adherence to the revised SOPs⁵ for the DuAs and SBBWCCs across Balochistan which have been aligned with international standards as prescribed in the Essential Services Package (ESP)⁶ guidelines, as notified by the respective departments, specifically in terms of establishing effective programs to facilitate rehabilitation and integration of women survivors of violence into society upon leaving the shelter.
10. Study and improve the administration of justice to make them safer, accessible, comprehensive and integrated, responsive, and effective for women and girls. This would require a range of policy, infrastructural and procedural changes-
11. Increase the number of women judges, police officers, prosecutors and lawyers for specifically catering to the needs of victims of violence against women.
12. Increase community knowledge and access to systems regarding women's existing rights under the laws and related policies, and mechanisms. Partner with local communities and civil society groups and organizations to achieve this.
13. Undertake advocacy with Cabinet and Assembly members and the concerned standing committees at the Provincial level to increase budget allocations for establishment and improvement of gender-responsive infrastructure within the justice sector institutions across Balochistan.
14. Implement effective programs and strategies to prevent and respond to sexual harassment against all women and girls, including harassment in public and private spaces and e-violence against women (including cyber bullying, cyber stalking, online threats, etc.), including through strengthening of Anti-Harassment Cells at District level for easy access to justice.
15. Observe adherence to the National Judicial Policy, 2009 (updated 2012), at all tiers of judicial systems across Balochistan, to identify and address bottlenecks in administration of justice, especially for women and girls.
16. Collect, compile and organize data on violence against women and girls to determine barriers in their access to justice, with the intent of suggesting actions to relevant Government Departments.
17. Develop a database of all violence against women and girls' cases reported across Balochistan, in coordination and consultation with relevant government departments (Health, Medico-Legal, Police, Prosecution, Judicial Academy, Women Protection Cells, Court registries, Dar-ul-Amans,

⁵ Revised in July 2020 by Women Development and Social Welfare Departments with the technical support of UN Women through a consultative process.

⁶ The Essential Services Package is the United Nations' Joint Global Programme on Essential Services for Women and Girls Subject to Violence. It aims to provide greater access to a coordinated set of essential and quality multi-sectoral services for all women and girls who have experienced gender-based violence.

Complaint and Crisis Centers, Media monitoring agencies, etc.). The database should be based on carefully crafted indicators against which data is to be collected, using reliable sources for such information.

18. Upgrade, standardize and scale up medico-legal and forensics systems and procedures in Balochistan, to support litigation in violence against women cases, in line with the existing laws including the Federal Anti-Rape Act, 2016.
19. Integrate gender-sensitization and information on national and international commitments into judicial training curriculum through the Balochistan Judicial Academy, Bars, and Law schools.
20. Increase efforts to identify trafficking victims among vulnerable populations, including street women/ girl children, refugees, people in prostitution, and laborers in brick kilns and agriculture. Improve efforts to collect, analyze, and accurately report gender-disaggregated data specifically on anti-trafficking, distinct from data on human smuggling.
21. Increase community knowledge regarding women's rights under the law and related resources/ services, support systems, authorities, personnel/ points of access.
22. Regulate and standardize informal systems of justice that could discriminate against women and girls and strengthen the penal regime to discourage discriminatory/ exploitative structures and harmful practices.
23. Collaborate with relevant institutions for rule of law reforms to strengthen coordination for the provision of one window services to victims of gender-based violence.
24. Design and implement evidence-based research on the implementation of existing laws, such as domestic violence act, harassment act, etc., to ensure that implementation of the laws is ensured in measurable ways.

Policy Indicators aligned with SDG 5 and 16

- *Extent to which all forms of discrimination and violence against all women, girls, youth and transgenders in the public and private spheres come to an end, including trafficking and sexual and other types of exploitation.*
- *Extent to which all harmful practices, such as child, early and forced marriage and female genital mutilation are eliminated.*
- *Percentage decrease in reported incidents of violence against women.*
- *Proportion of survivors/ victims given timely shelter, legal aid, medico legal and other services.*
- *Increase in conviction rate of perpetrators of GBV.*

25. Undertake capacity building of justice sector actors through gender-sensitive trainings for medico-legal officers, police, lawyers, judges, prosecutors and jail authorities with a view to strengthen the administrative justice system.
26. Strengthen the institutional framework of accountability institutions including consolidating the monitoring role of the provincial assembly through the notification and effective functioning of oversight committees and implementation of legislative review and advocacy led by the women's caucus around gender-equitable law-making needs.
27. Streamline pro-women initiatives through the Technical Working Group (TWG) on Gender Equality and Women's Empowerment (GEWE) notified under the WDD which works as the coordinating body to address the issues of the women serving in the justice sector as well as women who approach the justice sector institutions as clients.
28. Ensure provision of victim services such as psychological counselling, helplines, legal aid including the paralegal regime and establish and strengthen Government-run shelter homes/ crisis centers for women in distress at the divisional level.
29. Build institutional linkages between Social Welfare, Local Government, Health departments and law enforcement agencies for coordinating their role in protection services and data collection.
30. Enhance role of women as justice service providers, including as police officers, Levies forces, judges and judicial staff, lawyers, prosecutors, members of Bar Councils.
31. Provide better facilities for women prisoners particularly mothers and their accompanying children.
32. Forge partnerships with civil society organizations for ensuring provision of free legal aid to deserving female litigants, victims, survivors and jail inmates including juvenile prisoners.

5. Women, Climate Change and Humanitarian Emergencies

Women and girls are particularly vulnerable to the harmful effects of climate change/ humanitarian emergencies and special measures need to be put in place to secure and safeguard them from these through ensuring inclusive disaster risk reduction, recovery, rehabilitation strategies, including gender-responsive mitigation and adaptation approaches as well as strengthening equitable natural resource management frameworks, laws and policies.

Steps have been undertaken for the environment and climate change agenda and on the consequences and aftermath of natural disasters on vulnerable groups of population. Accordingly, the National Disaster Management Act (NDMA) 2010 and the National Disaster Management Plan (NDMP) 2012-2022 include

vulnerable groups such as women, children, persons with disabilities, elderly, marginalized and remote communities as well as different religious groups.

Despite this work, the gender gap in Pakistan remains significant, which particularly affects women and girl children during natural disasters and risks. Gender-related issues within the Climate Change Policy are viewed as incidental instead of being an essential part of such policies in Pakistan. This is substantiated by the lack of policies, frameworks and plans that include an analysis of gender-related challenges and consequences among climate change measures, strategies and actions.

Policy Objective:

To enhance the gender-responsiveness of climate change, environment and natural resource management strategies in the province, especially through climate change adaptation and disaster risk reduction initiatives.

Policy Priorities:

1. Collaborate with Agriculture, Irrigation, PDMA, Livestock, Urban Planning, Industries, Environment Protection, Public Health and Forestry departments for integrated gender-responsive policy actions to forestall the effects of climate change.
2. Collaborate on the design and implementation of disaster risk reduction and resilience mechanisms.
3. Conduct gender profiling and audit through collection and analysis of gender-disaggregated data to inform development planning processes.
4. Develop and implement gender-responsive natural resource conservation strategies.
5. Design and implement outreach, media and communication strategies to ensure people are aware and informed on dealing with the impact of natural disasters like drought, floods etc. Organize awareness campaigns on a regular basis at academic institutions to raise awareness on climate change and how it affects women.
6. Coordinate action towards gender-responsive and climate compatible agriculture and livelihood practices including safety, recovery and resilience.
7. Increase the proportion of women in environmental and climate change decision-making bodies, at all tiers of government.
8. Ensure active participation of women and girls in protection, improvement, conservation and rehabilitation of the environment.

9. Strengthen the Gender and Child Cell within PDMA to keep stock of Disaster Risk Reduction (DRR) preparation at the district level.
10. Reduce women and girls' exposure to environmental health hazards owing to environmental catastrophes, degradation, contaminants and substances used in agriculture, fishing, and industries.
11. Promote sustainable agriculture practices, including new livestock breeds and seeds, along with modified cultivation and animal husbandry practices which reduce emissions and are suitable for the emerging weather conditions.
12. Take necessary steps to ensure the rights of refugees and displaced women affected by natural disasters to return voluntarily to their place of origin in safety and with dignity, and ensure their right to protection and rehabilitation after their return.
13. Ensure effective implementation of systems for addressing GBV during natural disasters.
14. Ensure an inclusive and gender-responsive approach to natural and environment resource management decision-making, allocations and implementation processes.

6. Women, Civil Society, Media and Information Technology

It is an established fact that there is a great need for gender-sensitive media coverage and role of civil society in promoting gender equality and women's empowerment. An Informed/ sensitized society is not possible without informed public conversation and citizens holding government to account for its actions. Therefore, this policy lays specific emphasis in strengthening the role of both media and civil society particularly EVAWG Alliance and Gender & Humanitarian Task Force (GHTF) through following key actions to be supported as part of policy implementation process.

Policy Objectives:

- To ensure that women's issues are have fairly represented in the media following the global standards.
- To ensure that Civil Society Forums are strengthened to safeguard women's and girls' issues and play a pro-active role through campaigns to have pro-women laws enacted.
- Ensure a level playing field for women in terms of their access to E-learning platforms for ICT and Media including strengthening their role and participation in related digital platforms, services and opportunities.

Policy Priorities:

1. Collaborate with civil society organizations and their networks including EVAWG Alliance, Balochistan Gender Network, Child Rights Movement and others for mass awareness campaigns to promote social, political and economic rights of women and girls.
2. Improve access to gender disaggregated data to inform public debate and programmatic interventions.
3. Support consultations with civil society for legislative advocacy around priority legal rights issues concerning women and girls such as child marriage, inheritance rights, etc.
4. Organize regular capacity development initiatives for media organizations, journalists, etc., to enhance gender-responsive coverage and ethical content production including professionalization of reporting on gender-based violence, gender disparities, discrimination in the society, and mainstream a media code of conduct through a gender lens.
5. Collaborate with IT department for inclusive e-governance initiatives including provision of IT-based products, services and other opportunities for women.
6. Introduce and implement pro-women digital business opportunities such as start-ups, e-libraries, IT training regimes and online employment for women and girls.

Policy Priorities Aligned with SDG 5

- Mass awareness regarding legal rights of women and girls
- Legislative advocacy campaigns
- Launching a system for online complaints and redressal services
- Critical pool of trained and Gender-sensitized journalists covering GBV stories in a responsible and ethical manner
- Inclusive, gender-sensitive and ethical Media coverage including increased number of media stories reflecting gender sensitivity

7. Strengthening Institutions and Mechanisms

The Women's Development Department will have a central role to play in strengthening and enabling the overall institutional capacity for meeting the objectives of the Provincial GEWE Policy. The following section discusses the rules, functions, strategic objectives and related actions to be pursued by the WDD, to support the overall policy objectives.

Policy stakeholders include Women Development Department, Provincial Assembly Women's Parliamentary Caucus, CEDAW Provincial Reporting Committee, Human Rights Directorate, Balochistan Commission on the Status of Women, relevant Provincial Government Departments including Local Government, development partners, legislators and political party leaders, journalists and policy researchers, academia, CSOs/ NGOs and common citizens especially girls and women.

Since public policy implementation is to be driven by the government itself, the WDD assumes a leadership role in driving this policy process in collaboration with key government sectors and organizations.

In line with its rules of business and relevant legal provisions and policy mandate, the WDD will have the overall responsibility to ensure oversight, track implementation and adherence to the mandated roles as outlined in this policy. However, it is worth clarifying that the WDD is not envisioned by this policy to act as a sole authority to deliver results on the women's empowerment agenda in Balochistan. In fact, WDD will facilitate all relevant departments for carrying out their respective sectoral plans and strategies. WDD will provide technical guidance to such departments so that they can mainstream gender across their programs and policies in order to reach common policy objectives. WDD will be contributing as a value adding government partner to support and coordinate the implementation of departmental policy targets related to gender equality and women's empowerment.

With the WDD in the lead as a convening agency of the government, the following represents an interlinked approach for putting in place a systematic and robust institutional arrangement for policy review and implementation, stock-taking and decision-making based on available data.

Policy Objective:

To strengthen institutions and mechanisms for ensuring women's empowerment and removing systemic barriers to GEWE, mobilizing resources, achieving coordination between Government actors, ensuring gender competency, providing required tools and resources, and institutionalizing gender-disaggregated data generation, dissemination and reporting.

Policy Priorities:

1. Ensure that gender analysis is undertaken and utilized at all stages of policy and program development, delivery and review by working closely with the Finance, Planning & Development, S&GAD and Local Government Departments (and their allied statistical and planning branches).

2. Participate in high-level (Cabinet, Provincial Assembly, UN review mechanisms) and ground-level (UC, District, Divisional level) forums to mainstream gender and advance gender equality and women's empowerment.
3. Equip staff, including higher and lower level leadership with communication skills and advocacy points to raise demands for women and girls across Balochistan.
4. Adopt appropriate strategies and measures to support and strengthen the District Government and Town Municipal Administration for the achievement of social, political and economic development of women and girls.
5. Develop gender competency of stakeholders to influence engendering of policies, programs, schemes and other initiatives, by providing appropriate tools, orientations and trainings, and notifying systems and mechanisms to ensure implementation.
6. Institutionalize gender-disaggregated data in provincial statistical bureaus and departments to address data scarcity and impact monitoring
7. Encourage and support all government departments and private sector entities to have Gender Mainstreaming Action Plans with strategies and resources allocated for both emerging issues and persistent barriers to gender equality and women's empowerment.
8. Notify, train and activate Gender Focal Points (GFPs) in every Government Department for improving organizational management, and engendering public policy planning and budgeting, execution and evaluation.
9. Undertake regular measures for giving suitable publicity to development plans and educating the public on the results achieved from time to time.
10. Support the Provincial Commission on the Status of Women, Women's Parliamentary Caucus and similar machineries at the provincial and national levels to articulate their specific objectives and priorities for gender equality and women's empowerment. Specifically, assist the Provincial Commission on the Status of Women in financial, human resource and administrative matters, at the Secretariat level, for strengthening and discharge of its function.
11. Systematically monitor, review and improve the allocation of Public Sector Development Programs for schemes and projects that directly or indirectly impact women and girls.
12. Ensure opportunities for civil society and private sector participation, support and coordination in processes of monitoring and reporting on provincial and international commitments.

13. Strengthen reporting capacities to ensure compliance on the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW) in the light of recommendations of CEDAW Committee's concluding observations.
14. Streamline Institutional collaboration in order to foster more coherent policy focus as well as institutional strengthening of relevant departments. This will be done through realizing the critical importance of the women machineries.

FRAMEWORK FOR INSTITUTIONAL COLLABORATION

The following table delineates key functions of lead and relevant institutions who shall be responsible for data collection, quality assurance and progress reporting against priority policy actions as outlined under this policy framework.

Responsible Entity	Role and Tasks
Women Development Department	• Develop PC 1 as part of budgeting process for policy targets (to the extent relevant to the WDD mandate) as outlined in the policy framework in order to sustain the funding flow for completion of priority actions (consistent with workplan attached with this policy framework). Procuring and subsequent operations of an MIS system shall be a key action point. • Design and implement a robust M&E framework along with measurable and realistic targets and Key Performance Indicators (KPIs) in line with priority policy objectives including 'logic model' of this policy i.e. 'Results Framework' or a Log Frame. This will include development of a standardized reporting template that shall be used by concerned implementing departments to report on progress against policy targets for the purpose of ensuring policy adherence (also including hiring of gender specialists with expertise in M&E for output-based short assignments). • Coordinate with concerned departments for regular quality assured and gender disaggregated data collection regarding departmental targets. • Ensure continuous provision of technical assistance and policy guidance to the implementing departments in order to ensure gender mainstreaming across all departmental policies, laws, programs and initiatives. • Forge partnerships with development partners including media, academia and civil society for co-operation across the entire spectrum of policy environment. • Lead on progress reports regarding Pakistan's treaty obligations and international standards to which the country is a signatory.
Women Parliamentary Caucus	• Lead on legislative actions as per policy priorities. Coordinate activities with WDD for coherent pursuit of policy goals. Networking with partners for consultative approach towards legislative reform. Play a key role in strengthening implementation mechanisms of existing pro-women laws. • Support data collection on legislative outputs.

	• Present analytical women's concerns on the assembly floor through questions, call attention notices and resolution. • Participate effectively in the meetings of the standing committees. • Present Bills/ Acts/ Laws on the floor and lobby for their approval.
Human Rights Directorate	• Liaison with MoHR and keep them updated regarding WDD's progress in the implementation of the GEWE policy at the provincial level. • Assist WDD in promoting institutional performance and gender responsive public sector environment as per policy guidelines. • Undertake scoping mission and help investigations into relevant cases of domestic violence and other matters concerning women and girls' human rights and access to justice. • Conducting research into issues relating to gender and social justice and recommending Recommend revisions to laws based on research regarding priority laws giving space for discrimination and gender abuse.
Key Administrative Departments such as Planning & Development and Finance Departments	• Consult and collaborate with WDD to implement gender guidelines and annual gender statement issued by the CM through mainstreaming planning, budgeting and resource allocation processes. • Take part in strategic planning meetings including agenda setting, policy dialogues and legislative advocacy events convened by WDD • Support WDD resource mobilization efforts including the PC 1 process, reflective of gender mainstreaming policies of the provincial government.

RESULTS BASED MONITORING AND EVALUATION

This policy outlines a range of thematic priorities which accumulatively reflect the broad policy direction the Government of Balochistan has set for implementation of the women's empowerment agenda and related reforms in the next five years. To achieve these policy goals and objectives, several targets have been associated with specific priority areas along with a set of indicators to track progress and determine the value of results. This document lays out specific indicators to measure the change that the policy intends to bring about. Essentially, these indicators will be used to measure the level of success achieved on the priorities by looking at baselines as a starting point against what is done to achieve targets as the end point of policy objectives. Aligned with CEDAW, BPfA, SDG 5, these indicators are meant to serve as the heartbeat of the overall policy framework focusing on the way they have been formulated to ensure that policy objectives remain realistic, achievable and measurable.

To ensure effective implementation of this evidence-based policy, a carefully resourced cadre of gender specialists with background in analytics and evidence-based policy, is to be attached with the WDD to act as professional policy practitioners. One of the core prerequisites for meaningful policy work centers around the quality of its monitoring and evaluation system – this can be complemented with a fully functioning MIS system or a common online platform for a planning, monitoring and reporting system to be operated by WDD staff (M&E Section). Success or failure of any policy is often attributed to presence or lack of decisions being based on evidence and data. It is in this context that an M&E Plan shall be developed along with other related tools such as results framework by M&E experts who shall be embedded within the WDD. Even if there is an MIS system, WDD will have to maintain an offline M&E system with a results-based monitoring and evaluation plan in order to meet the following specific objectives:

- To regularly monitor implementation and achievement status of policy targets on a six monthly and annual basis so that substantive progress reports can be generated for periodic stock-taking by executive leadership.
- To track gender mainstreaming across planning, budget and operational processes in terms of allocations, gender-sensitive development projects, trainings, etc., in order to ensure adherence to the overall policy direction.
- To evaluate risks and identify what doesn't work and why, based on assumptions listed at the start of policy implementation.
- To drive strategic planning and policy processes in an evidence-based manner through robust data collection and analysis.

Evidence-based policy must be used to implement women's empowerment reforms as a strategic priority for the Government of Balochistan. This policy considers the changing landscape including gender-

sensitive party manifestos and growing visibility of women leaders in political and policy circles. These trends are indicative of the importance we need to give to data driven public policy priorities from a gender lens. Well thought through M&E arrangements are therefore central to this policy process. Below is an overview on how the M&E function is to be managed and administered in order to make this evidence based GEWE policy a lasting success.

The WDD is positioned to coordinate the implementation of policy goals but the other departments like health and education shall carry out their mandated interventions to achieve their respective outcomes. The WDD needs to collaborate on data generation through a functioning system of data collection, analysis and reporting. For this purpose, the WDD needs to have in place a well-functioning M&E system. With the M&E specialist of WDD in the lead, each provincial department shall notify a focal person to coordinate the data collection, reporting, etc., to ensure policy adherence. Progress reports produced based on data shall be presented to the Women's Empowerment Task Force for six monthly stock-taking by executive leadership.

Collecting province-wide data on key priority areas shall remain a core responsibility of the WDD regardless of the extent of cooperation of the respective departments. For this purpose, the WDD's M&E plan along with workplan of this policy spell out a number of public opinion surveys, impact assessments and research studies in order to generate credible official data for the purpose of informed decision-making for the implementation of the gender equality and women's empowerment policy.

To sum up, a well-functioning M&E system operated by gender M&E experts of the WDD is key for successful adherence to policy goals and priorities. To achieve this, WDD is strategically positioned to play a leadership role.

IMPLEMENTATION FRAMEWORK 2020-24

Strategic Area 1: Adoption and Implementation of Policies and Legislations, Practices, Rules and Regulations to safeguard the rights of women and girls		Strategic Objective: To promote policies, laws, rules and regulations related to the status and rights of women and girls, including through (i) reviewing legislative proposals from all relevant Departments and independent statutory Commissions, in consultation with all relevant stakeholders; and (ii) acting to floor new legislation (vide repeal and/or amendment), to eliminate substantive discrimination, safeguard and promote the rights of women and girls, and achieve gender equality in accordance with Pakistan’s Constitution, National and Provincial laws, and international commitments.							
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5
1.1	Notification of the sector-wide Provincial Gender Equality and Women’s Empowerment Policy from the office of the Chief Minister, Balochistan, assigning responsibilities to all executive and oversight bodies in terms of their roles and responsibilities. Translate, print and widely disseminate copies of the Provincial GEWE policy.	Gender Equality and Women’s Empowerment	WDD, CM Secretariat	All concerned Departments/ Relevant Stakeholders	X				
1.2	Support the formulation of rules, implementation system and evaluation parameters for the implementation of the Home-Based Workers (HBWs) policy, develop a system of registration and maintenance of record of HBWs at the provincial, divisional and district-level government set up.	Economy and Productive Work	Labor & Manpower Department	Industries & Commerce (Small Industries Wing) S&GAD, WDD	X	X	X	X	X
1.3	Follow up, approval and vetting of laws regarding gender equality, women’s empowerment and ending GBV	Gender Equality	WDD and CM Secretariat	Law and Parliamentary Affairs; SWD, HRD, and other relevant departments; WPC	X	X	X		
1.4	Legislate to promote rural women’s land registration and land title certification, voter registration, access to Rule of Law services,	Power and decision-making	WDD	Law and Parliamentary Affairs; SWD; HRD; Board of Revenue; Home and	X	X	X		

1.11	Take effective legislative actions to make the legal frameworks all-inclusive with the inclusion of the rights of Transgender persons, women with disabilities and other marginalized groups.	Human Rights of Women and Girl Child	WDD and SWD	Law & Parliamentary Affairs	X	X	X	X	X
30	Strategic Objective: To undertake gender-responsive planning, budgeting and reporting in public policy, strategy development, formulation and implementation of action plans at the provincial, district and sub-district levels across Balochistan; taking affirmative action to target patriarchal mindsets, gender stereotypes, specific behaviors, attitudes and (customary) practices that are detrimental to the rights of women and girls.								
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5
2.1	Notify and strengthen the Provincial Gender Mainstreaming Working Committee chaired by the Chief Secretary, with representation of all provincial secretaries.	Institutional Mechanism	S& GAD, WDD and P&DD	CS office, Finance, Home and Tribal Affairs and P&DD	X	X	X	X	X
2.2	Produce Gender Statements to embed concerns, needs etc. into planning, budget processes; conduct Gender audits (Women Labor Participation/ Public Transport/ Economic Growth Planning); undertake a detailed analysis of Institutions/ Departments for Gender analysis and women's participation in the workforce	Economy and Productive Work	WDD, S&GAD	Labor & Manpower Dept; Law and Parliamentary Affairs; SWD; HRD; WPC; BCSW	X	X	X	X	X
2.4	Undertake measures to integrate gender mainstreaming into electoral and parliamentary processes including women's role in representation, oversight and accountability institutions.	Gender mainstreaming	All concerned departments/ Stakeholders i.e. ECP, NAB, WPC, Law and Parliamentary Affairs led by WDD		X	X	X	X	X
2.5	Design and implement pro-women development programs and capacity building initiatives for elected women representatives especially those	Gender mainstreaming	All concerned departments i.e. Local and Rural Development, P&DD, Law and Parliamentary Affairs department led by WDD		X	X	X	X	X

	holding positions in local bodies and the Provincial Assembly												
2.6	Ensure that the work of Gender Focal Points is written into their terms of reference and reflected in resource allocation.	Gender mainstreaming	All concerned departments i.e. Finance and P&DD, led by WDD	X	X	X	X	X	X	X	X	X	X
2.7	Lobby for inclusive education for all that integrates children with disabilities, especially of girls, as reflected in the Balochistan Education Sector Plan.	Higher/ Secondary education	Education Department C&W Dept, P&DD, SWD, WDD	X	X	X	X	X	X	X	X	X	X
2.8	Develop and accelerate measures for increasing the share of females in STEM (Science, Technology, Engineering and Mathematics) at all levels	Education	Education Dept. WDD, SWD, B-TEVTA, NAVTTC, Industries Dept.	X	X	X	X	X	X	X	X	X	X
Strategic Area 3: Research, Statistics, and Data Collection.		Strategic Objective: Promote research and independent assessments and evaluations on prioritized issues for the purpose of generating evidence and analysis related to gender and women and girls' empowerment to bridge the gender gap and inform public policy in all related matters.											
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5				
3.1	Commission studies and researches to collect targeted information on regular basis with regard to the right to equality and non-discrimination, and for examining deficits in overall governance and sectoral policies and their impacts on rural and urban populations and groups of peoples. Draw up a short- to medium-term plan for the focus of data and research over the next 5 years.	Institutional mechanisms, Data Collection	WDD	All concerned department/ Offices	X	X	X	X	X	X	X	X	X
3.2	Gender Management Information System (GMIS) Develop a GMIS in the WDD to institutionalize sex-disaggregated data monitoring and reporting across provincial departments. Formulate survey	Institutional mechanisms, Data Collection	WDD and IT Department	All Concerned Departments/ Offices; BCSW	X	X	X	X	X	X	X	X	X

[illegible]

3.7	Mainstream gender-disaggregated data in provincial statistical bureaus and departments to address data scarcity and enable impact monitoring	Institutional Mechanisms – Capacity-building -Data	WDD and P&D, Bureau of Statistics	All Concerned Departments/ Offices and survey institutions	X	X			
3.8	Build collaboration between existing Research bodies/ institutes and Development Committees, BCSW, WEE Council, CEDAW Committee and all public and private sector actors regarding research on gender related issues in Balochistan.	Institutional mechanisms, research and coordination	WDD	All departments/ Offices	X	X	X	X	
3.9	Undertake research on economic indicators, including gender gap in wages and percentage of women without incomes/ means of income (public/private both) of their own.	Institutional mechanisms, research	WDD, BCSW and WEE Council	All Departments/ offices	X	X	X	X	
3.10	Sign MOUs with Universities for joint research projects on socio-economic and political situation of women in Balochistan	Institutional mechanisms, research and coordination	WDD, BCSW and HEC	All Concerned Departments/ Offices	X	X	X	X	
3.11	Develop Annual Gender Economic Parity Reports for the province in collaboration with the academia.	Institutional mechanisms, research	WDD, WEE Council, universities	All Concerned Departments/ Offices, universities	X	X	X	X	
3.12	Build Capacity of the Gender Focal Persons (GFPs) in all departments for data collection, developing progress indicators and reporting against them. Collect data for CEDAW Reporting through GFPs.	Institutional mechanisms, research and Coordination	WDD, all relevant departments, CEDAW Provincial Committee	All concerned Departments/ Offices	X	X			
3.13	Promote Donor Collaboration for software development and further installations and operationalization of GMIS system	Institutional mechanisms, research and Coordination	WDD	All concerned Stakeholders, Donor agencies and IT Department	X	X	X		
3.14	Implement Capacity Building/ Technical training of staff on using GMIS	Institutional Mechanisms – Capacity-building -Data	WDD	All concerned Departments/ Offices and IT Department	X	X	X	X	

3.15	Build institutional linkages between Social Welfare, Local Government, Health departments and law enforcement agencies for coordinating their role in data collection with regard to protection services.	Cross-cutting, Access to Justice	WDD	SWD, LG, Health Department; Home and Tribal Affairs, Police, FIA, Prisons Department	X	X	X	X	X	X
3.16	Provide Institutional Data Collection Support to Equal Rights Taskforce, Departmental Gender Focal Points and Whole-of-Govt coordination	Law and Access to Justice	WDD, S&GAD	Law & Parliamentary Affairs; All Stakeholders/ Departments	X	X	X	X	X	X
3.17	Regularly update GEWE data on the Provincial Government's website on development indicators including SDG's for the province.	Internal Institutional strengthening, Media, ICT	WDD, IT Department	All departments	X	X	X	X	X	X
Strategic Area 4:		Strategic Objective:								
Gender Mainstreaming across Government Departments and oversight bodies		To mainstream ⁷ gender in provincial laws, policies, strategies, budgetary layouts, implementation plans and related structures, procedures and mechanisms, including for monitoring and evaluation, to ensure that gender equality and women's empowerment perspectives and approaches are integral to, represented in, and adequately addressed by related Government Departments through their work, and to drive policy coherence for gender equality and women's empowerment across Balochistan.								
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5	
4.1	Review WDD's existing tools for monitoring and revise/ update where necessary such systems, based on CEDAW Concluding Observations, and as part of the BPfA, ICPD, ICESCR, ICCPR and SDG commitments (with gender as cross-cutting theme across all goals in the SDGs, in particular, Goals 1, 3, 4, 5, 8, and 16.	Internal Institutional Strengthening	WDD	P&DD, IPC Dept., Treaty Implementation Cells (TICs) and Civil Society	X	X				

⁷ Gender mainstreaming is the systematic "... process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated" – ECOSOC Agreed Conclusions, 1997/2.

4.2	Create linkages with Provincial and District-level SDG Units and Treaty Implementation Cells and related officials, for data and tracking progress against the SDGs (Specially SDG-5 and 16) and other core human rights conventions, covenants and treaties.	Coordination and monitoring	WDD	P&DD, All Departments	X	X	X	X	X	X
4.3	Ensure opportunities for civil society, grassroots people's organizations participation and coordination in processes of monitoring and reporting on provincial and international commitments on Gender Equality.	Institutional Mechanisms – Capacity-building	WDD	All Departments, led by WDD	X	X	X	X	X	X
4.4	Engage with Deputy Commissioners for constitution/ notification of district committees for Capacity Building (training and awareness-raising) on pro-women planning.	Gender Mainstreaming	WDD and SWD	All concerned departments/ Offices and LG	X	X				
4.5	Develop capacity of the Rural Development Academy and National Institute of Management (Quetta), NIM, Government Stakeholders and National School of Public Policy (NSPP) for training.	Capacity-building for Monitoring	WDD	All concerned departments/ Offices, Finance Dept, P&DD, BCSW, Training Institutions	X	X				
4.6	Develop checklist(s) in collaboration with P&DD, and SWD, to monitor gender-responsive Capacity Building plans for focal points along with budgeting.	Cross-cutting; Capacity-building for Data collection	WDD	P&DD, SWD and Concerned stakeholders	X	X	X			
4.7	Prepare capacity enhancement plans, specific to leadership (advocacy and communication), monitoring, research and data collection, coordination and partnerships and provincial laws and policies, for all cadres of WDD leadership.	Internal Institutional strengthening	WDD	All concerned departments	X	X	X	X	X	X

4.8	Training on monitoring the programs using the gender-sensitive indicators, n how to analyze program and project outcomes to see whether we are contributing to all SDGs (particularly SDG-5 on Gender Equality).	Monitoring & Evaluation	WDD	All concerned departments, BCSW	X	X	X	X	
4.9	Gender sensitive indicators needs to be identified for effective monitoring and evaluation.	Monitoring & Evaluation	WDD	All concerned departments	X				
4.10	Regular dissemination of gender-disaggregated budget summaries and plans, legislations and other official documents pertaining to gender equality and women's empowerment. Review of PC-1s to ensure gender mainstreaming in all government PSDP schemes.	Institutional Mechanism Data, Monitoring & Evaluation	WDD	All concerned departments, P&DD, BCSW	X	X	X		
4.11	Strengthen and devolve the Chief of Section for WDD's office into the Gender Integration Cell in P&DD for gender mainstreaming in policy and planning as well as gender-responsive budgeting in close liaison with WDD. Issuance of circular by P&D Department to all departments to ensure Gender-Responsive Budgeting (GRB) and plan District level trainings on GRB.	Monitoring & Evaluation	WDD	P&DD, Finance Dept, S&GAD and CM Secretariat	X				
4.12	Quarterly consultative sessions with P&DD for advocacy of Gender Responsive Budgeting (GRB) implementation.	Monitoring & Evaluation	WDD, Finance and P&DD	All concerned departments/ Offices	X	X	X		
4.13	Notify, activate and train Gender Focal Points (GFPs) in every Government Department on how to promote gender equality in their specific sector, including but not limited to data collection, organization and management, and engendering public policy planning and budgeting, execution and evaluation. Require GFPs to be permanent employees and notified through the department.	Institutional Mechanisms – Capacity-building	WDD	P&DD and relevant Secretaries	X	X	X	X	X

4.14	Develop a monitoring framework (for WDD), and reporting mechanisms (from UC to Provincial level) to assess the impact of government programs and policies on women and girls. Framework to include performance indicators and means to measure impact	Institutional Mechanisms – Economic Empowerment	WDD	P&DD, LG, SWD	X	X	X		
4.15	Strengthen the institutional framework of accountability regimes including consolidating the monitoring role of the provincial assembly through effective oversight committees and legislative advocacy led by women caucus around law-making needs;	Cross-cutting, Access to Justice	WDD, WPC, Law & parliamentary Affairs Dept., Provincial Assembly	WPC, BCSW and all other concerned departments	X	X	X	X	X
4.16	Develop the gender integration competency of stakeholders to influence engendering of policies, programs, project schemes and other initiatives, by providing appropriate tools, orientations and trainings and notifying systems to ensure adherence. Institutionalize gender-disaggregated data in provincial statistical bureaus and departments to address data scarcity and impact monitoring.	Capacity building.	WDD	P&DD	X	X	X	X	X
4.17	Ensure elected women representatives in local bodies' institutions are nominated/ elected as per statutory quota including in-house committees, monitoring committees, and other official coordination mechanisms at the district and tehsil levels.	Access to Justice	WDD	LG, other Concerned departments	X	X	X	X	X
4.18	Develop an interagency plan with specific targets and a monitoring framework for collaborating with legal, judicial, law enforcement and other relevant governmental and non-government agencies to facilitate women's access to formal legal and justice system across Balochistan	Access to Justice, Coordination and monitoring	WDD, Law & Parliamentary Affairs, and Prosecution Department	Justice systems (police, medico-legal, prosecution, courts) helplines, complaint cells, shelters, Bar Councils, Home Department	X	X	X		

4.19	Design and implement gender safety audits including evidence-based research and monitoring of the implementation of existing domestic violence act, harassment act, etc., to ensure that results are delivered in measurable ways.	Cross-cutting, Access to Justice	WDD in collaboration with Bar councils, Commissioners' offices and BCSW	All concerned departments/ Offices	X	X	X	X	X
4.20	Arrange trainings on gender-responsive budgeting for senior and mid-level leadership in government departments, notified commissions, and other oversight and monitoring bodies/ organizations in Balochistan.	Gender-Responsive Governance, Women's Political Empowerment and Public Life	WDD and P&DD	All Departments	X	X	X	X	X
4.21	Monitor participation of women in general and local government elections, through systematic monitoring of electoral processes. Adopt/ adapt appropriate strategies and indicators for such monitoring.	Gender-Responsive Governance, Women's Political Empowerment and Public Life	WDD	Concerned Depts. i.e. LG, P&DD	X	X	X	X	X
4.22	Convene Policy Workshops on a regular basis for gathering information, assessing impact and compiling evidence on issues pertaining to the Provincial Policy.	Institutional mechanism - Coordination	WDD	All Departments	X	X	X	X	X
4.23	Systematically monitor, review and improve the allocation of Public Sector Development Programs for schemes and projects that directly or indirectly impact women and girls.	Internal Institutional strengthening, Media, ICT	WDD	BCSW, P&DD	X	X	X	X	X
4.24	Organize the meetings of the WEE Council, EVAWG Alliance, Gender Committees, Anti-Harassment Committees on regular (Monthly/ bi-Monthly or Quarterly) basis	Cross-cutting - Coordination	WDD	All Departments and Stakeholders	X	X	X	X	X
4.25	Evaluate the pre- and post-impact of the Balochistan Education Sector Plan with a focus on girls' access to primary and secondary schooling, retention and life-	Education	WDD, Secondary Education, BEEF	All concerned stakeholders	X	X	X	X	X

	skilled based education, in order to suggest changes in the next Plan.																		
Strategic Area 5:		Strategic Objective:																	
Capacity development and institutional strengthening: Women, Media and Civil Society		Building internal capacity (managerial, fiscal, human, technological and systemic), to achieve the GEWE agenda and to fulfill Departmental mandate.																	
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5										
5.1	Support the BCSW, WDD and similar machineries at the provincial and national levels to be able to articulate their specific objectives and priorities for gender equality and women’s empowerment. Specifically, assist the Balochistan Commission on the Status of Women in financial, human resource and administrative matters, at the Secretariat level, for its strengthening and discharge of its function.	Cross-cutting - Institutional strengthening	WDD	All concerned Departments, Civil Society, Donor agencies and Humanitarian agencies.	X	X	X	X	X										
5.2	Conduct trainings for relevant stakeholders on how to use gender-responsive planning and budgeting tools. Focus should be on Woman friendly budgeting.	Cross-cutting - Capacity-building for gender planning	WDD, Finance	All departments			X	X	X										
5.3	Develop a gender resource pool comprising subject experts and trainers who provide technical assistance to the Department upon request, voluntarily time by time, specifically on gender mainstreaming. a. Determine criteria for selection of experts, along thematic/strategic areas b. Determine terms of reference for experts in terms of specific contribution requirements.	Internal Institutional strengthening	WDD	All departments	X	X	X	X	X										
5.4	Organize regular capacity development initiatives for media organizations, journalists, etc., to enhance gender-responsive coverage and ethical content production including professionalization of reporting	Internal Institutional strengthening - Media, ICT	WDD	All departments, Media Channels, Newspapers and concerned partners	X	X	X	X	X										

	formats covering highlights of gender-based violence, disparities, discrimination in the society; and mainstream media code of conduct through a gender lens.																		
5.5	Use traditional and social media to keep gender equality issues visible, tackle stereotypes and myths, and raise awareness.	Law and access to justice	WDD and DGPR	WDD in collaboration with all departments	X	X	X	X	X									X	X
Strategic Area 6:																			
Women's Economic Empowerment		Strategic Objectives:																	
		Safeguard and expand investment in women and girls for closing the gender gap/ gender pay gap in economic activities through business and entrepreneurship development support, equal pay policy (Labor and HBWs), working women hostels, and (Gender balanced) recruitment/ HR policies for non-government employers including the corporate sector.																	
		Acknowledge and incentivize women's role in nurturing livestock, and inclusive agricultural practices with a view to strengthen their overall labor market participation level.																	
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5										
6.1	Lobby with the Services and General Administration Department (S&GAD) to increase/ observe women quota in all public services at minimum 10%. Ensure compliance with and adherence to jobs and capacity building quotas for women workers and government employees as per laid down and approved policies and legal provisions.	Economic Empowerment	WDD	S&GAD, CM Secretariat, P&DD	X	X	X	X	X										
6.2	Accelerate measures for increasing the share of females in STEM (science, technology, engineering and mathematics) at all levels and share in advocacy/ publicity as well as revision of curriculum.	Education	WDD, Secondary Education and CM Secretariat	SWD, Education, B-TEVTA, NAVTEC, Women Technical Training Center, Industries Department, HEC and Colleges Dept	X	X	X	X	X										
6.3	Establish Women technical centers as approved under the PSDP 2019-20	Economic Empowerment	WDD and P&DD	WDD and All Relevant Stakeholders	X	X	X	X	X										

6.4	Materialize the approved Schemes under the approved budget 2019-20	Economic Empowerment	P&DD	WDD, C&W Dept, Finance Dept and All Relevant Stakeholders	X	X	X	X	X	X
6.5	Conduct regular Meetings of WEE Council as per ToRs and develop an integrated Roadmap with WEE Council Members to articulate a strategy for WEE in the province and ensure that WEE Activities are implemented in a well-coordinated manner	Economic Empowerment	WDD, WEE Council	All Relevant Stakeholders	X	X	X	X	X	X
6.6	Lobby for the establishment of a daycare facility at the premises of every organization/ department employing 10% or more women (where working mothers are employed)	Economy and productive work	WDD, SWD	P&DD, S&GAD, other relevant departments	X	X	X	X	X	X
6.7	Lobby for up-scaling, expanding to more beneficiaries, improving targeting method and commitments towards partnerships, for the Ehsas Program, and input into revitalization plans for social protection schemes including Waseela-e-Haq, Waseela-e-Rozgar (Technical and Vocational Training); Waseela-e-Sehat (Life and Health Insurance); Waseela-e-Taleem, Prime Minister's Youth Loan Scheme.	Social Protection	WDD	All concerned departments i.e. SWD, Health Department Secondary Education, P&DD, Finance Dept. and Youth Affairs	X	X	X	X	X	X
6.8	Enhance the productive assets of rural poor women, such as small share-croppers, cattle farmers, the landless, and women-headed households	Economy and productive work	WDD	Labor and manpower department, Industries and Commerce, P&DD, Finance, other Stakeholders	X	X				
6.9	Amend Tenancy laws to end exploitation and prevent women from becoming unpaid domestic laborers within their homes	Economy and productive work	WDD	Labor and manpower department, Industries and Commerce, P&DD, Finance, other Stakeholders	X	X				

6.10	Work proactively to get the Home-Based Workers Policy in place. Set up institutional mechanisms for the implementation of the HBWs Policy, including for registering and maintaining record of HBWs through regional, divisional and district-level committees, and Arbitration Councils	Economy and productive work	WDD, Labor and Manpower Dept.	Industries and Commerce, P&DD, Finance, other Stakeholders	X	X			
6.11	Review the industry/ corporate policies especially in the unconventional sectors, identify gender-based gaps and propose strategies and actions to bridge those gaps	Economy and productive work	WDD and Industries and Commerce,	Labor and manpower department; P&DD, Finance, other Stakeholders	X	X	X		
6.12	Create learning opportunities and enabling work environment to promote women and girls' participation in conventional/ unconventional sectors (e.g. transport, hotel management, power and energy, disaster, mechanical work, tourism, auto industries, etc.)	Economy and productive work	WDD, Industries and Commerce, HEC, Labor and Manpower Dept. (Including B-TEVTA) and Education Department	P&DD, Finance, other Stakeholders	X	X	X		
6.13	Facilitate in enhancing opportunities for financial inclusion initiatives as well improved access to credit, such as micro-finance, and better provision of entrepreneurship development, training and vocational skills development	Economy and productive work	WDD, Labor and Manpower Dept.; Industries and Commerce, P&DD, Finance	All relevant Stakeholders	X	X	X		
6.14	Establish women hostels and facilities at all district and provincial headquarter offices	Economy and productive work	WDD	CM Secretariat, P&DD, Finance, Home and Tribal Affairs and other Stakeholders/ establishments	X	X	X	X	
6.15	Facilitate in establishing Career Development Centers (CDCs) equipped with information about available vacancies for women, recommended textbooks, and strategies for taking competitive examinations	Economy and security	WDD and Transport Dept	Home and Tribal Affairs (Police and Levies), Commissioners and Deputy Commissioners,	X	X	X	X	

6.16	Introduce and implement pro-women digital business opportunities such as start-ups, e-libraries, IT training regimes and online employment for women and girls	Internal Institutional strengthening, Media, ICT	WDD	All departments	X	X	X	X	X	X
Strategic Area 7: Advocacy, Lobbying, Networking, Coalition-building, Strengthening partnerships, alliances, coordination and collaboration mechanisms for gender equality and women's empowerment		Strategic Objective: Act for advocating, lobbying, networking and coalition-building for women and girls' legal, social and political rights and gender equality, including by: (i) Create space at the heart of gender policy and budget development processes; (ii) Mobilize support for strategies, pooling expertise, generating knowledge, and ensuring transfer of technology and financial resources needed to promote gender equality within and between the provincial and the national assemblies, legal systems and structures including Ombudspersons, EVAWG Alliances, PCSWs, WPC, etc. (iii) Coordinate GEWE efforts - pursue and promote inclusive partnerships, alliances, and formal coordination/ collaboration/ communication mechanisms								
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5	
7.1	Maintain records of women's organizations in coordination with the SWD, and maintain a directory on the services they provide (research, legal aid, community awareness, etc.)	Cross-cutting - Network and coalition-building	WDD	SWD	X	X				X
7.2	Develop and maintain interaction and dialogue with non-governmental organizations, experts and individuals and establish an active association with similar commissions and institutions in other provinces for collaboration and action to achieve gender equality and women's empowerment in the province. i.e. EVAWG Alliance	Cross-cutting – Network and coalition-building; Gender Discrimination	WDD, SWD		X	X	X	X		X
7.3	Initiate interagency groups and thematic expert committees/ groups for sharing information, learning, networking and coordinating GEWE efforts across Balochistan.	Cross-cutting - Coordination	WDD		X	X	X	X		X

7.4	Develop a partnership plan and framework for networking and collaborating with civil society organizations and networks on specific GEWE targets (e.g. WEE Council, EVAW Alliance, Gender Committees, Harassment Committees)	Cross-cutting	WDD	X	X	X	X	X	X
Strategic Area 8: Women's Access to Justice and Ending Violence Against Women									
Strategic Objective: Ensure an inclusive approach to improve women's access to justice and end violence against women including young girls and trans gender communities, by:			(i) encouraging women to join justice sector institutions (police, investigation, prosecution, judiciary) and other accountability, public sector correctional and administrative entities related to the justice system of Balochistan (ii) enhancing the capacity of law enforcement, justice sector and other duty-bearers to prevent and respond to violence against women (iii) setting up and strengthening existing services and mechanisms that support women and girls experiencing violence to ensure that survivors receive timely, responsive and quality services (iv) creating awareness of Government laws, policies, support mechanisms, and accountability systems in communities, government departments and other stakeholders.						
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5
8.1	Lobby with Cabinet and Assembly members to increase budgets and approve establishment of district-level, Women Centers and Shelter Homes/ Dar-ul-Amans.	Social Protection; Law and access to justice	WDD	SWD, P&DD, Finance, WPC	X	X	X	X	X
8.2	Increase community knowledge regarding women's rights under the law and related support systems, authorities, personnel and points of access. Initiate	Cross-cutting, Access to Justice	WDD	BCSW, Ombudsperson office, WPC, District Administration and all other Stakeholders	X	X	X	X	X

						and probation Departments)						
8.8	Streamline pro-women initiatives through Technical Working Group (TWG) on Gender Equality and Women Empowerment notified under the WDD which works as the coordinating body to address the issues of the women serving in the justice sector as well as women who approach the justice sector institutions as clients.	Cross-cutting, Access to Justice	WDD			Home and Tribal Affairs, Prosecution, Police, SWD, Law and Prisons Departments and Judiciary	X	X	X			
8.9	Ensure provision of quality and confidential services for victims/ survivor such as psychological counselling, helplines, legal aid including paralegal regime and establish Government-run shelter homes/ crises centers for women in distress at the divisional headquarters	Cross-cutting, Access to Justice	WDD			SWD, Finance Department, P&DD, Health, Home and Tribal Affairs Department, Prosecution Department	X	X	X			X
8.10	Build institutional linkages between SWD, Local Government, health and law enforcement agencies for coordinating their role in protection services and data collection	Cross-cutting, Access to Justice	WDD			SWD, LG, Health Department and Home and Tribal Affairs, Police, FIA, Prisons Department	X	X	X			X
8.11	Enhance the role of women as justice service actors – police officers, Levies force, judges and judicial staff, lawyers, prosecutors, Bar Councils, etc.	Cross-cutting, Access to Justice	WDD, Judiciary, Law Department, Prosecution Department			Home and Tribal affairs (Administration, levies), S&GAD, Prison, Parole and Probation Department, Bar Councils, BCSW	X	X	X			X
8.12	Provide better facilities for women prisoners particularly mothers and accompanied children	Cross-cutting, Access to Justice	WDD, Prisons Department			Law Department, SWD, BCSW, Health	X	X	X			X
8.13	Ensure implementation of the code of conduct on Protection Against Harassment of Women at Work Place Act 2010	Cross-cutting, Access to Justice	WDD, Ombudsperson Office			BCSW, CEDAW Committee, Home and Tribal affairs, Police Department, all Public and Private entities	X	X	X			X

8.14	Design and launch an overarching Communication, Advocacy and Mobilization Strategy (CAM) to raise awareness on pro-women laws, Justice system, ADR mechanisms, Ombudsperson's Office and availability of legal aid.	Gender Responsive Governance, Women's Political Empowerment and Public Life	WDD, LG	Law and Parliamentary Affairs, Prosecution Department, Home Department (commissioners), WPC, BCSW, Ombudsperson office	X	X	X	X	X	X
8.15	Develop and strengthen a paralegal framework and network with specialized curriculum for paralegals and undertake their trainings for building knowledge and skills.	Gender Responsive Governance, Women's Political Empowerment and Public Life	WDD, Law and Parliamentary affairs	Prosecution Department Home Department (Police and Commissioners) Department, Prisons Department	X	X	X	X	X	X
8.16	Convene quarterly meetings of Technical Working Group on Gender Equality and Women Empowerment Groups (GEWE) to improve coordination between the LEA on case management and quality of justice/ services related to women specific cases and propose affirmative measures	Gender Responsive Governance, Women's Political Empowerment and Public Life	WDD	Home and tribal Affairs, Prosecution Department, Judiciary, finance Department, SWD, WPC, BCSW	X	X	X	X	X	X
8.17	Convene quarterly meetings of Technical Working Group on Gender Equality and Women Empowerment Groups (GEWE) to improve coordination between the LEA on case management and quality of justice/ services related to women specific cases and propose affirmative measures	Gender Responsive Governance, Women's Political Empowerment and Public Life	WDD	Home and tribal Affairs, Prosecution Department, Judiciary, finance Department, SWD, WPC, BCSW	X	X	X	X	X	X
8.18	Strengthen existing mechanisms to respond to violence against women and girls, and link women with government service providers, including: - Women's anti-harassment complaint cells - Support at Women Crisis Centers - Dar-ul-Amans Helplines for GBV reporting	Access to Justice: Coordination	WDD, SWD, Home and Tribal affairs (Police)	Health Department, Ombudsperson office, CEDAW, IPC Department, TWG, WPC, BCSW	X	X	X	X	X	X

Strategic Area 9: Improved Social Services			Strategic Objective: To strengthen women and girls’ access to social services (health and education) by introducing reforms in these sectors for decreasing girls’ drop out ratios and improved retention rates and ensuring timely, affordable and efficient access to all-inclusive health care coverage and facilities especially in rural areas, focusing on women’s reproductive health (MMR, IMR, etc.)						
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y 1	Y 2	Y 3	Y 4	Y 5
9.1	Work with various health-related authorities, including the Health Department, Population Welfare, People’s Primary Health Initiative to improve data, and provide inputs into policies and programs.	Health	WDD	Health, PWD, PPHI, MNCH, Civil Society and other Stakeholders			X	X	
9.2	Evaluate the pre-impact of the Balochistan Education Sector Plan with a focus on girls' access to primary and secondary schooling, retention and life-skilled based education, in order to suggest changes in the next Plan.	Education	WDD, Secondary Education, BEEF	All concerned stakeholders	X	X	X	X	X
9.3	Lobby with the Health Department for increasing the number of women medico-legal doctors across Balochistan on a priority basis at the DHQ levels, for the timely collection of evidence in violence cases.	Health	WDD, Health Dept	Police, Home and Tribal Affairs Department, Volunteers), NGOs WDD, SWD, LG, civil society and religious scholars, political parties, etc.	X	X	X	X	X
9.4	Design and implement programs for 100% enrollment and maximum retention of girl students at all levels of school education in urban as well as rural areas	Education	CMDU and Secondary Education Department	WDD, Education department	X	X	X	X	X
9.5	Create learning opportunities and enabling work environment to promote women and girls’ participation in unconventional sectors, Design and deliver affirmative action targeting education	Education	WDD, CM Secretariat	Secondary Education, Colleges dept, P&DD, Finance Dept, B-TEVTA,	X	X	X	X	X

	gender studies department and women rights organizations			Dept, P&DD and Finance Dept BCSW, Text books Board					
Strategic Area: 10 Gender-Responsive Governance					Strategic Objectives: (i) Create strong, just, participatory, transparent, effective and accountable institutions and mechanism(s) for full and effective implementation of constitutional, national and provincial commitments and international obligations with regard to gender equality and women’s empowerment (ii) Act for social and political rights and gender equality, including by pushing and budget development processes; (iii) Ensure Women’s Political Empowerment through sustained support for enhancing their role in electoral, parliamentary and other democratic and political processes including but not limited to local government, provincial, national assemblies and senate.				
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5
10.1	Lobby for mandatory 5 percent seats for young people, including girls in local bodies and ensure their involvement in decision-making at the municipal and provincial levels	Gender Responsive Governance, Women’s Political Empowerment and Public Life	WDD	LG, Youth affairs Department, WPC, Law Department, BCSW, ECP	X	X	X	X	X
10.2	Take affirmative action to increase women’s political representation through political parties; engendering mandate, strengthening women’s wings of political parties and engaging political parties for ensuring an increase in women vote bank.	Political and Public Life	WDD, LG, ECP	Provincial Assembly, National Assembly, WPC, Home and Tribal affairs	X	X	X	X	X
10.7	Advocate active implementation of the Balochistan Local Government Act, 2012, with special regard to measures to strength women’s knowledge,	Gender Responsive Governance,	LG, WDD	LG and WDD/ civil society	X	X	X	X	X

	participation and representation in decision-making from the bottom up.	Women's Political Empowerment and Public Life								
10.8	Improve reporting and data related to women's participation in politics.	Gender Responsive Governance, Women's Political Empowerment and Public Life	LG, WDD	ECP, All concerned Departments	X	X	X	X	X	X
10.9	Periodically conduct gender audit of issues and challenges encountered by women government officials including their 5% participation as per policy percentage participation and identify hurdles that discourage female employment in government services including those holding political, parliamentary and democratic positions	Gender Responsive Governance, Women's Political Empowerment and Public Life	WDD	S&GAD, BCSW, WPC, Finance Department and all other Department.	X	X	X	X	X	X
10.10	Amend parliamentary proceedings to ensure that all parliamentary committees such as the Public Accounts Committee, Public Service Commission and other committees of the provincial assembly of Balochistan have a minimum of 20 percent representation of women, and that at least one-fifth of the committees are headed by women,	Gender Responsive Governance, Women's Political Empowerment and Public Life	WDD, WPC, NADRA	WDD, BCSW, Provincial Assembly, Public Service Commission, S&GAD,	X	X	X	X	X	X
10.11	Equip NADRA with an additional women desk with women employees in all their offices at the district and provincial levels;	Gender Responsive Governance, Women's Political Empowerment and Public Life	NADRA, WDD, DC offices	NADRA, WDD, DC offices	x		x			X
10.12	Strengthen and promote effective participation of women in the political processes; issuing of CNIC,	Gender Responsive	WDD	Election Commission; NADRA	X	X	X	X	X	X

	voter registration, safe and conducive environment for women to vote, raise awareness of women's political rights, policy measures to ensure that women can cast their vote.	Governance, Women's Political Empowerment and Public Life							
10.13	Ensure mandatory compliance of requisite female polling, including measures aimed at mobilizing women voters. Mobilize women for their proactive participation in electoral campaigns, activities and initiatives; Increase the number of women's polling stations, especially in rural areas, so that women need to cover shorter distances.	Gender Responsive Governance, Women's Political Empowerment and Public Life	WDD, LG, ECP	Home and Tribal affairs (administration),	X		X		X
10.14	Notify and appoint District Protection Committees and Officers to ensure integrated services and functions in response to gender-based violence in the Districts. Strengthening of anti-harassment cells at the district and provincial level	Gender Responsive Governance, Women's Political Empowerment and Public Life	WDD	Ombudsperson Office, DC offices, CMDU, WDD, Police Department, BCSW,	X		X	X	X
10.15	Ensure SOPs, policy and legislation for SBBWCCs and Shelter Homes, private Shelters and Dar-ul-Amans. Aligning of SOPs to Essential Services Package (ESP) the guidelines to work with women survivors of violence. Increase numbers of women judges, police officers, prosecutors and lawyers for specifically catering to rule of law and justice sector needs of victims of violence against women.	Gender Responsive Governance, Women's Political Empowerment and Public Life	WDD Judiciary, Law Department	Home Department, Finance Department S&GAD, SWD. All justice sector departments	X X		X X		X X
Strategic Area 11: Compliance to International Commitments – CEDAW, SDGs, UDHR, CRC, BPfA etc.			Strategic Objective: Ensure effective implementation of and reporting on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action (BPfA), the Sustainable						

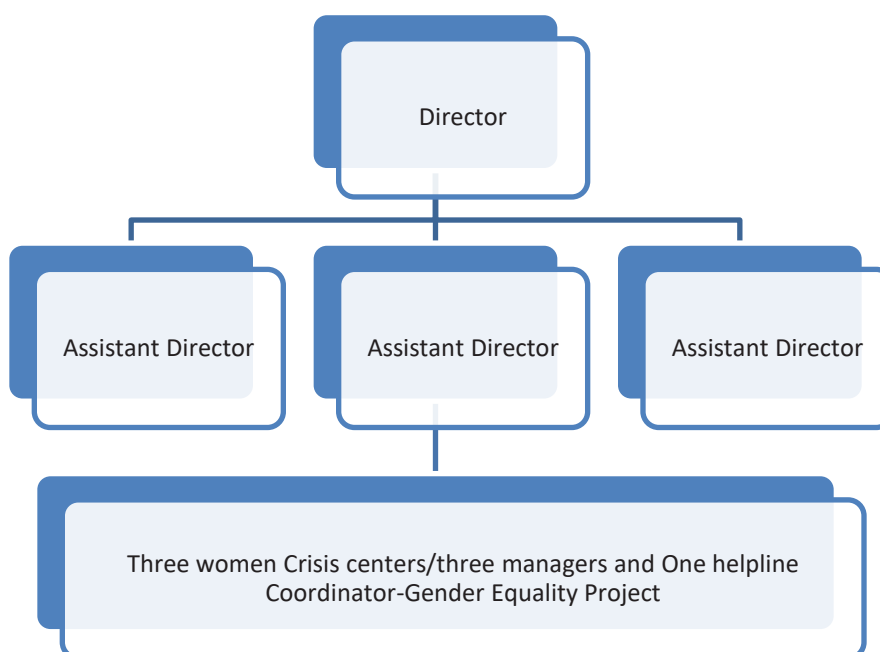
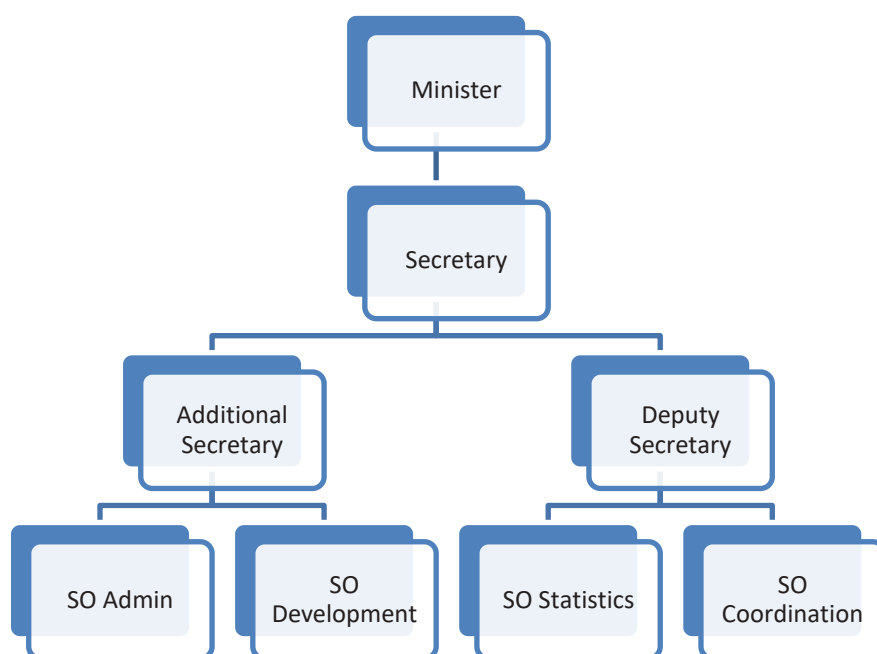
Development Goals (SDGs) and other International human rights covenants, conventions and treaties									
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5
11.1	Develop curricula on CEDAW for specific stakeholders such as legal practitioners, local government officials, parliamentarians, ombudsmen, etc. Integrate gender and national and international commitments into judicial training curriculum through the Balochistan Judicial Academy and Bar Councils.	Cross-cutting; Capacity building for mainstreaming , Access to Justice;	WDD	Balochistan Judicial Academy; Law, Parliamentary Affairs, Law and Prosecution department		X	X	X	X
11.2	Ensure that the Provincial CEDAW, SDGs Committees conduct periodic review of the progress on the targets to ensure that women's access to justice is monitored and reported, with a view to improving it.	Cross-cutting; mainstreaming ,	WDD	Relevant Departments	X	X	X	X	X
11.3	Review/ Develop provincial Plan of Action (both short- and medium-term) on implementing CEDAW, BPfA and other international commitments.	Cross cutting	WDD	All Departments					
11.4	Strengthen a multi-stakeholder inter-agency Provincial CEDAW Committee for implementation and ensure that representatives from the key Departments of Finance, Planning & Development and the Home and Tribal Affairs are part of the committee, along with civil society and other stakeholders. Institutionalize mechanisms for regular interactions, engagement opportunities, and release of related information to public.	Cross-cutting	WDD	All Departments	X				
11.5	Assist the government Commissions, civil society and people's organizations in compiling reports of provincial efforts against international commitments on human rights, gender equality and women's empowerment, including CEDAW, ICPD; ICESCR; ICCPR; BPfA; SDGs, and core ILO Conventions.	Cross Cutting	WDD	All Departments, led by WDD		X	X	X	X

11.6	Forge partnerships with civil society organizations to ensure provision of free legal aid to deserving female litigants, victims, survivors and jail inmates including juvenile prisoners	Internal Institutional strengthening, Media, ICT	WDD	All departments	X	X	X	X	X	X
11.7	Support consultations with civil society for legislative advocacy around priority legal rights issues concerning women and girls such as child marriage, inheritance rights etc.	Internal Institutional strengthening, Media, ICT	WDD	All departments	X	X	X	X	X	X
11.8	Encourage and support all government Departments and private sector entities to have Gender Mainstreaming Action Plans with strategies and resources allotted for both emerging issues and persistent barriers to gender equality and women's empowerment.	Internal Institutional strengthening, Media, ICT	WDD	BCSW	X	X	X	X	X	X
Strategic Area 12: Women, Climate Change and Humanitarian Emergencies (Including response to COVID-19 Pandemic):										
S. No.	Key Actions	Theme	Lead Agency	Allied/ Concerned Department(s)	Y1	Y2	Y3	Y4	Y5	
12.1	Lobby with GCC in PDMA on prioritizing Women during humanitarian emergencies response and what are services required.	Climate Action & Humanitarian emergencies	WDD, EPA, PDMA, COVID 19 Response Structures	PDMA	X	X	X	X	X	X
12.2	Develop a comprehensive plan for women's rehabilitation and protection during natural disasters and more specifically in the relief camps / quarantine centers etc.	Cross-cutting; Climate Action, Gender Mainstreaming	WDD	PDMA, EPA, Health,	X	X	X	X	X	X

	Notify the Gender and Humanitarian Taskforce (GHTF) at the provincial level. Ensure that the GHTF meets regularly during the humanitarian crises.	Mainstreaming							
12.9	Reduce women and girls' exposure to environmental health hazards owing to environmental catastrophes, degradation, contaminants and substances used in agriculture, fishing, transportation and industries.	Climate Action, Gender Mainstreaming	WDD	PDMA, Agriculture Department, Livestock Department, Industries, Transport dept, All chamber of commerce and industries, EPA, Fisheries, Livestock, Agriculture, Health departments	X	X	X	X	X
12.10	Advocate for sustainable agriculture practices, including new livestock breeds and seeds, aquaculture, kitchen gardening along with modified cultivation and animal husbandry practices which reduce emissions and are suitable for the emerging weather conditions.	Climate Action, Gender Mainstreaming	WDD	P&DD, Agriculture Livestock, Fisheries, EPA, LG and Rural Development Dept.	X	X	X	X	X
12.11	Take necessary steps to ensure the right of refugees and displaced women to return voluntarily to their place of origin in safety and with dignity, and their right to protection after their return.	Climate Action, Gender Mainstreaming	Home dept.	PDMA, WDD	X	X	X	X	X
12.12	Ensure effective implementation of systems for addressing GBV in humanitarian emergencies. Ensure humanitarian response is gender responsive by developing a robust system by working with key government departments.	Climate Action, Gender Mainstreaming	WDD, PDMA, Environment Protection Agency, Chief Minister's Delivery Unit.	PDMA, Humanitarian organizations, All the depts. that comes under PDMA cluster.	X	X	X	X	X
12.13	Ensure inclusive approach to natural and environment resource management with a role of women in decision making, budget allocations and proactive implementation processes.	Climate Action, Gender Mainstreaming	WDD, PDMA, CM Secretariat, P&DD, Finance.	Universities and Environment Protection Agency	X	X	X	X	

Annexures

Annexure 1: Women Development Department Organogram



Annexure 2: Sustainable Development Goal 5: Gender Equality

5.1 End all forms of discrimination against all women and girls everywhere

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation

5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels



Annexure 3: List of Participants of the Consultations

Consultative Workshop, Quetta, 11 October 2018

S#	Name	Department/ Organization	Designation
1.	Watanyar Khilji	ASAS-Pk	Executive Director
2.	Naseema Salam	Balochistan Rural Support Program	Manager Gender Development
3.	Ch Imtiaz Ahmad	Daily Mashriq	Reporter
4.	Zeb un Nisa	Education Department	Professor GG Col Quetta
5.	Dr. Shahida Habib Alizai	Gender Department University of Balochistan	Assistant Professor
6.	Abdul Ali	Hum News Network	Cameraman
7.	Shireen Gul	Hum News Network	DSNG Engineer
8.	Jahanara Tabassum	Human Rights Directorate Quetta	Director
9.	Farkhanda Aslam	IDSP	Associate Director
10.	Shehnaz Malik	Member	BWBA
11.	Sana Durrani	NCSW	Member
12.	Rukhsana Ahmad Ali	NCSW	Member
13.	Huma Qurban Fouladi	RRDF	Executive Director
14.	Mir Behram Khan Lehri	SEHER	Manager
15.	Salma Qureshi	Social Worker	Social Worker
16.	Talha Baloch	UN Women	Program Assistant
17.	Talat Jehan	UN Women	Provincial Coordinator
18.	Zia Hashmi	UN Women	Consultant
19.	Ayesha Wadood	UN Women	Head of Sub office Balochistan
20.	Saman Bakhtawar	UNDP	Economic Sector Analyst
21.	Habibullah Khan Nasar	UNDP	Social Policy Analyst
22.	Dr. Sajida Naureen	University of Balochistan	Associate Professor
23.	Aunrangzaib Alizai	University of Balochistan	Chairperson Gender department
24.	Inam Ul Haq	Women Development Department	Director
25.	Rukhsana Baloch	Women Development Department	Assistant Director
26.	Gulistan Soomro	Women Development Department	SBBWCC
27.	Naheed Babar	Women Development Department	Assistant Director
28.	Fizza Kanwal	Women Shade Organization	Program officer

Consultative Workshop, Loralai, 6 November 2018

S#	Name	Department/ Organization	Designation
1.	Alia Naz	Balochistan Rural Support Program	Social Organizer
2.	Hameed Khan	DC office	MMP
3.	Abdul Rehman	Education Department	Assistant
4.	Khalil Ur Rehman	Education Department	Deputy Director
5.	Masood Khan	Education Department	Junior Clerk Education
6.	Masood Khan	Education Department	Junior Clerk
7.	Rubina Kanwal	Education Department	Principal Girls College
8.	Naji Kanwal	Education Department	Lecturer
9.	Rukhsana Bibi	Education Department	Lecturer
10.	Sajida Ghilzai	Education Department	Lecturer
11.	Zakia Dastageer	Education Department	Lecturer
12.	Mrs. Fauzia Amin	Education Department	Assistant Professor
13.	Mrs. Shazia Sattar	Education Department	Lab Assistant
14.	Muhammad Usman	Health Department	SO
15.	Zinath Baloch	Health Department	SO
16.	Catharine Jalal	Health Department	FTO
17.	Nasreen Zafar	Health Department	RHS Loralai
18.	Dr. Nasreen Gul	Health Department	DDP Assistant
19.	Salma Shehzad	Homenet Pakistan	Program officer
20.	Shehzad Khan	Homenet Pakistan	Member DAC
21.	Abdul Manan	Homenet Pakistan	Member DAC
22.	Naseer Jan	JS Bank	Manager
23.	Meerat Khan	Labor Department	Labor Welfare officer
24.	Mahjabeen Kakar	MMP	Social Worker
25.	Gul Bibi	Private School	Teacher
26.	Saeeda	Private School	Teacher
27.	Huma Wahab	Private School	Teacher
28.	Gashia Anjum	Private School	Teacher
29.	Anila	Private School	Teacher
30.	Mehreen	Social Worker	Social Worker
31.	Bushra Mal	Social Worker	Social organizer
32.	Ghulam Haider	SSGC	District officer
33.	Zia Hashmi	UN Women	Consultant
34.	Inam Ul Haq	Women Development Department	Director

Consultative Workshop, Khuzdar, 10 January 2019

S#	Name	Department/ Organization	Designation
1.	Qazi Nazir Ahmad	Advocate	President
2.	Abdul Salam Lehri	Advocate	Law officer High Court
3.	Fauzia Tahir	Advocate	Advocate Session Court
4.	M Akbar	Agriculture	Deputy Director
5.	Muhammad Asif	Agriculture	DDA Extension
6.	Muhammad Khan Zehri	Agriculture	Agriculture officer
7.	Saba Zehri	Agriculture	SBB
8.	Babarak Khan	DC office	AC Khuzdar
9.	Rukhsar Karim	Education Department	Deputy Director Education
10.	Habibullah	District Bar	Advocate
11.	Inayatullah Jamali	District Election Commissioner office	DEC
12.	Muhammad Zehri	Education Department	DEO
13.	Rubina Karim	Education Department	SST
14.	Zaib un Nisa	Education Department	JVT
15.	Hafiz A Hameed	Education-Colleges	Principal
16.	Muhammad Yousaf	District Finance Department	Accountant
17.	Rukhsana Saleem	HARD Balochistan	SMO
18.	Dr Fazal Muhammad	Health Department	DDHO
19.	Dr Abdul Nabi	Health Department	Dist. Coordinator NPFP
20.	Nazir Ahmad	Health Department	Officer
21.	Rashid Zehri	Health Department	UHS
22.	Meer Jan Baloch	Health Department	Dist. Coordinator MNCH
23.	Ghulam Mustafa	Labor Department	Principal Technical Training Centre (TTC)
24.	Muhammad Ali Kasi	Police Department	DSP
25.	Ayesha Nadir Zehri	PPHI	Finance officer
26.	Nadeem Gurq Mari	Press Club Khuzdar	PC
27.	Muhammad Ayub	Press Club Khuzdar	Daily Mashriq
28.	Awaid Shahwani	Press Club Khuzdar	Reporter
29.	A Razzaq Baloch	Press Club Khuzdar	Reporter
30.	Sultan Ahmad	Radio Pakistan	Director
31.	Rafiq Danish	Social Welfare	Principal
32.	Abdul Hakeem Sasooli	Social Welfare Department	Social Welfare officer
33.	Ayesha Wadood	UN Women	Head of Sub office
34.	Sheryar Rasool	UNICEF	DHC Khuzdar
35.	Inam Ul Haq	WDD	Director

GEWE Policy Consultative Workshop, Sibi, 17 January 2019

S#	Name	Department/ Organization	Designation
1.	Malik Faisal Bashir	Private	District Court
2.	Dr. Fazal Ahmad	Agriculture Extension	Deputy Director
3.	Sher Muhammad	Agriculture Soil Fertility	Deputy Director
4.	M Younas	APS	DPWO Sibi
5.	Zakira Bibi	Balochistan Levies	Lady Constable
6.	Naseema Bibi	Balochistan Levies	Lady Constable
7.	Anila Khan	Bright Star	Teacher
8.	Naleem Minhas	Bright Star	Vice Principal
9.	Ghulam Akbar	District Jail Sibi	Assistant
10.	Nusrat Iqbal	Education Department	DOE Female Sibi
11.	Javaid Sultan	Education Department	DDO Sibi
12.	M Azam Mari	UNICEF	District Manager
13.	Dur Muhammad	Excise Taxation Department Sibi	Excise and Taxation
14.	Syed Ghulam Shah	Food department	AD Food Sibi
15.	Naeem Khan	Government Boys College	Vice Principal
16.	Rukhsana Jabeen	Government Girls College Sibi	Vice Principal
17.	Dur -E- Shahwar	Government Girls College Sibi	Principal
18.	Dr Akbar	Health Department	DHO
19.	Sughra Khatoon	Health Department	Principal
20.	Dr. Rukhsana Shareef	Health Department	Principal PH Midwifery School
21.	Inayatullah Shah	Information Department	Information officer
22.	Sarwan Kumar	Lawyer	Lawyer
23.	Dr Jan Muhammad	Livestock Department Sibi	Deputy Director
24.	Sardar Muhammad Azhar	Municipal Committee	Chief Officer
25.	Uzma Kanwal	NIPS	Editor and data Entry Operator
26.	Miss Samina Kanwal	Private School	Vice Principal
27.	Hassan Bano	Nursing School	Instructor SDN
28.	Nageena Habib	OASIS Foundation	Social Mobilizer
29.	Rabia Jamali	OASIS Foundation	Supervisor
30.	Bakhtawar	OASIS Foundation	Social Mobilizer
31.	Zainab	OASIS Foundation	Social Mobilizer
32.	Waqar uz Zaman	P&D	Director Dev, Sibi Division
33.	Lal Jan Baloch	PPHI Sibi	DSM
34.	Bano Arbab	PRCS	District First Aid officer
35.	Iqbal Ahmad	Provincial Nutrition Program health	District Nutrition officer
36.	Raj Bibi	SBBWCC	Law officer

37.	Sadia Qadir	SBBWCC	Social Welfare officer
38.	Rukhshanda	SBBWCC	Manager
39.	Tariq Khan	Wildlife & Forest Department	SDO Wildlife officer
40.	Kainat Aslam	Shaheen Welfare Society	Social Worker
41.	Noreena	Shaheen Welfare Society	Social Worker
42.	Din Muhammad Mari	Social Welfare Department	DD Social Welfare
43.	Khan Muhammad Rind	Social Welfare Department	Social Welfare officer
44.	Nabila Punhal	Tameer e Watan	SO
45.	Sajida Parveen	Tameer e Watan	SO
46.	Abbas Malik	TTC	Additional Dep Director TTC
47.	Inam Ul Haq	WDD	Director

GEWE Policy Validation Workshop, Quetta, 12 September 2019

S#	Name	Department/Organization	Designation
1.	Watanyar Khilji	ASAS PK	ED-ASAS PK/ Chair EVAW
2.	Allaudin Khilji	Aurat Foundation	RD
3.	Tasneem Adnan	BEF	Clinical Psychologist
4.	Shana Azam	BRSP	Project coordinator
5.	Fazila Syed	FAO	Program Assistant
6.	Arsalan Raza	Film maker/ social media	Film maker/social media
7.	Sabina Baloch	Health department	DD. MCH. DOH. GOB
8.	Haq Dad Azad	High Court Bar Association	Advocate
9.	Qamar Un Nisa	High Court Bar Association	Advocate
10.	Abdul Hayee	High Court Bar Association	Advocate/ Legal advisor Seher
11.	Bineesh Sikandar	High Court Bar Association	Advocate
12.	Nazar Ahmad	High Court Bar Association	Advocate
13.	Hassan Hussain	High Court Bar Association	Advocate
14.	Qamar ud Din	High Court Bar Association	Advocate
15.	Zarghoona Barrech	High Court Bar Association	Advocate
16.	Attaullah Kakar	HNP	Coordinator
17.	Jahara Tabasum	Human Rights Directorate	Deputy Director HR
18.	Farkhanda Aslam	IDSP	Associate Director
19.	Rizwan Kasi	Islamic relief International	Advocate
20.	Syed Shahzaib Raza	Journalist/ Social Media	Journalist/Social Media
21.	Tahira Baloch	Judiciary	District & Session Judge
22.	M. Afghan	Information Department	Line editor-Assistant
23.	Sana Durrani	NCSW	Member
24.	Rukhsana Ahmad Ali	NCSW	Member
25.	Babar Shah	PIDS	CEO
26.	Huma Fouladi	RRDF	ED
27.	Fatima Baloch	SEHERA	CEO
28.	Ashfaq Mengal	Social Activist	Social Activist
29.	Mariam Inayat	Social Welfare Department	Deputy Director SW
30.	Saeeda Manan	Social Welfare Department	Deputy Director SW
31.	Dr. Aziza Khan	Health Department	SRO/BOC
32.	Zahoor Ahmad	UNDP	Monitoring and Evaluation officer
33.	Abdul Wajid Khan	UNHCR	Program Associate
34.	Sajida Mehdi	UNHCR	Program Associate Protection
35.	Dr. Sajida Noureen	University of Balochistan	Associate Prof-Director-
36.	Jalila Haider	WDF	Advocate
37.	Nighat Shabee	WEE Council	Member
38.	Amanullah	WESS	M&E officer
39.	Humaira Shaikh	WFP	Program Associate
40.	Rubina Zehri	Women Development Department	Manager WDD crisis center



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