

ANNUAL REPORT 2018



AURAT FOUNDATION

Report: Annual Report 2018
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Reporting period: July 2017 to June 2018
Published by: Aurat Publication and Information Service Foundation

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List of Acronyms and Abbreviations

AF	Aurat Publication and Information Service Foundation
BBC	BISP Beneficiary Committee
BISP	Benazir Income Support Programme
CWL	Cluster Women Leaders
CNIC	Computerized National Identity Card
CSO	Civil Society Organization
DV	Domestic Violence
ECP	Election Commission of Pakistan
GBV	Gender-Based Violence
GEP	Gender Equity Program
HRCP	Human Rights Commission of Pakistan
IEC	Information, Education and Communication
KP	Khyber Pakhtunkhwa
LG	Local Government
NGO	Non-Governmental Organization
PCSW	Provincial Commission on the Status of Women
PGC	Pakistan Gender Coalition
SM	Social Mobilization
ToT	Training-of-Trainers
USAID	United States Agency for International Development
VAW	Violence Against Women
WDD	Women Development Department
WLG	Women leader Group
WLP	Women's Learning Partnership
WSA	Women Safety Audit

Introduction




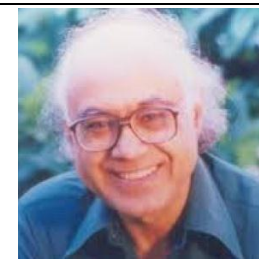


This year, we lost our beloved, courageous, conscientious and caring true hero Ms. Asma Jahangir. Pakistan's iconic human and women's rights champion, Asma Jahangir, passed away in Lahore on February, 11, 2018. She was founder of AGHS; a free legal aid center and co-founder of Human Rights Commission of Pakistan. Asma Jahangir was the first female leader of Pakistan's Supreme Court Bar Association. She served as a UN special rapporteur on freedom of religion and on human rights in Iran. Winner of several awards including the UNESCO/Bilbao prize for the promotion of a culture of human rights and the French Legion of Honour, she had played an unforgettable role for the supremacy of law, democracy and human rights. Her services for a Democratic Pakistan will be remembered forever. Her legacy will live in each and every one of us.

For promotion and protection of women's right, a number of good and long-standing pro-women laws were passed in four assemblies, such as: Balochistan Commission on the Status of Women 2017, KP Ani Women Harassment Act 2018, The Punjab Sikh Anand Karaj Marriage Act 2018, and The Sindh Home-Based Workers Act, 2018. No doubt women form a major part of the agricultural workforce but they are hardly accounted for and the work they do is mostly seasonal and unskilled. This definitely results in slower economic growth and limits the volume of GDP.

The political situation of the country remained unstable, as there had been suicide attacks especially in Peshawar region leaving people in dismay. In addition to that a very sad incident took place in D.I Khan region where an innocent girl was disgraced as Punishment for Brother's Crime and was paraded naked in the streets and no one came forward to help her despite her nonstop call for the help. The heinous act raised concern over the safety and security of women and its negative impact on society not only at regional level but also at national and International Levels. The KP Commission on the Status of Women took notice of the incident and demand for full support and justice for the victim. The Commission took up the Case with the Regional Police Officer DI Khan and also demanded the provincial government to ensure that the accused persons are given exemplary punishment of their crime and survivor is provided justice without any further delay.

Aurat Foundation is struggling with more dedication and taking lead to peruse these laws with relevant departments.

Board of Governors

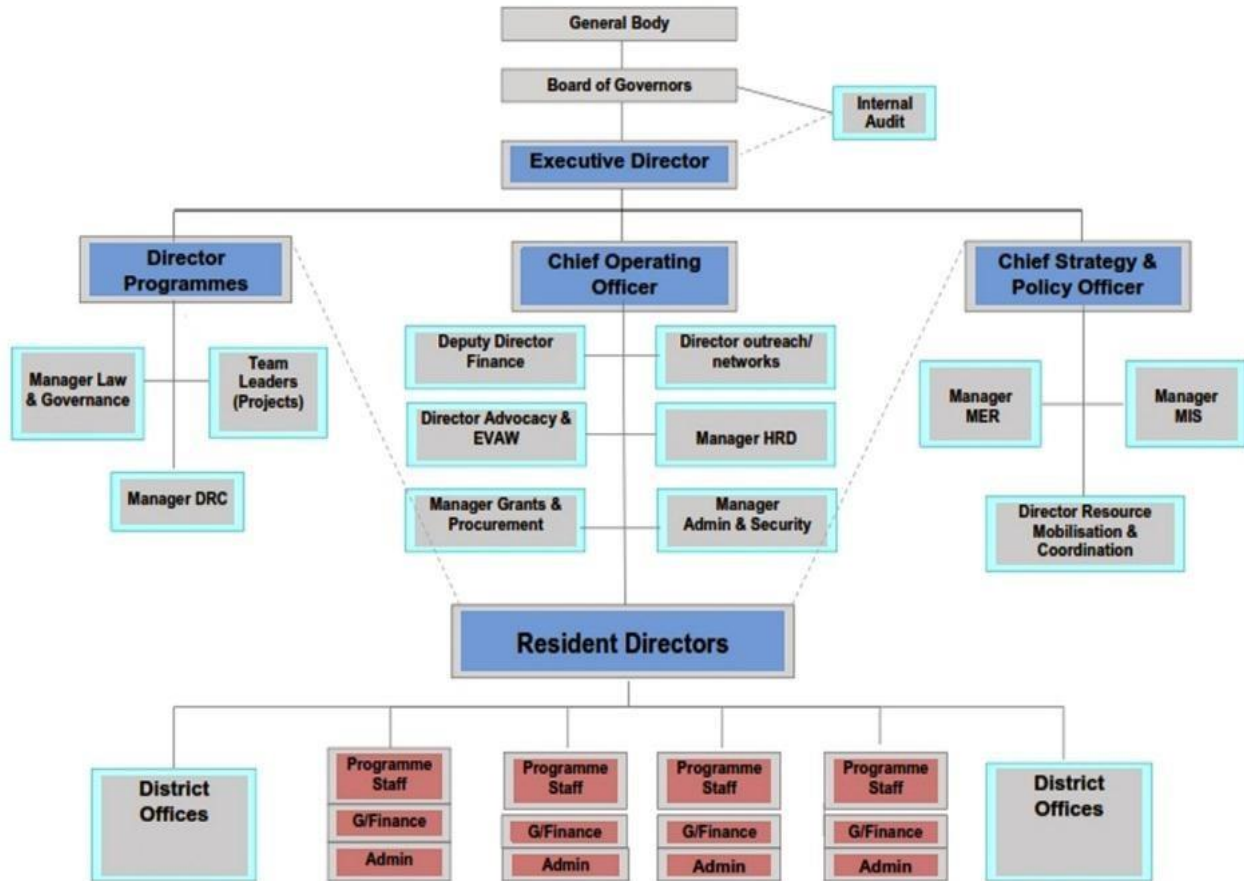
<p>Dr. Masuma Hasan <i>President</i></p> <p>Development Practitioner; former Cabinet Secretary & Ambassador; Researcher</p>		<p>Mohammad Tahseen <i>Treasurer</i></p> <p>Executive Director, South Asia Partnership Pakistan; Development Expert; Human Rights Activist</p>	
<p>Dr. Aliya H. Khan <i>Member</i></p> <p>Educationist; Economist, Development Expert</p>		<p>Arif Hasan <i>Member</i></p> <p>Architect & Planner; Social Researcher and Writer; Development Practitioner</p>	
<p>Anis Haroon <i>Member</i></p> <p>Chairperson National Commission on the Status of Women; Women's Rights Activist</p>		<p>Tasneem Siddiqui <i>Member</i></p> <p>Chairman Saiban; former Director, KatchiAbadis, KDA; Development Practitioner</p>	
<p>Samina Rahman <i>Member</i></p> <p>Educationist; Women's Rights Activist</p>		<p>Anjum Riyazul Haque <i>Member</i></p> <p>Development Professional, former UNESCO head in Pakistan</p>	

Executive Council of Aurat Foundation (July 2017-June 2018)

Name	Function	Gender	Affiliation
Naeem Ahmed Mirza	Executive Director	Male	21 years
M. Younas Khalid	Chief Strategy & Policy Officer	Male	23 years
Mumtaz Mughal	Resident Director, Lahore	Female	14 years
Shabina Ayaz	Resident Director, Peshawar	Female	22 years
Haroon Dawood	Resident Director, Quetta	Male	21 years
Mahnaz Rahman	Resident Director, Karachi	Female	14 years
Asim Malik	Director Outreach and Network	Male	20 years

Organogram

Institutional Structure Aurat Publication and Information Service Foundation



Audit Report



Independent Auditor's Reports to the Trustees

Opinion

We have audited the financial statements of **Aurat Publication and Information Service Foundation** ("the Trust") which comprise balance sheet as at June 30, 2018, statement of income and expenditure, statement of cashflows and statement of changes in accumulated fund for the year then ended, and notes to the financial statements.

In our opinion, the accompanying financial statement present fairly, in all material respects, the financial position of the Trust as at June 30, 2018, and (of) its financial performance for the year then ended in accordance with approved accounting and reporting standards as applicable in Pakistan.

Basis for opinion

We conducted our audit in accordance with the international standards on Auditing (ISAs) applicable in Pakistan. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Trust in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants as adopted by the institute of chartered accountants of Pakistan (the code) and we have fulfilled our other ethical responsibilities in accordance with the code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of management and those charged with governance for the financial statement

The Trustees are responsible for the preparation and fair presentation of the financial statement in accordance with the approved accounting and reporting standards as applicable in Pakistan, and for such internal control as the Trustees determined is necessary to enable the preparation of financial statements that is free from material misstatement, whether due to fraud or error.

In preparing the financial statement, Trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Trustees either intends to liquidate the Trust or to cease operation, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Trust's financial reporting process.

Auditor's Responsibilities for the audit of the financial statement

Our objectives are to obtain reasonable assurance about whether the financial statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that and are considered material includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee of that an audit conducted in accordance with the ISAs as applicable in Pakistan will always detect a material misstatement when it exists. Misstatement can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of user taken on the basis of these financial statements.

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As part of an audit in accordance with ISAs as applicable in Pakistan we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtained audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal control
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Trust ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are waste on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Trust to cease to continue as a going concern.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The engagement partner on the audit resulting in this independent auditor's report is Ali Ahmad.



Lahore.

October 24, 2018



Aurat Publication and Information Service Foundation
Statement of financial position
As at 30 June 2018

	Note	2018 Rupees	2017 Rupees
Funds and liabilities			
<i>Accumulated funds</i>			
General fund		12,511,733	11,852,958
Endowment fund - restricted		1,035,924	1,035,924
		13,547,657	12,888,882
<i>Non-current liabilities</i>			
Donated funds - restricted	5	1,705,500	2,750,287
Deferred capital grants - restricted	6	22,456,380	37,975,346
		24,161,880	40,725,633
<i>Current liabilities</i>			
Trade and other payables	7	109,707,865	104,334,501
Staff severance pay		2,622	13,363,690
Donated Funds - restricted	5	2,515,678	6,226,980.00
		112,226,165	123,925,171
Contingencies and commitments			
	8	149,935,702	177,539,686
Assets			
<i>Non-current assets</i>			
Property and equipment	9	30,590,546	45,818,400
Intangible assets	10	1,502,926	2,254,276
		32,093,472	48,072,676
<i>Current assets</i>			
Prepayments, advances and other receivables	11	90,452,970	110,755,737
Cash and bank balances	12	27,389,260	18,711,273
		117,842,230	129,467,010
		149,935,702	177,539,686

The annexed notes 1 to 17 form an integral part of these financial statements.


 Executive Director


 Director

List of Operational Projects (July 2017-June 2018)

Sr. #	Project	Donor
National		
1	Gender Equity Program (GEP)	USAID
2	SUBAI – Strengthening provincial Assemblies	EU/PALLADIUM
3	Social Mobilization-WeT	BISP
4	AAWAZ -Voice & Accountability	DFID
5	Creating Spaces - To Take Action on Violence against Women and Girls	OXFAM/Global Affairs Canada
6	Strengthening Participatory Local Governance	OXFAM/EU
7	Women’s Learning Partnership TOT Programme	Women’s Learning Partnership
Regional Projects		
Punjab		
1	Promotion and protection of labour rights and socio-economic rights of women working in agriculture in Punjab	EPD -EU
2	Women’s Safety Audit in Public Transport in Lahore	UN Women
3	Exercising her right to vote: civic and political pathways to women’s political participation in Pakistan	IDEAS-Pak
Sindh		
1	Strengthening electoral & legislative processes (SELP)	TDEA
2	Empowerment of women home-based workers and excluded groups in Pakistan	UN Women-HNP
Khyber Pakhtunkhwa (KP)		
1	Joint for social actions for rights and equal opportunities for marginalized in Peshawar	NCA
Balochistan		
1	Sustainable Development Goal 4 – A Legislative and Policy Gap Analysis for Balochistan	UNDP

Chapter One

Law and Policy Reform

1. Law and Policy Reform

Pakistan ranks second-last (143 out of 144 countries) in the 2017 Global Gender Gap Index. This reflects substantial disparities in economic, political, education, and health indicators. Contributory factors include religious extremism, patriarchal social structures, poverty, economic disparities, women's limited access to public services and markets, and widening rural-urban disparities.

Pakistan is also continuously facing political, economic and security challenges and has limited public financial resources. Economic growth is slowly picking up and reached around 5% in 2017 and 5-6% in 2018. Pakistan is particularly vulnerable to natural disasters and has been a victim of several earthquakes and severe floods in the recent past. Pakistan conducted its 6th national census in 2017, revealing an estimated 58% growth in population since the last census in 1996. It should allow the Government to better target socio-economic policies for the different population groups. It will also have an impact on the share of each province in the federal budget and the allocation of seats in the national and provincial assemblies. It is also noted a persistent narrow interpretation of venerability, agrarian women workers' rights are still ignored and overlooked.

The political situation of the country became unstable when the Supreme Court disqualified Prime Minister M. Nawaz Sharif. This created chaos among the public and in some areas incidents of violence were reported among the supporters of various political parties.

Inter group tension is remained high. Religious minorities continue to face a difficult situation throughout the country, and are often subject to violence, intimidation, discrimination and even murder. In this context, the absence of recognition of the de-facto existence of scheduled caste and discrimination against them was mentioned. Nevertheless, some action has been taken by the Government to curb hate speech, including by banning sermons by loudspeaker and prosecuting clerics for stoking animosity against minorities. Police has also more actively stepped in to protect religious minorities or their places of worship against mob violence or terrorist attacks.

Decisions related to marriage, child bearing, access to health and education services, assets and resources are largely made by the male members of a family. There has been an increase in the reporting and disclosing of incidents of violence against women, although legislation against GBV has improved between 2017 and 2018 in all provinces; i.e. In 2017, The Balochistan Assembly passed a number of legislations for protection of rights of women and marginalized groups of society. The Balochistan Commission of the Status of Women Bill 2017 was one of them. This Act has been passed by the Provincial Assembly of Balochistan on 30th August, 2017 and assented to by the Governor, Balochistan on 8th September, 2017. The Balochistan Commission of the Status of Women Act 2017 shall examine the policy, programs and other measures taken by the Government for gender equality, women's empowerment, political participation representation, assess implementation and make suitable recommendations to the concerned authorities. Through this Act, the Provincial Commission on the Status of Women (PCSW) shall review all Balochistan laws, rules and regulations affecting the status and rights of women and suggest repeal amendment or new legislation essential to eliminate discrimination, safeguard and promote the interest of women and achieve gender equality before law in accordance with the Constitution and obligations under international covenants and commitments.

The Khyber Pakhtunkhwa Protection against Harassment of Women at the Workplace Act 2018 passed on Feb 2018 by KP assembly and assented to by the Governor KP on 28 February 2018. It has been one of the major contributing factor that impede women from joining the workforce in KP. The Protection against Harassment of Women at the Workplace Act 2018 provides legal protection to women against harassment at the workplace, and reforms the existing legislation regarding women's right to work in KP province. Now, it is binding that each organization shall constitute an inquiry committee within 30 days of the enactment of the law to enquire into complaints. The said committee shall consist of three members of whom at least one shall be a woman, one from senior management and one shall be a senior representative of the employees or a senior employee where there is no CBA. The Act makes it binding on the employer to ensure implementation of this law and to incorporate the Code of Conduct as a part of their management policy and to form inquiry committee and designate a competent authority. Further, the Act requires the appointment of a woman as the provincial Women's Ombudsperson for the purpose of disposing of complaints of working women against harassment in their respective places of employment.

The Punjab Sikh Anand Karaj Marriage Act 2018 was a historic bill to regulate Sikh marriages. It was passed by the Punjab Assembly on 14 March 2018 and assented to by the Governor Punjab on 19 March 2018. It was Pakistan has become the first country in the world to introduce legislation for the registration of Sikh marriages. Every marriage between Sikh shall be registered under the said Act. This Act has also set the minimum age for Sikh for both male and female at 18 years. It's the milestone step towards the rights of minorities as it is the first time that family laws of Sikhs are regulated separately in Pakistan. It was a remarkable achievement of the civil society as they always raise voices to protect the rights of minorities.

The Sindh Home-Based Workers Act, 2018 passed by the Provincial Assembly of Sindh on 9th May, 2018 and assented to by the Governor of Sindh on 23rd May, 2018. Pakistani civil society, labour rights activists and home base worker groups were struggling from last two decades for protection of their basic rights. The passing of Home-Based Workers Act 2018 by Sindh Assembly is a historical moment because of which million home-based workers have been legally recognized as workers and entitled to form unions for collective trading, social security, and pension and ensure mainstreaming of home-based workers into provincial economy under the Act.

KP Domestic Violence Bill is the hot talk in the legislature corridor, it's the most controversial legislation, the KP Women Parliamentary Caucus (WPC) is going to introduce. The bill has several articles that are in conflict with Domestic Violence definition and Human Rights. The WPC wants to introduce this bill as early as it can be. Civil society of KP raised its voice against this bill. Thereafter AAWAZ partners devised a strategy to stop the bill and started media campaign against this bill. The media persons were briefed about the lacunas in the proposed bill and specially explained the article 22 that's giving protection to violence in the cover of term "corrective measure". The issue was also taken up in the inter-provincial ministerial conference. The press release was issued to ask the conference participants to register their objection over proposed DV Bill.

Homebased Worker Act; Aurat Foundation continued its struggle for passing the legislation for home based workers' rights protection in Sindh, Punjab and KP. Provincial Assembly of Sindh approved and adopted Sindh Home Based Workers Act 2018 (Rules of Business for this law is under the process of drafting).

1.1 Historical Accomplishment of Sindh Home Based Workers Act, 2018

Aurat Foundation & Home Net Pakistan in collaboration with Labour & Human Resource Department of Government of Sindh held an event to celebrate the passage of law for home based workers and to applaud Members of Provincial Assembly of Sindh at hotel Move 'n' Pick Karachi. This program was attended by a large number of people including workers, trade unionists, employers, government officials, & MPAs from different political parties.

Syed Nasir Husain Shah Minister LHRD applauded and appreciated efforts of Aurat Foundation and Home Net Pakistan for holding a distinguished and generous celebration for members of Provincial Assembly Sindh, field workers and civil society. He thanked the MPAs for joining hands and specially opposition members for no-resistance to the said Act on the day of presenting at Assembly.

He said that this law will enable thousands of unregistered HBWs in province, to get status of worker and recognition of their work, as well as making them eligible for facilities and privileges as a worker. He hoped and assured that the strategy to implement this law will be chalked out timely by the department.

Mahnaz Rahman, Resident Director, Aurat Foundation thanked the Minister, Secretary LHRD, MPAs, workers, HBWs, activists for their long time efforts and struggle in the process of legislation and said it was not only the celebrations but also a farewell for the MPAs, as we want to recognize their efforts at the end of this government. Ms. Ume Laila, Executive Director of Home Net shared the history of the struggle for the rights of home based workers and appreciated Sindh Government for enacting the law for Home based workers. In recognition of honor and contribution, shields were presented to Members of provincial Assembly, Minister and Secretary of Labour and Human Resource Department, WDD officials, field workers and activists.



Following MPAs from different political parties were presented shields of Honour: Rana Ansar, Nusrat Seher Abbasi, Irum Azeem Farooqi, Kulsoom Chandio, Sorath Thebo, Saira Shahlan MPAs, Waqar Hussain Shah, Shafi Jamot, Ameer Hyder Sheerazi, Ghazala Siyal, Khairun Nisa Mughal. Representatives of PILER, PFFF, WDFP, Legal Aid Society, P.H.C, PSWS, SEARCH, SPARC, NOW Communities, Hunar Ghar, CDF, UNICEF and UNWOMEN also participated in the event.

Chapter Two

Capacity Building and Consultative Processes

2. Capacity Building and Consultative Processes

Aurat Foundation’s continuous capacity building trainings and workshops are across every project and reaches all spheres of the socio-economic groups with whom we work. This includes extensive training of women community leaders as AF’s basic ethos believes in strengthening local women leaders as agents of change.

Further to this our continuous engagement with the police and judiciary is considered imperative and has been our focus in most of our projects, particularly, in Subai programme, Subai team organized “Pre-Budget Seminar for MPAs on Gender and Social Inclusion”. A number of briefing sessions were organized for the Provincial Assemblies' SDG Task Forces. Interprovincial knowledge sharing, IT and E-Parliament focused exchange visits were organized between the KP and Sindh Assembly. Two-day “Interprovincial Legacy Workshop for WRCs” and “Interprovincial Public Finance Management” sessions were organised in collaboration with UNDP and UN Women. A training workshop of “Secretariat Staff” and “Inter-Parliamentary Dialogue” was also organized of the Sind Assembly officials to Khyber Pakhtunkhwa Assembly. In AF-HNP project; capacity development sessions were held with government officials and parliamentarians on SHBW Act, 2018.

2.1 AF NIMD training course on Multi-Stakeholder Policy Dialogue

The Netherlands Institute for Multiparty Democracy (NIMD), organized a two days’ workshop to Lahore from 22-24 January 2018 to conduct a series of policy dialogue in context of the INSPIRED+ project. More than 35 activists (21 women & 14 men) from participated in training. Jerome Scheltens, Knowledge and Innovation Advisor conducted the session.



The training sessions are customized by NIMD to strengthen participants’ knowledge of six key areas: Understanding dialogue as differentiated from debate; stakeholder mapping which reconciles the twin challenges of ensuring efficiency and inclusiveness during the dialogue process; internal preparedness; consensus building on complex issues; moderation of personal attitudes; and the role of the dialogue facilitator as an impartial mediator.

Mr. Scheltens is pleased to report that the Pakistan event has been successful, and would like to thank all participants for their hard work. The Aurat Foundation, Hosting Structure of INSPIRED+ Pakistan, has been instrumental in facilitating this multi-stakeholder dialogue by bringing its network of contacts together to discuss the issue of women’s labour rights in Punjab.



A number of high-level representatives from political parties, the Punjabi provincial assembly, civil society, media and academia, and business were in attendance.

2.2 Sixth WLP National Training of Trainers on Democratic Governance

Pakistan being among 20 global partners with Women Learning Partnership, USA held its 6th National Training of Trainers in Murree. Aurat Foundation leading Pakistan's chapter of the partnership facilitated the national TOT from May 26-31, 2018 at Shangrila Resorts in Murree.

A Pre institute activity was held with WLP trainers during the first two days of the training to plan and execute WLP's training manuals on democratic governance, introduce these manuals and give basic orientation of the manuals to the participants. Trainers included Ms Rabeea Hadi, Ms Myra Imran, Ms Hina Akram and Mr Ali Shabbar.

This was the right time to conduct this training because the manuals are very relevant to current political scenario of the country. The group with whom the training was conducted included a dynamic mix of new and old political party workers thus the experiences shared by senior workers helped the young to understand basics of democracy, political struggles undergone and their rights as responsible voters. Thus the interest level of the participants remained high throughout the training as most of them are contesting elections at council level during general elections of July 2018.



The training was attended by 19 members and topics included (but not limited to) were leadership, culture of democracy, human rights and violence and conflict and governance. The mode of training remained interactive where the participants were engaged in the sessions through group works and role plays. Sessions were planned based on the modules, leading to Choices, Beyond Equality and Leading to a Culture of Democracy. Group projects were assigned to the participants mainly focusing on how they intend to replicate the training in their respective communities which were presented by them at the end of the training.

2.3 One Day Training of Social Mobilizers on Exercising Her Right to Vote: Civic and Political Pathways to Women's Political Participation in Pakistan

Aurat Foundation organized a "One Day Training of Social Mobilizers" on exercising her right to vote: civic and political pathways to women's political participation in Pakistan. 32 Social Mobiliser's participated in training session (16 Social Mobilizer from AF & 16 from SAP-Pk). Training was organized on 22 June 2018 at AF Library Hall, Lahore. Training was divided into five sessions. First session was comprised of welcome note, introduction of participants and objectives and background of the training. In second session, a quiz was planned to assess the social mobilisers knowledge about on election day activities i.e. voter education campaign done by ECP, 8300 process, polling scheme and turn out of female voters in



last elections etc. In third session, a plannery session was conducted on “Why women do not vote as much as men do in Pakistan” and “Importance of Women’s vote” to increase the information and knowledge level of participations. In fourth session, Exercise, Group work and Presentations were done on how we motivate the female voters for voting? (Group exercise and mobilization tips), Process of intervention (step wise explanation of various stages of the intervention):

Step 1: Door pitch (introduction of CSO and their visit of coming- elections, ECP measures, why women should vote), Step 2: Review and explain Checklist (recording sheet for men/women present in the HH), Step 3: Ice-breaking session (engage in a conversation about the following: when is election day, voting being everyone’s right accountability, why people don’t vote especially women, gender gap in voter turnout), Step 4: Agenda setting Women: video, info brochures, mock ballot, pledge to vote. Men: video, motivational script, info brochures, pledge to facilitate women in your HH to vote. (Demo of what the motivational script will look like for men in this step which will then be followed by step 5-7).



Step 5: Video (show video: “ek vote”) followed by discussion on the video. Step 6: Discuss Information Brochure 1. Step 7: Discuss Information Brochure 2. CNIC reminder, Demo of 8300, Mock voting exercise (women only) and Verbal Pledge to vote (men and women). The training was conducted by Anjum Rafiq, Samina Javeed, Nabeela Shaheen and Sara Anam.

Mr. Tahir Mansoor Khan, Director Elections, Provincial Election Commissioner, Punjab and Ms. Huda Ali Gohar, Public Relation Officer ECP, Punjab participated in closing session of training. Mr. Tahir Mansoor Khan shared the initiatives which ECP has taken for voter’s facilitation. Both ECP representatives shared about role of voter education committees and gender and disability electoral working group, ECP initiative’s i.e. 8300, GIS polling scheme,



training material, code of conduct for observers and candidates, result transmission system (RTS) and others. They also appreciated AF efforts and contribution towards voter education campaign and election observation.

They hoped that AF and others CSOs interventions will be helpful to increase women's turn out in upcoming election as well as build the trust on democratic process.

2.4 Capacity Building of BBCs Women Leaders

The women leaders were selected by the committee members through election after formal constitution of BBC was complete. These selected WL are the change agents at village, UC and tehsil level for strengthening and continuation of the programme. Therefore, women leaders were given orientation/trainings for better understanding of the overall social mobilization process, improving their capacity to manage groups independently, resolving their issues and involvement in increasing awareness amongst BISP beneficiaries regarding women rights, importance of civic registration and case management. During the project 14 months 897 events were conducted twice for 22,459 WLs of BBCs.



2.5 Capacity Building of Cluster Women Leaders (CWL)

To train the Women Cluster Leaders, 47 training events conducted twice during the project time line in 7 Districts Rahim Yar Khan, Bahawalpur, Bahawalnagar, Rawalpindi, Khushab, Sialkot, Narowal and trained about 1,297 CWLs to foster linkages between BBCs, IPF and BISP's tehsil offices for horizontal implementation of CCT and UCT schemes". In order to bolster BBCs and their roles as voice of the BISP beneficiaries and communities



2.6 Enrolment of BISP Beneficiary Children in Schools

The out of school and already enrolled children of BISP beneficiary was registered and after the registration the children who were already studying in schools were verified from the schools and the out of schools were admitted in schools on the preference for schools by the beneficiaries. A total of 169,532 children were verified and admitted in schools.

Chapter Three

Social Mobilisation and Citizen Engagement

3. Social Mobilisation and Citizens Engagement

Social mobilization is seen at AF as a means to motivate socio-economic sustainable change by to bring awareness among people and ultimately for ordinary citizens to demand and claim their rights. This is through engagement at all levels and the decentralization of policy and decision-making. Aurat Foundation has been involved in engagement with ordinary citizens at all levels, concerning issues ranging from the importance of obtaining national ID cards, awareness around pro-women laws, women as voters and political participants and identifying women community leaders.

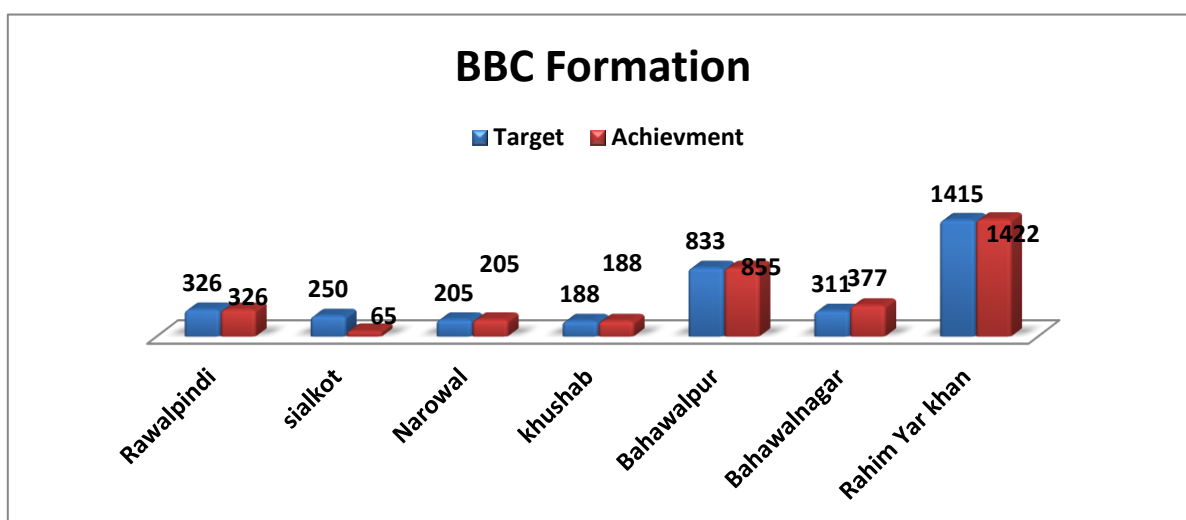
3.1 Need Based Micro Supply Capacity Assessment (MSCA)

A comprehensive capacity assessment of 1,682 public and private schools was undertaken for selecting schools for additional enrolment in 7 intervention districts of Punjab. In this regard, a Letter of Cooperation (LOC) was signed with private schools as and when needed for admission verification and new admissions of beneficiaries’ children. Total of 23,846 schools MSCA was carried out during the different phases of Programme.

3.2 Socail Moblization of BBCs

Social Mobilization (SM) is an interactive process that informs and engages the Benazir Income Support Programme (BISP) beneficiaries during the lifecycle of Waseela-e-Taleem Programme of BISP. SM helps to raise awareness among the BISP Beneficiaries through regular face-to-face communication, using local SM structures and coordinated efforts of different stakeholders within and outside of BISP to reach out to and work with the BISP Beneficiaries. The current project focuses on the broader aspects of the overall SM process that involves the strengthening of previously formed BBCs and formation of new BBCs at the local level, and formation of Women Leaders Clusters (WL-Clusters) as second tier for increased coordination among BISP beneficiaries and BISP local offices.

The primary objective of cluster formation is to foster linkages between BBCs, Implementing Partner Firm, District Education Department and BISP tehsil offices for smooth implementation of CCT and UCT schemes and to resolve issues relating to enrolment, payments, debit card, CNIC issues, etc. At the start of the project, there were ‘zero’ clusters in all the seven districts. At the end of project, AF formed 3,528 having membership of 22,429 BBCs in the seven districts.



3.3 Define and Uncover Issues Faced by Agrarian Women Workers In Punjab

Aurat Foundation has organized focus group discussion on 23rd February 2018 by INSPIRED+ team Aurat Foundation Lahore. Participants were from Civil society, MPAs, Members from various service providing institutes /Banks and individual experts to discuss and define participatory policy analysis (PPA) - policy research in the area of socio-economic rights of women.

The main findings of the first discussion were: There's no recognition of socio-economic rights of agrarian women in labor policy. There is a need to establish agrarian women network/federation. There's no safety and protection mechanism for agrarian women workers. There's no dispute resolution mechanism for agrarian women. While speaking on the occasion, Justice (r) Nasira Javed Iqbal said, "Women should make their independent unions for demanding their rights. Although it is the prime duty of the local governments to educate women at grassroots level. In near future, there will be no space to live, everyone is making shopping malls and residential colonies on agricultural land. We cannot protect agricultural land and we are talking about preserving the rights of agrarian women. There is a need for serious legislation and implementation to make our country great."

Mumtaz Mughal said, "To maintain the GSP Plus status we have to maintain 27 conventions. Women in agriculture have registered land but they do not have any possession- loans are sanctioned on their name but they do not receive any loan amount. Women working in agriculture are less educated as compared to their male counterparts. Women in agriculture are not involved in decision making. They do not have access to health facilities, social protection, safety nets and micro-credit. There is no daycare center for the infants. Nasim Iqbal Chairperson President Mathilda Majlis said that "This is an election year; women have a very strong and beneficial time to put their demands on the table. We should jointly assist and engage all the political parties and ask them to add this to their manifesto, so they can work for the betterment of agrarian women".

3.4 Support Women's Participation in Polls Signed

The Khyber Pakhtunkhwa Commission on the Status of Women and Aurat Foundation have signed an agreement to support women's participation in general elections in four districts of the province. Under the agreement, the Aurat Foundation is providing support to the KP Commission on the Status of Women in four districts including Peshawar, Kohat, Swabi, and Bannu for the upcoming general elections of 2018," Said Afzal, programme officer of Aurat Foundation, told a press conference at the Peshawar Press Club. Under this agreement, he said, Aurat Foundation would provide technical assistance to KPCSW to constitute district committees on the Status of Women (DCSWs) under Article 8-E. He added that the DCSWs would help women in the target districts understand the KPCSW Act 2016, the Election Act 2017 as well as Pakistan's electoral system. All activities under this agreement are funded by the US Agency for International Development (USAID).

"Aurat Foundation is determined to use this opportunity to increase women's participation in the upcoming election," he added. Under the agreement, he said, the Aurat Foundation had organised training sessions to the members of KPCSW, DCSWs and civil society organisations to enable them to monitor pre-election activities, and improve people's knowledge about the importance of women's participation in the electoral process. Shaheen Quraish, chairperson DCSW Peshawar, appreciated USAID's support initiative and said it would help to increase women's participation in the electoral process and preserve their right to participate.

3.5 KP Woman Still Reeling Under Tribal, Patriarchal Norms, Facing Violence

As the International Women's Day is being celebrated on Thursday 8 March 2018 across the world, women in Pakistan, especially in rural areas, are still reeling under the feudal and tribal custom and norms. Aurat Foundation Resident Director Shabina Ayaz said women were the main victims of domestic violence, but in the proposed draft bill, protection of women against violence was not mentioned.

Despite a number of legislations on women rights, the rising violence against women is a grim reminder that their exploitation and miseries are far from over. This also makes it imperative that fight for women emancipation, social justice, dignity and equal rights must continue. Every year March 8 is observed as women day for the past over 100 years to highlight sufferings of the working women, to commemorate the sacrifices of the pioneers from Rosa Luxemburg to Sakine Cansız, from Kittur Rani Chennamma to Berta Caceres, from Ella Baker to Henan, from Djamila Bouhired, to Sana'a Mehadli to Nadia Anjuman and Asma Jahangir to Benazir Bhutto and their struggle against enslavement, exploitation and colonial system. The day is also commemorated to remember all those women who have been murdered over the course of hundreds of years-old patriarchal order, wars and state oppressions.

However, challenges that stand in the way of progress for women in Pakistani society are too many ranging from honour killing, domestic violence, work-place harassment, and sexual exploitation and the list goes on. In the past two months, 22 incidents of violence against women were reported in Khyber-Pakhtunkhwa alone. The first violent incident of the year happened on January 2 when a woman, identified as Salma, killed herself inside the Kotwali Police Station in Peshawar. She set herself on fire against the release of a house owner who she had accused of seizing her money and other valuable belongings.

In a brutal honour killing case, a couple in Toru Mayar area of Mardan district was murdered. A woman was killed by her family in Mansehra district for marrying a man of her choice. A teenager killed his stepmother in Mardan on January over a family dispute and a couple was gunned down in Maidan area of Lower Dir district in the name of 'honour'. The following day a woman was killed by her husband in Mardan district. On January 10, Brekhana, a stage artist and her father were killed in after she refused a marriage proposal of a man identified as Ali Akbar Afridi. On January 13, a four-year-old Asma was raped and murdered in Gojar Garhi area of Mardan. A girl was strangled to death on January 18 by her brothers in Dera Ismail Khan apparently over dishonoring her family. On January 28, a newlywed bride was killed in Kohat. On January 28, in yet another violent incident, a student of medical college, Asma Rani was gunned down in Kohat district by a man identified as Mujahid Afridi for turning down his marriage proposal. On the last day of January, a man threw acid on his wife and stepdaughter in Betkhela, Malakand. In jurisdiction of Mathra Police Station in Peshawar, a boy killed his mother and dumped her bod in a deserted area. Tw sisters were killed in Pishtakhara area on the outskirts of Peshawar. On February 1, two boys identified as Wasif and Azam allegedly attempted to rape a girl, Ayesha in Majoki village of Prang, Charsadda and filmed her naked. On February 18, a woman was alleged raped by police inspector identified as Aqib Shah in Haripur city, KP. Sumbal, another female stage dancer was gunned down in Mardan on February 4. Three men identified as Naeem Khattak, Jahangir Khan and Naseeb barged into Sumbal's house and killed her after she refused to attend a private dance party. On February 17, sister of a polio worker, Uzma was kidnapped in the Sheikhan area of Peshawar by unidentified people. She was found unconscious in a graveyard in the evening the same day. On February 19, a local female actress named Noor was shot dead in Abbottabad. According to details, unidentified armed man entered into the home and shot her to death. A 24-year-old

woman identified as Ruqaya Bibi daughter of Muhammad Yaqoob killed herself on February 24. The reason behind the incident was stated to be domestic problems. On March, Chitral Police reported at least two women in Chitral committed suicide, which according to them raised the tally of women who committed suicide to 16 in past six months in the region.

Peshawar-based journalist and human rights activist, Riffat Anjum says major factor contributing for increase in incidents was rise in awareness on the issue. Violence against women can only be overcome through legislation, she said, adding that incumbent KP government despite claims failed to promulgate laws specifically for protection of women in the province.

Regional Head of Shirkat Gah Women's Resource Centre, Sana Ejaz says every year thousands of cases of violence reported, and equal number of cases goes unreported. She said KP government failed to pass any law as the domestic violence and early marriage bills still hangs-in-balance and the present government would be wrapped up in few as the country would go for fresh elections. Ejaz says "A multi-prong strategy in which literature that demean women's status should be banned, changes in curriculum should be made depicting women in roles equal to men and mass media campaigns should be launched for educating society on the subject of women's rights."

She said seriousness on the part of government had been missing altogether on the issue and it was evident from the fact that all the four provincial governments took action dengue epidemic but when it comes to women's rights, they had always failed because it was never a priority of successive governments.

It is also equally important that this day should not be observed as a ritual but revisit past struggles and carry forward the legacy of the pioneers to realize the dream of a world in which women can be treated as a human being not a commodity a world where they can play a productive and equal role with their full potential and lead a life free from social taboos, discrimination and stereotypes.

Chapter Four

Advocacy, Awareness-Raising and Lobbying

4. Advocacy, Awareness-Raising and Lobbying

Aurat Foundation is essentially an advocacy organization that has established a wide network around the whole country, lobbying and creating awareness around gender related issues, including pro-women laws and women's political participation. As an organization, we have also raised our voices against societal injustices, protesting against the lack of State involvement to protect persecuted groups and marginalised people. Below we showcase what we have worked towards, celebrations and protests on causes and issues we hold close to our hearts and minds.

Aurat Foundation is implemented the INSPIRED+ Pakistan project under title of "Promotion and Protection of Socio-Economic Rights of Women Working in Punjab" which was designed and carried out by the European Partnership for Democracy (EPD), Club de Madrid (CdM), and the Netherlands Institute for Multiparty Democracy (NIMD) in the context of the EU-funded project 'INSPIRED+ Pakistan' during September 2017 to February 2019. In Pakistan, INSPIRED+ supports a multi-stakeholder dialogue



وزیر برائے ترقی خواتین پنجاب حمیدہ وحید الدین کا یورپین پارٹنرشپ برائے ڈیموکریسی کے LEON HEMKEMEYER سے ملاقات کے موقع پر گروپ فوٹو۔ عورت فاؤنڈیشن کی ڈائریکٹر متنازعہ مغل بھی موجود ہیں۔ (لاہور 23 اگست 2017ء)

for the promotion and protection of labour and socio-economic rights of women working in the agriculture sector in Punjab. This is one specific policy issue (relevant to the 15 UN and ILO core conventions under GSP Plus. It helps in identifying, analyzing and monitoring those domestic policies that hinder the full implementation of the UN and ILO conventions relevant to the GSP+.

Inspire+ Pakistan Approach: The project is implemented by following the INSPIRED+ model which derives from the Integrated Support Programme for Inclusive Reform and Democratic Dialogue (INSPIRED). A: Collective Assessment Phase, B: Consensus Building phase, C: Monitoring & Advocacy phase and D: Gender as crosscutting phase

4.1 Stakeholder's Consultations on Policy Assessment on Agrarian Women Worker's Rights

Three one-day consultations were organized in Lahore, Multan and Faisalabad. The objective of the consultations was to collect information on critical issues and sensitize stakeholders to convince on the need and evolve common position on agrarian women's labour rights. The team of INSPIRED+ Pakistan organized the consultations during October and November 2017. The participants were legislators, parliamentarians, policy makers, officials of

concerned provincial government departments, representatives of chambers of commerce, commission, trade, labour unions, agrarian women worker groups, women rights organizations, employers, workers, producers, buyers, consumers, unions, farm workers, landholders, agribusiness persons and tenants participated. Overall more than 191 stakeholders (68 males & 123 females) participated and representation of all districts of Punjab was ensured in three regional consultations.

During the consultations, open discussions were held to attain the opinion of stakeholders; government representative and civil society to address the core issues of agrarian women in Punjab by exploring these dimensions:

1. What are working conditions for women in agriculture regarding physical hazards, different types of diseases and harassment as well as nature of environment as well?
2. Are they facing forced assignments or doing work with their own choice and consent?
3. Who is the violator or commit violence against women in this sector?
4. Are they getting justified wages/remuneration in return of their work?
5. Women are getting equal employment status as compare to men or not?
6. Are farmer women bring small kids along with them while working in farming?
7. How many hours do they work in a day?
8. Are women working in organized form or group? If no what are the reason behind?

Following recommendations were brought during the consultations carried out in Faisalabad, Lahore and Multan.

- Strong efforts should be made to abolish the existing deep rooted feudal system and patriarchal mind-sets to ensure equal participation of poor and landless farmer in all political and economic process.
- There's a dire need to launch different awareness campaigns to educate the women and men in agriculture sector regarding their rights and access to services.
- Day care Centre should establish near farming fields in regard to give support the mothers and also give protection to their children from the bad effects from different chemical fertilizers and infectious diseases.
- Women parliamentarian should be contacted and motivated to highlight the issues of agrarian women for effective lobby.
- Women health insurance should be made mandatory in health policy and Farmer labor pregnant women should have vaccination to prevent further episode of legal diseases during work in field.
- Specific training programs should be designed for agrarian women on different helpful aspects like: Harassment at work place, Technical guidance of agriculture skills and labor rights etc.
- Mutual meetings between agrarian women and Govt departments should be arranged for effective coordination and linkages building.
- There's need to incorporate trade union rights and issues in agriculture Policy on priority. There is strong need to build the capacities of small farmers according to sustainable agriculture concept and occupational safety.
- Government should launch a community-led seed bank to save small farmers from exploitation of multinational companies. New
- The government should be reviewed the agriculture policy in which small-time farmers, especially women, should be focused.

Consultation and FDGs on Promotion & Protection of Socio-Economic Rights of Women Working in Agriculture in Punjab



4.2 Let's Go Together! "No More Violence" along with Pakistan Gender Collation

Elizabeth Kennedy Trudeau, Consul General USAID said that there's no doubt that we all live under the threat of violence, including the men and boys who are also victims. But the sad fact is, girls and women are most often the victims. She emphasized that through education, girls have the opportunity make an economic contribution and add to the community's prosperity. She said that USAID is committed to working with the government, civil society, and community leaders who are bravely working together to end gender-based violence in Pakistan. She stressed that we all of us, needs together to end GBV in education. She was addressing on the launching ceremony of 16 Days of Activism Campaign "LET'S GO TOGETHER! "NO MORE VIOLENCE" along with Pakistan Gender Collation on 24th Nov. 2017. The launch attended by community women, women rights activists, elected representatives, government officials, academe, media, lawyer and representatives of development partners working on women rights.



Chairperson, Standing Committee for Gender Mainstreaming, Punjab Assembly, Raheela Khadim Hussain said that roots of GBV are everywhere. This is time to educate youth to end GBV. Women/Girls are our future, The Punjab government has shown a strong political will to prevent and fight Gender-Based Violence through implementing Women Empowerment Packages 2012, 2014, 2016 & 2017. She urged that we should join hands to make *Pakistan* safe space for all.

Mumtaz Mughal, Resident Director Aurat Foundation said that the situation has marked Pakistan as 'off-track' on the global obligations and Pakistan is ranked 143 out of 144 countries according to The Global Gender Gap Report 2017. Instead of, a lot of effort has done for

promoting gender equity in Pakistan; unfortunately, we are still facing a number of challenges in regards to women empowerment i.e. patriarchal behaviors & attitudes towards women empowerment, gender disparity in education, high mortality rate, death resulting from GBV, poverty, drop out of girls from school, unemployment among youth, protection of rural and agrarian women rights, extremism and terrorism etc. The situation of VAW is highly alarming in all over Pakistan and in Punjab. According to the data on VAW gathered by Aurat Foundation in 2017, 5979 cases have been reported in Punjab. 178 women are killed on the name of honor killing, 1086 women and girls are rape/gang raped, 1626 women & girls are kidnapped, a number of honor crime, sexual assault, harassment, domestic violence, customary practices on the name of culture and tradition are still continue. Young girls are out of school due to non availbilty of safety and security, toilets and boundary walls. 16 Days of Activism against GBV is a time to reflect and reaffirm that when women lead, democracies thrive, when girls are educated, generation's flourish, when violence against women ends, peace prevails.

Mr. Wazir Khan, young women rights activist from Gender Studies Department of Punjab University said that education is a human right without it, we can't achieve equality, development, and peace. He said that youth is 60% of Pakistani population, this arising force can contribute to achieve global commitments with regards to SDG target 4 and 5 to eliminating gender disparities in education and assure equal access at all levels of education by 2030.

Sehrish Advocate, Member Pakistan Gender Collation said that Violence against women and girls is one of the most common and tolerated violations of human rights in existence today. Every women and girl face violence in her life. GBV cases should be speeded up and implementation of courts and administrative decisions should be accelerated. We must work to implement and maintain a strong network of services by and for raise awareness, which is very low, and there is an urgent women who have survived violence. Critical organs of the state, such as the development. Police and judiciary, must be sensitized. Profound legal and legislative changes are needed to ensure and protect women's rights. Members of Pakistan Gender Collation plugged that Together We Can End GBV in Education! Together we will end GBV in Education!



4.3 Closing Ceremony of Gender Equity Program (GEP)

Gender Equity Program (GEP) organized the Grand Finale of the Seven Year USAID funded program for Gender Equity and Women Empowerment in Pakistan on August 3rd, 2017. The event showcased achievements and advancements made through different thematic areas via a variety of stalls displaying products developed and services provided under the program. These stalls also displayed statistics pertinent to each of the thematic area.

The event was attended by USAID Mission Director and US Embassy official; Christina Tomlinson along with notable USAID representatives including, Amna Farasat, Farah Imran

and Shehla Rizwan. The guests showed keen interest and expressed pleasure in learning how GEP had contributed towards breaking the barriers and implementing innovative techniques to bridge the gap existent in society by empowering women- changing their lives and changing the mindsets of Pakistanis at large.

Later, the program formally started with Pakistan's national anthem followed by a welcome address by Mr. Younas Khalid. He reflected on GEP achievements and challenges faced in last seven years and shared that successes and leads for future progress in bringing behavioral change were far greater than the problems in implementing program were encountered. His brief presentation highlighted 13689693 direct and 49,800,169 indirect beneficiaries of GEP. He said that 475528 CNICs were issued to women under this program and 45,458 survivors of gender based violence were supported through different shelters and referral services provided under seamless service delivery hubs.

Ending his welcome note, he said that GEP closing marks a new beginning "AF is a movement which will continue till we achieve AF's goal of a smiling, empowered Pakistani woman. A woman who is aware of her rights and able to access justice system with ease; has equal economic rights, opportunities and access to resources". The welcome note was followed by 2 documentaries featuring; 'journey of a new era'. The short documentary was an over view of GEP, how it started its journey, strategies adopted to implement the program followed by the diversity incorporated by GEP toward piloting innovative ideas and showing that 'GEP was about taking difficult route and making things happen. Another documentary was featured on Women Empowerment which showed multiple testimonies of GEP beneficiaries narrating how GEP's support changed their lives. Both documentaries received immense applause and appreciation by the audience.

Acting Deputy Chief of Mission Cristina Tomlinson spoke on the occasion and said that GEP closing ceremony coincided with the 70th anniversary of Pakistan. She said that "For 70 years, America and Pakistan have worked together to advance our mutual interests including democracy, security, and economic development in Pakistan and the region." She further added that for societies to thrive, women and girls must have equal opportunities for education, health care, and technology. They must have access to resources, lands, and markets. And they must have equal rights and equal opportunities as leaders, peace-builders, and breadwinners. She stated, "Gender equality and women's empowerment cannot simply be a part of development – it must be at the center of development. Advancing the status of women and girls worldwide is not only the right thing to do, but the smart thing to do."

Later, she congratulated GEP participants for its diligence in increasing women's access to justice, furthering women's empowerment by expanding their knowledge of their rights and opportunities, reducing gender based violence and improving the ability of Pakistani organizations to advocate for gender equity.

Mr. Naeem Mirza, Executive Director- Aurat Foundation, thanked USAID for their support. He thanked members of the national and provincial assembly, members of senate and representatives of different women development departments, Social welfare departments. He acknowledged their cooperation extended in working together with AF and USAID to bring desired difference in lives of Pakistani women and men. He highlighted GEP achievements that transformed the institutions and lives of Pakistani women throughout the country while mainstreaming gender in programming government departments, public sector universities, bar councils, and judicial academies.

He thanked all GEP partners and in his closing remarks said, that there could be no development, peace or happiness without equal participation of women. Amidst presentations, documentaries and speeches; GEP team organized a Muppet theater led by renowned artist, Farooq Qaiser known as Uncle Sargam. The two Muppets depicted women's distressing situation in Pakistan in satire and how GEP had positively contributed in showing a direction towards fulfilment.

The program ended with a scintillating performance by famous Pakistani pop singer, Shahzad Roy giving a tribute to women of Pakistan. The event was attended by more than 350 participants from parliamentarians, politicians, Government departments both federal and provincial, UN agencies, International non-for profit organizations (INGOs), local NGOs, civil society activists and partner organizations.



4.4 Peer Learning and Exposure Visit to AF Karachi

One intra-provincial exchange visit was organized for two (2) days in Karachi in May 2018. A delegation of 25 members of groups (Youth & Community groups formed under the project at district level) visited the different institutions of Sindh province. The main purpose of this visit was to create common understanding, sharing ideas, assessing the relevance new approaches, commitments to these new approaches, and friendships as foundation for future networking. Following institutions were visited by the Group:

1. National Commission for Human Rights
2. Provincial Commission on the Status of Women
3. Panah Shelter Home
4. Bint-e-Fatima shelter home.
5. Sindh Human Rights Commission.
6. Provincial Ombudsmen Sindh



During the visit, they met with the officials there who gave them orientation about their program, policies, strategies and approaches. A total of 21 participants (07 men and 14 women) were part of this exposure visit.

Participants took actively part in the discussion and shown their interest for future collaboration in common endeavors. Participants shared their best practices which benefited the community specially women at ground level. Participants were of the view that such visits should be organized on regular basis so that awareness on working of the departments and integrated approach could be developed. They said that exposure visit has been a great opportunity for learning and networking at professional and personal level.



Feedback shared by some of the participants:

- Exposure visit under the project have turned out to be a great learning experience for me, being the change agent in umer kot, I have come across different cases pertaining to early marriages, harassment at workplace, domestic violence and honor killing etc. Villagers often come to us for help now we are in better position to guide them for channelizing their grievances to the concerned departments. This exposure visit helped us in identifying these government social justice departments whose aim is to serve the general public and rehabilitate the victims.
- Our visit to the provincial ombudsmen office, HRCP, NCSW, Bint-e- Fatima old age house and Panah shelter house provided basic details regarding procedure connecting these organizations to the victims. Our aim is to strengthen the community learning through linkages to the concerned state departments.
- Change agents across the remote districts exchanged their views about women situation in their areas including consultation to prevent prevalence of VAWG and force and early marriages.

4.5 Strengthening electoral & legislative processes for enjoyment of rights by women

Women's limited access to information about the importance of their political participation has implications for all public policy aimed at increasing gender equality. Data on female political participation have revealed that women's access to information is extremely limited due to restrictions on female mobility and girls' low levels of education.

In 2017, To Strengthening electoral & legislative processes, Aurat Foundation with the support of TDEA, 2333 women were facilitated for getting CNICs. The overall objective was to reduce the male-female voter deficit by reaching out to areas where women do not tend to register their NICs.

In this regard, Aurat Foundation organized trainings for local partner's organization. Local influential and professionals were engaged for increasing women's registration. Local partner

organization prepared the lists of unregistered women and girls. An implementation plan was prepared to register the women's CNICs. NADRA helped to AF staff and sent the mobile vans to different locations for facilitating the women groups for NIC registration.

4.6 Empowerment of women home-based workers and excluded groups

Aurat Foundation and Home Net Pakistan facilitated 5,000 Women Home Based Workers (WHBWs) and excluded groups in Sindh. Aurat Foundation and HNP implemented a project with support of Un Women and HNP "Empowerment of women home-based workers and excluded groups in Pakistan". The overall project goal is to enhance gender equality and women's economic empowerment in Sindh. The project has adopted a three-pronged strategy.

- 1) Advocacy at government and corporate level to draft HBW's policy & legislation, its adoption and implementation.
- 2) Enhanced skills to acquire social security, microfinance & market outreach.
- 3) Capacity building of WHBWs & excluded groups in Sindh.

Chapter Five

Support for Civil Society Organizations

5. Support for Civil Society Organizations

5.1 Agriculture sector must declare as an industry to protect the agrarian women's rights in labour laws

Women worker's contribution in agriculture is still unrecognized and overlooked. Agriculture must declare as an industry and protect agrarian workers' rights in labour laws. It is immense need to develop a road map for the promotion and protection of agrarian women workers' rights in provincial legislative and policy framework of labour. Chairperson, Women Rights Commission Mahnaz Rafi said that sex and gender-desegregated data is lacking, in general, and thus impacts negatively on women's status. Ensure free and mandatory registration of all labour (women and men) in all the non-formal sectors of the economy, including, most importantly, the agricultural, HBWs and domestic labour force, which alone contributes over 25% of the GDP. She was addressing on the occasion of 1st May Rally 2018 organized by AF and other civil society groups at Lahore.

Mumtaz Mughal, Resident Director Aurat Foundation urges to develop new definitions and standards of economic indicators in order to accord greater visibility of "invisible work force" and to complete the gaps and weaknesses in statistical records. Currently left out majority of women who work as unpaid agricultural labour (family helpers), domestic workers and home-based workers (HBWs) in the non-formal and non-unionized labour sector contribution in agriculture is unrecognized, unpaid, underrated, and overlooked. Acknowledging the Punjab government efforts towards women's empowerment and gender equality, agriculture must declare as an industry and protect agrarian workers' rights in labour laws. It is immense need to develop a road map for the promotion and protection of agrarian women workers right as labour rights in provincial legislative and policy framework of labour.

Ms. Shameela Aslam, MPA PML-N and business women said that there is need to create an environment that encourages rural women's increased participation in decision-making, on leadership, public-speaking, trade union, cooperatives and associations. Trade union leaders must create a trust worthy environment for agrarian women workers by providing them leadership opportunities and positions. Women representation must be mandatory in all price control, Anjuman Tajrans and other forums and committees.

Ms. Faiza Malik, MPA PPPP said that we are in era of technological revolution and agrarian women have often been excluded from agrarian reform and training programmes in new agricultural methods. It is essential to modernize and reconsider trade policies from a more feminist outlook.

Sadia Sohail, MPA PTI said that expedite legislation for the mandatory registration and identification of all women agricultural workers as a basic right. Provincial governments must introduce the social welfare state model to better safeguard and improve workers' rights and protection. There is need to make an effective monitoring and accountability mechanism on the implantation of labour laws.

Ms. Qasira Ismail, Member PCSW shared that rural women's access to credit is limited, complex procedures for securing credit; bias in lending institutions and fiscal regulations, lack of knowledge regarding credit programmes and opportunities including women's mobility also restrict women's access to credit institutions.

Ms. Sara Sheraz, Manager Inspired+ Pakistan Programme highlighted the discriminatory barriers and sociocultural rigidities which remains the significant reasons hindering women from gaining effective control of property, assets and resources and restricting their mobility within workplace or employment and self-employment structures. She emphasized on establishment of effective engender grievance reporting and redresser mechanisms to address gender discrimination and harassment at workplace and public place.

Nabeela Shaheen Advocate said that working women's representation in the local power structures, such as at the ward, union council, town, district or provincial and national level, is limited. There is need to reserve peasant/workers seats in local bodies system at all level. She also said that government should take up legislative initiatives that promote equality in the wage system, more flexible working arrangements, increase the status of women in agriculture, home enterprises, and female-dominated professions in the informal sector.

Participants also demanded that the right of women agricultural workers to be registered as independent Women Heads of Households (WHHs) where indicated, especially women who are single, divorced, separated or widowed; institute special measures and affirmative action for them. Ensure legislation to safeguard the right of all agricultural workers, women and men, to a fair, just, decent, minimum wage. Encourage women farmers to form trade unions, associations and cooperatives.

Government should establish pension and social security schemes for rural women their contributions from both "productive" and "reproductive" work. They also stressed upon strengthen and strictly adhere to the law banning Bonded Labour in urban, e.g. street beggars, brick kiln workers; in rural, e.g. agriculturalrkers/peasants/haaris/mazaaras, etc.; and common everywhere: generational forced domestic labour.



5.2 Mumkin demands to improve violence against women and girl's situation

There's been an inexcusable lot of silence in make culture about this ongoing tragedy of men's VAW/G... we need to break that silence. Now, it is time to go beyond denial and observe speedy, sincere and simple solutions because irrespective of the complexity of the VAW, it is preventable. Mumkin Alliance

Members of Mumkin Alliance for EAW demand to improve violence against women and girl's protection, response and prevention system. VAW/G continues to be a severely underreported crime in Pakistan and globally. Incompetent investigators and inadequate resources are indicate to as the most serious problems facing criminal investigative services in Pakistan. Prevention and response to GBV requires prevention, response (survivor assistance), and coordination. There is need to develop prevention and response strategies. The Punjab

Government has made some visible progress in other legal reforms for the protection of women but detailed policy framework for promised legislation for protection of women survivors of violence has not yet been developed. The views were shared in Strategic dialogue with stakeholders for strengthen networking with Mumkin Alliance to improve the situation of VAW/G and GBV support services in Punjab on 6th March 2018.

Mumtaz Mughal, Resident Director Aurat Foundation said that according to AF VAW reports, more than 10,000 reported every year. According to Punjab Police investigation branch report, 181 women are murder on the name honor killing. VAW/G is still treated as a lesser crime. There's been an inexcusable lot of silence in make culture about this ongoing tragedy of men's violence against women and children... we need to break that silence. Now, it is time to go beyond denial and observe speedy, sincere and simple solutions because irrespective of the complexity of the VAW, it is preventable.



Salman Abid Executive Director IDEAS said that VAW/G can prevent through developing a fair and equitable reforming laws, policy and procedures based on international human rights standards. There is need to strengthen links and cooperation between and among state and non-state institutions to ensure survivor's safety and offender accountability.

Nabeela Shaheen, Advocate said that Criminal justice system could not be seen in isolation as police were a vital part of this system and gaps needed to be filled. Sensitization to deal with human or minority rights issues was completely missing in police. Irfan Mufti, Deputy Director SAP-PK said that civil society can help government to improve the value and relevance of community-level security initiatives. Mumkin Alliance for EVAW need to be represented and contribute to policy discussions in order to play an effective role in monitoring the sector's accountability.

Ume Laila, Executive Director Home Net Pakistan said that Victims of violence not only suffer brutal denials of their personal rights but insult is routinely added to their injury by a callous society. The violence that women and girls suffer from is thus not only physical, but also societal. The cost of psychological is very high. Governments should take up GBV on their priority agenda.



Bushra Khaliq Executive Director WISE said that violence against women is embedded in

our cultural practices. Strengthening oversight and monitoring of the justice sector can improve GBV services provided by government. Strong coordination is needed among women rights organizations with GBV service providers.

Muhammad Salman, Director Planning Social welfare shared that Social Welfare is going to revamp the Darul-Amans in Punjab by providing timely, equitable access to justice and effective enforcement of Violence against women protection Act 2016. Shazia Sarwar, Assistant to I.G. Punjab for Gender Crime said that Punjab police is taking initiatives to improve the police culture. Front desk and women help desk has been set up in police stations. Gender sensitization trainings has been started to build the capacity of police in gender perspective.

Kishwar Shaheen Awan, Provincial Commissioner, National Commission on Human Rights said registration has been started to equip defenders with the knowledge and skills to make strategic use of the international human rights system. Commission has started to review the laws in lines of human rights. 181 complaint has been addressed. SHE stressed that Education is key in ending abuse. NCHR has been started work on revision of curriculum with human and women rights lens. Lubna Mansor, Director Human Rights said that Women in Distress and Detention fund has been reviewed. The objects of this Fund are to provide financial and legal assistance to the women languishing in jails on account of different allegations and those who face extreme hardships. Now, Survivors of VAW can get financial help through it.



Alia Khan, Manager PCSW shared that The Punjab Women’s Toll-Free Helpline 1043 is available 24/7 to register the complaint about Workplace harassment, Gender discrimination, Property disputes and inheritance rights, Domestic violence, and other. She said that by Introducing legislative and enforcement mechanisms to promote and protect human rights and to overcome barriers confronting marginalized and vulnerable groups.

Chapter Six

Research and Publications

6 Research and Publications

As the organization's full name suggests -Aurat Publication and Information Service Foundation - we are committed to publication and wide dissemination of material in order to create awareness among women and men regarding the rights of women and girls. In addition to raising awareness, the aim of publishing and dissemination of advocacy flyers and posters is to help create awareness around fundamental human rights and create a demand from ordinary citizens to fight for change. Every year and under every project AF publishes vast amounts of literature ranging from basic information for grassroots level communities, analysis of relevant laws, women's political participation to socio-economic issues that relate to women. Amongst our research we include data on reported cases of violence against women.

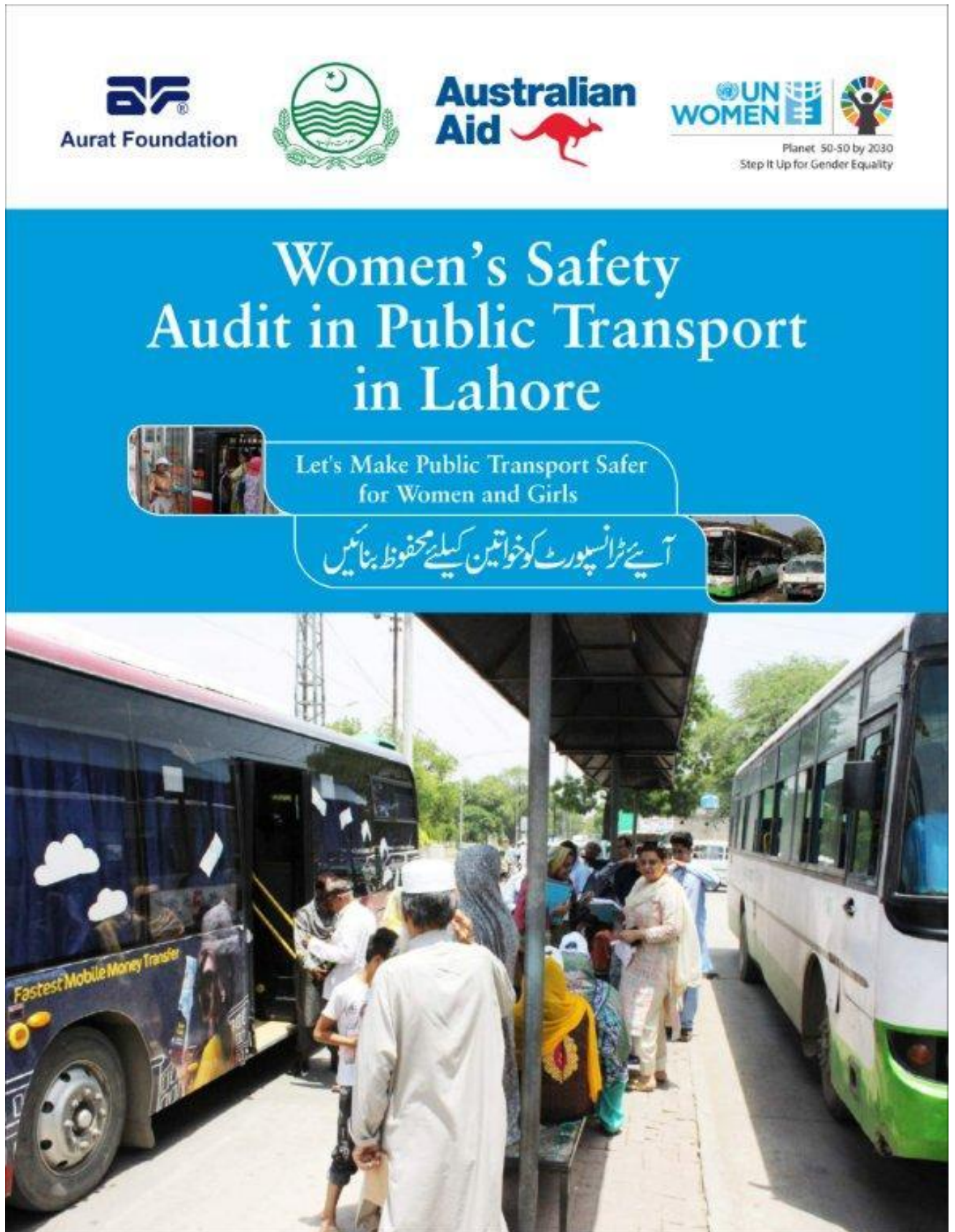
Keeping in view the elections and other social issues poster, booklets, manuals, pamphlets, CDs and stickers are published and widely shared to highlight the importance of various issues. The IEC material is disseminated among participants of various project related activities.

These have also been distributed among district partners, local and provincial governments, civil society organisations, community based organisations in 30 (LISTEN) project districts. This material was also distributed to AF district offices, AAWAZ Agahi centres, where a huge number of community members visit and receive information.

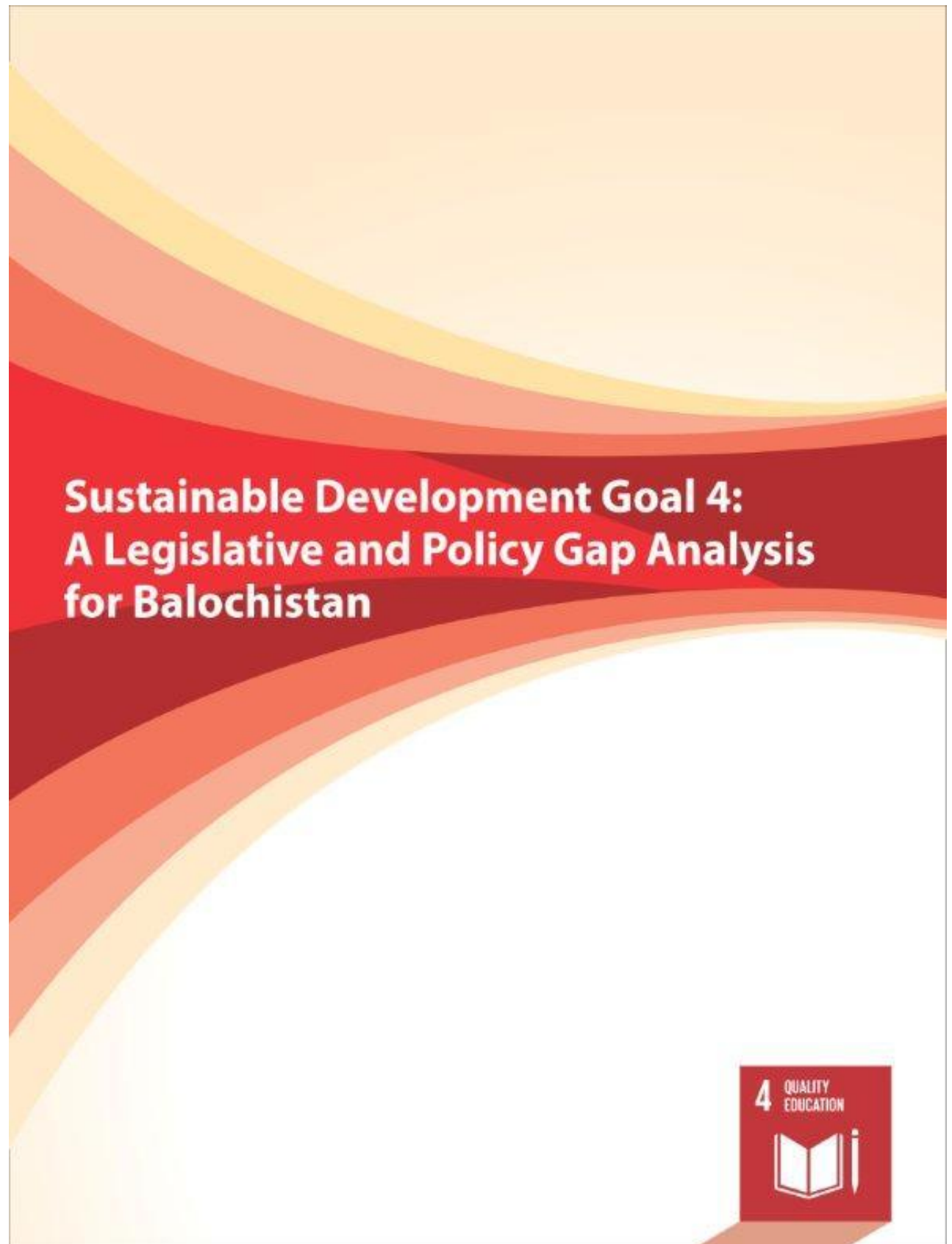
6.1 Information, Education and Communication Material on Early & Forced Marriage



6.2 Women Safety Audit in Public Transport in Lahore



6.3 Sustainable Development Goal 4 – A Legislative and Policy Gap Analysis for Balochistan



6.4 Policy Briefs on Women's Safety Audit for Women Development and Transport Department

Policy Brief

Bus Stop Accessibility

The purpose of this study is to assess the accessibility of bus stops for women and girls.

- Identify the accessibility issues at bus stops.
- Provide recommendations to improve the accessibility of bus stops.
- Develop a checklist for bus stop accessibility.
- Conduct a pilot study to test the checklist.
- Implement the checklist across all bus stops.
- Monitor the progress and report back to the government.

Bus Stop Accessibility

Is the bus stop easily accessible for PWDs?

Is there a wheelchair ramp?

Is there an alternate mode of transportation available?

Is the bus stop easily accessible for women with strollers?

Policy Brief

Women's Safety Audit in Public Transport in Lahore

The purpose of this study is to assess the safety of public transport for women and girls in Lahore.

- Identify the safety issues at bus stops and on buses.
- Provide recommendations to improve the safety of public transport.
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DAWN

Wednesday
December 20, 2017
Price Rs 1,125
KARACHI
Rs 20.00
20 Pages
No. 545
Page No. 15-159
www.dawn.com

Study finds harassment in public buses

By Our Staff Reporter

LAHORE: A report on 'Women's Safety Audit in Public Transport' says that Lahore bus stations and buses are not women friendly. Women and girls face staring, stalking, obscene gestures, whistling, lewd remarks and touching while commuting in public buses.

The report was launched by the Aurat Publication and Information Service Foundation at a local hotel on Tuesday where Margaret Adamson, Australian high commissioner to Pakistan, was chief guest. The study was conducted by Aurat Foundation and Co-led by

the Women's Development Department of Punjab and the UN Women, in collaboration with the Punjab Commission on the Status of Women, the Chief Minister's Strategic Reform Unit and the Punjab Safe Cities Authority.

Margaret Adamson said there was need to focus on a clear way enhancing contribution to women's safety while traveling and at public places.

Janshed Qazi, country representative of the UN Women Pakistan, said one did not see many women and girls at public places in cities as sexual harassment was a big hurdle. He said the Punjab government introduced a good initiative of 'Women on

Wheels', whereas civil society activists introduced 'Girls at Dhaba'. He said the mobility of women at public places was a real challenge.

Development Department Secretary Bushra Anan said the dream of the future was such where both men and women were treated equally and had equal rights and opportunities. She said work was under way to build separate waiting areas space for women at bus stations.

The Women's Audit in Public Transport in Lahore assesses the safety concerns of women and girls commuters of public transport in Lahore. Focusing on the

bus services provided by the Lahore Transport Company (LTC) and Metro Bus, it includes a detailed desk review, a perception study with 903 women commuters and 100 bus drivers and conductors, key informant interviews, and focus group discussions.

The study finds that inadequate infrastructure and security arrangements, a gender neutral approach by administrators and policymakers, social attitudes towards women and girls, and lack of awareness among the general population about the impacts of sexual harassment on women's and girls' lives, are some of the major reasons why dramatic levels of harassment on public transport

have gone unnoticed and perhaps increased.

The report reveals that data on women using public transport is not currently available, limiting gender sensitive policies and actions. There is limited use of travel cards by women, and about 79 per cent of women and girls traveling on the metro bus service do not process travel cards. There are significant safety concerns at bus stops as about 82 per cent of women commuters report harassment at bus stops, with higher rates at LTC bus stops compared to metro bus stations, and amongst younger women (20-29 years of age) compared to older women.

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Wednesday, December 20, 2017

Public transport

90% women surveyed report harassment at least once

By Arsalan Haider

LAHORE: A report has revealed that 90 percent of women commuters have faced sexual harassment at least once during their commutes on the Metro Bus Service and other buses operated in the city by the public authority.

An overwhelming majority of these cases - 82 percent - occurred at bus stops, the report says.

Further, all bus stops in the city lack provisions for women commuters with special needs. These include pregnant women, those with young children, women with physical disabilities and elderly women. Similarly, there aren't any facilities at bus stops and stations for differently-abled people.

The Women's Safety Audit in Public Transport in Lahore was released at a ceremony on Tuesday. The study was conducted by the Aurat Foundation and co-

led by the Women's Development Department (WDD), Punjab and UN Women, in collaboration with the Punjab Commission on the Status of Women (PCSW), the Chief Minister's Strategic Reform Unit and the Punjab Safe City Project (PSCP).

The report identified factors that could increase the chances of violence against women and girls at bus stops and on buses. It also gauged factors responsible for harassment, including sexual harassment in public spaces, with a focus on public transport facilities. Observers at Kot Lakhpat and Railway Station LTC bus stops did not find these locations safe. Women commuters residing in Mughalpura, Kot Lakhpat and Harbanspura perceived a higher security risk at these bus stops.

The report stated that 90 percent of respondents traveling through the Metro and LTC buses had faced sexual harassment at least once. As many as 62 percent of the respondents stated that they were harassed by fellow passengers.

The most frequently cited mode of harassment was use of obscene language. It was reported mostly by women in 20-29 and 30-39 age brackets. 58 percent were not aware of helplines available for women's safety; 95 percent stated that if they or any of their acquaintances reported an incident of harassment to the police, their complaints were not taken seriously and only four percent stated that the police took action when they made a complaint. More than 93 percent of women commuters were unaware of pro-women laws on sexual harassment; 98.1 percent were unaware of the Pakistan Penal Code section that deals with sexual harassment.

74 percent of women commuters strongly recommended the need to provide gender sensitization training to bus drivers and conductors.

92 percent of LTC bus drivers and conductors were unaware of pro-women laws, whilst 44 percent of Metro bus drivers were unaware of such laws. This shows higher awareness of pro-women laws among bus drivers compared to women commuters.

However, none of the Metro and LTC bus staff were aware of Section 509 of the Pakistan Penal Code. The data revealed an alarming situation regarding the safety of women on public transport, contributing to the existing restrictions on women's mobility, limiting their opportunities to engage in economic activity, education and other aspects of a fulfilled life. The study found that inadequate infrastructure and security arrangements, a gender-neutral approach by administrators and policymakers, social attitudes towards women and girls, and a lack of awareness among the general population about the impacts of sexual harassment on women's and girls' lives, are some of the major reasons why dramatic levels of harassment on public transport have gone unnoticed and perhaps increased.

The other key findings of the study were sex-disaggregated data on women using public transport was not currently available. This limited gender sensitive policies and actions. There was limited use of travel cards by women. About 79 percent of women and girls traveling on the Metro bus service did not possess travel cards. There were significant safety concerns at bus stops as about 82 percent of women commuters reported facing harassment at bus stops, with higher rates at LTC bus stops compared to Metro bus stations, and amongst younger women (20-29 years of age) compared to older women.

The most common types of sexual harassment at bus stops included staring, stalking, obscene gestures, whistling, passing sexual comments, and unwelcome physical advances.

The perpetrators were primarily fellow passengers. About 62 percent of women state that they had been harassed by fellow passengers; 97 percent of LTC bus drivers and conductors. Women also reported being harassed by bus staff and by passers-by.

Women and girls look limited action when they were harassed on public transport. About 98 percent of the respondents were unaware of existing emergency helplines or mobile phone apps to report sexual harassment. Instead, most women commuters attempted to ignore such incidents and did not report them or take action.

Women commuters reported that bus drivers and conductors ignored or downplayed sexual harassment in buses. LTC bus stops were found to be poorly managed, with inadequate lighting, missing benches, no signs, no trash cans, and poorly maintained overhead shades. LTC bus stops also lacked surveillance cameras.

Based on these findings, the study recommended efforts to collect sex-disaggregated data to effectively analyse and address issues faced by women using public transport. It urged the government to make infrastructure and integrated transport network women-friendly through gender sensitive planning, more seats for women in buses, and measures to reduce crowding and long delays between buses.

Week in review

Profit and dividend repatriation on foreign direct investment surged 28.8 percent to \$35.9 million in the five months of the current fiscal year.



The FBR has finalised arrangements to start exchanging information with the international community from January 1, 2018 to prevent fiscal crime and tax evasion.



DEVELOPMENT

On road to success



Shahzada Irfan Ahmed

Women form around 49 percent of the population of Pakistan, according to the population census of 2017, but unfortunately a small segment of these contribute to the economic activity of Pakistan. This directly results in slower economic growth and limits the volume of GDP.

No doubt women form a major part of the agricultural workforce but they are hardly accounted for and the work they do is mostly seasonal and unskilled. When it comes to skilled and high-paying jobs, it's mostly the men who grab these. The reasons are different and a major one is that women do not feel safe at public places and while commuting. This sense of insecurity at public spaces forces them to stay at home and as a result they cannot contribute towards economic development of the country. The issue is the case with public transport that is hardly women-friendly. Harassment at public places is also quite common and not taken as a serious crime even if there are laws in place to punish the culprits.

This issue is too big to be ignored, especially when the Constitution of Pakistan envisages a country that is free of discrimination, where women and men are considered equal before the law and in work to their full potential to contribute to wider society.

At the same time, a look at the draft of Sustainable Development Goals (SDGs) shows that discrimination against women and their exploitation are considered biggest hindrances in sustainable development. The SDG-5 talks about the goal to achieve gender equality and empower women and girls and target 5.1 under this goal suggests ending all forms of discrimination against all women and girls everywhere. Target 5.5 talks about ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life. Similarly, the SDG-11 is about making cities

and human settlements inclusive, safe, resilient and sustainable. This all translates into the need for making work and day-to-day life and environment conducive for women.

A study titled "Women's Safety Audit in Public Transport in Lahore" was conducted and has recently been released. It is based on surveys and interviews. Though the area selected was Lahore, a city with latest and modern mass transit systems, the findings are relevant to other cities as well.

It is a study designed and commissioned by Women's Development Department (WDD), Punjab, and UN Women Pakistan, carried out by the Aurat Foundation (AF) and funded by the Australian government. The Punjab Commission on the Status of Women (PCSW), the Chief Minister's Strategic Reforms Unit (SRU) and the Punjab Safe Cities Authority (PSCA) provided their support during the study.

Dr Ra'ana Malik, the lead researcher and head of the Department of Gender Studies, Punjab University, said the study examined the perceptions of women commuters aged between 10 years and 60 years. For this, she says, a street perception survey was conducted to assess the experiences of a large number of women from different classes, age groups, occupations, etc. The questionnaires were designed to gain insights into women's anxieties, their understanding of the factors that cause insecurity, and their responses to sexual harassment faced at bus stops and within buses during different times of the day.

Ra'ana added that at every stage of the study, careful consideration was given to ethical guidelines. For example, informed consent was taken from respondents prior to the start of data collection. All researchers were asked to end the interviews on a positive note. The advice of the advisory committee and the steering committee was sought regularly and benefitted from during the course of the study.

The perception survey was conducted with a sample of 1,000 individuals travelling on LTC and Metro buses. These included 903 women commuters, 100 bus drivers and conductors and other individuals including transgender people. The problems faced by transgender people, elders and people with disabilities while using public transport were also taken into account.

Study findings

- About 82 percent of women commuters report facing harassment at bus stops, with higher rates at Lahore Transport



Company (LTC) bus stops compared to Metro bus stations, and amongst younger women (20-29 years of age) compared to older women. (LTC systems are a bit archaic while Metro has advanced ones).

- The most common types of sexual harassment at bus stops include staring, stalking, obscene gestures, whistling, passing sexual comments, and touching.
- The perpetrators are primarily fellow passengers. About 62 percent of women state that they have been harassed by fellow passengers.
- About 98 percent of respondents are unaware of existing emergency helplines or mobile phone apps to report sexual harassment.
- There is negligible awareness about pro-women laws. About 94.8 percent of women are unaware of such laws and 60 percent have no knowledge of Pakistan Penal Code Section 509 which defines "public place" as including, but not limited to, markets, public transport, streets or parks, and in private places including, but not limited to, workplaces, private gatherings, homes and others. The punishment under this section is up to three years imprisonment and/or a fine of up to Rs400,000.
- All bus stops, even the newly-built

Metro bus stations, fail to make provisions for women commuters with special needs. These include pregnant women, those with young children, women with disabilities and elderly women. Alarmingly, the entire public transport system does not address nor respond to the special needs of persons with disabilities.

- LTC bus stops are poorly managed, with inadequate lighting, missing benches, no signage, no dustbins, badly maintained overhead shades etc. LTC bus stops also lack surveillance cameras, rendering women commuters more vulnerable to sexual harassment.

Jamshed M Kazir, country representative, UN Women, Pakistan believes that in countries like Pakistan, the prevailing social mind-set tends to frown upon and, at times, prohibit women's movement outside household boundaries. Those few who have the liberty to visit public places face sexual harassment and myriad forms of violence. This pioneering study, he says, brings the neglected issue of safe public spaces to the forefront by hearing first-hand from women and girls who have experienced sexual harassment and violence in public spaces, starting with the city of Lahore. The findings can be very useful while formulating inclusive public transport policies, he concludes.

Mumtaz Mughal, resident director, Aurat Foundation, Lahore tells Money Matters that the specific objectives of the project include the generation of data on women's safety and security whilst using public transport in the city. This, she says, has been done to generate advocacy recommendations and evidence-based actions to improve public transport infrastructure. The aim, she adds, is to bridge the gap between policy formulation and service delivery. To achieve this end the study also provides policy recommendations to the Women's Development Department and the Punjab Transport Department.

Suggestions for policymakers

- Collect sex-disaggregated data to effectively analyse and address the issues faced by women using public transport.
- Make infrastructure and the integrated transport network women friendly through gender sensitive planning, more allocated seats for women, and measures to reduce overcrowding and long delays between buses.
- Consider the gendered needs of marginalised groups when designing infrastructure, including the elderly, people with disabilities, pregnant women, women with children and transgender individuals.
- Provide mandatory gender sensitisation

training to bus drivers, conductors and helpline operators.

- Ensure women-friendly facilities including adequate seating at bus stops, with proper signage.
- Display and implement the conduct related to women on services.

Salman Sufi, director general, Punjab Chief Minister's Strategic Reforms Unit (SRU), shares the forms an integral part of the committee for this pilot Women's Safety Audit. The SRU, he says, has been involved in providing support to conducting and evaluating research to emphasise the Punjab government of evidence-based approach addressing women's safety spaces.

He says the results of the study will be used by the government to introduce streamlined policy on safer spaces for women. Inclusive policy for women and Women-on-Wheels (WoW) aims to create safer and more spaces for women through the provision of free motorcycle trainings in Multan, Faisalabad, Sargodha and Rawalpindi.

The writer is a



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