



Ministry of Planning
Development & Special Initiatives
Government of Pakistan



CITIZENS' GUIDE TO COUNTER GENDER BASED VIOLENCE (GBV)

WITH LAWYERS' ADVICE

Ministry of Planning, Development and Special Initiatives
Government of Pakistan

وَلَا تُضَارِّ وَهُنَّ لِتُضَيِّقُوهُنَّ عَلَيْهِنَّ حَجَّ

"...and do not harass them (women)
to make their stay unbearable."

- Al-Quran: 65:6







Prophet Muhammad ﷺ said: "Only an honorable man treats women with honor and integrity. And only a mean, deceitful and dishonest man humiliates and insults women."



MESSAGE BY THE MINISTER

Planning Development & Special Initiatives



Women comprise of nearly half of the population of Pakistan; however, they are a majorly disadvantaged segment. Gender-based violence is one of the harshest realities of our times and a pressing issue.

Pakistan was founded on the principles of Islam – a religion that gives women their independent identity, freedom and guarantees their rights and dignity. It is duty fitting to ensure that women are provided the rights that Islam and our constitution provides to them.

Islam strongly prohibits oppression or cruelty to any individual, group or living being in the universe. God enjoins good conduct toward women from birth to death. Verbal, psycho-

logical, emotional, sexual, and physical violence are forbidden, as are false allegations against women's chastity and honor. Prophet Muhammad said: "Only an honorable man treat women with honor and integrity. And only a mean, deceitful and dishonest man humiliates and insults women." Referring to physical abuse, he added: "Never hit your wives, they are your partners and sincere helpers." He exemplified this by never, ever, hitting a women or child. The Prophet guaranteed protection of the life, honor, and property of women. Men are further reminded in the Quran: "Do not annoy women as to make their lives miserable." (Qur'an 65:6)

Violence against women can be best understood when contextualized in the wider social and cultural norms underpinning Pakistani society. The root causes behind gender based violence trace back to regressive sociocultural norms prevalent in the pre-independence era. The father of the Nation, Quaid E Azam Mohammad Ali Jinnah denounced the retrogressive customs that were deeply ingrained in the society at the time. In one of his prominent speeches, he said 'No nation can rise to the height of glory unless your women are side by side with you.'

Recent news stories, however, have been dominated with horrifying gender atrocities

increasingly committed against women including heinous murder crimes, honor based killings and acid attacks.

Pakistan has taken to promote the equitable rights of women and girls in the development agenda of Pakistan.

In light of the above realities, the Government of Pakistan stands committed in its efforts to provide safe spaces to women and girls, to enable them to achieve their full potential. This includes increasing women's agency and mobility within public and private spheres.

To take action against the world's most pervasive human rights violation, the Government of Pakistan through the Ministry of Planning Development and Special Initiatives, stands in solidarity with the global and national communities to promote the rights of women through the observance of the '16 Days of Activism against GBV'.

As part of the 16 Days of Activism, the MoP-D&SI has compiled a citizens' guide to counter GBV to raise awareness on the issue and equip citizens particularly women to fight against it. Also, a specialized "Gender Unit" has been established at the Ministry to apply a gender lens to development policy and projects. This will ensure the mainstreaming of women in developmental discourse and policy making.

I am confident that these steps will live up to their intent of taking concrete measures and targeted actions to promote women empowerment and their inclusive social and economic development. I congratulate my team on the launch of the 16 Days of Activism and the steps that the Government of



Ahsan Iqbal Chaudhary
Minister for Planning, Development
and Special Initiatives

ACKNOWLEDGEMENTS

The challenge of GBV against women in Pakistan is manifold and countering this challenge requires a systematic approach and strategy. To empower women of Pakistan, ensuring their security, peace, stability and prosperity, it is imperative that all stakeholders come together and collaboratively work together to foster a long term vision of a welfare state that safeguards the rights of women in the country. With this in view, the Ministry of Planning, Development, and Special Initiatives under the able leadership of Federal Minister, Professor Ahsan Iqbal initiated The 16 Days of Activism campaign that focused on spreading awareness on pro-women laws in university campuses as well as disseminating a written guide for women to counter GBV. We are grateful to the Minister for entrusting us with the task of preparing this guideline for the women of Pakistan.

The Young Development Fellows (YDFs) conceived, led and coordinated the 16 Days of Activism campaign that included conducting seminars in 12 universities in the twin cities of Rawalpindi and Islamabad as well as developing the guide. We have also received enormous help from the Secretary of MoPD&SI Mr. Zafar Ali Shah, Additional Secretary Mr. Dawood Muhammad Bareach and the entire administration of the Ministry. We also Appreciate the guidance of Members of the Planning Commission, Dr. Adnan Rafiq (Member Governance, Innovation and Reforms), Mr. Rafiullah Kakar (Member Social Sector), Dr Ishtiaq Ahmad (Member

Development Communication), as well as Special Assistant of the Federal Minister MoPD&SI, Mr. Ahmad Sultan Butt.

Ms. Ayesha Noor Fatima (YDF) took the lead in developing the guide and managing the campaign against GBV in educational institutes. Ms. Fatima Ahmad (YDF) and Ms. Herman Zahid (YDF) also contributed to the process with rigorous and thorough input.

Further, special thanks to Women in Law team, Ms. Nida Usman, Ms. Aliza Masood, Ms. Aminah Qadir, Ms. Jugnoo Kazmi, Ms. Khadija Ali, Ms. Zahrah Vayani, and Ms. Neha Tauseef who took out their valuable time to review the guide, add in their advice and ensure the accuracy of the content to the best of their knowledge and effort.

Moreover, we would also like to thank our partners National Commission on the Status of Women (NCSW), Higher Education Commission (HEC), and Federal Investigation Agency (FIA) for their contribution in spreading awareness on pro-women laws in educational institutions.

INTRODUCTION

Violence against Women and Girls (VAWG) remains the most widespread and pervasive human rights violation in Pakistan. The COVID-19 pandemic intensified VAWG. It has also exacerbated deep structural inequalities, reversed decades of progress on women's labor force participation and also raised the number of women living in extreme poverty, resulting in an increased burden of unpaid care and domestic work. The Government of Pakistan stands in solidarity with women, girls, and marginalized communities and has accepted its responsibility to provide leadership toward the elimination of Gender Based Violence (GBV).

Over the past two decades, the Government of Pakistan has taken positive steps to counter GBV and has showcased its commitment by introducing noteworthy reforms in legislative measures. One of the most prominent measures was the enactment of the Anti-Rape (Investigation and Trial) Act 2021 to ensure quick redressal of rape & sexual abuse crimes which mandates the establishment of Anti-Rape Crisis Cells (ARCC), Special Sexual Offences Investigation Units (SSOIU) and Special Courts for rape trials. Further, The Zainab Alert, Recovery and Response Act was introduced in 2020, which facilitated effective emergency response and recovery of missing children in Pakistan. Criminal Law (Second Amendment) Act 2016 was introduced where new sections were added in Pakistan Penal Code for the elimination of child abuse, sexual abuse and human trafficking. Prevention of Electronic Crimes Act 2016 was also enacted in the same year to prevent cybercrimes of sexual and non-sexual nature. A statutory body was also developed for the protection of women's socio-economic and political rights under the National Commission on the Status of Women Act 2012. Moreover, The Protection against Harassment of Women at the Workplace Act 2010 was another milestone that aimed to deal with incidents of harassment at the workplace environment. The later amendment then defined harassment at workplace in broader terms to fit the modern workplace landscape such as freelance and remote working. The aforementioned are just a few laws that have been discussed here. This booklet provides a detailed overview of similar laws aimed at the protection of the citizens of the state.

Apart from legislative steps, numerous mechanisms have also been set in place across provinces nationwide to facilitate victims of GBV such as the establishment of gender units and women helpdesks across various police departments nationwide. Further, the appointment of a woman station house officer (SHO) in each district of Punjab is another progressive step taken. Helplines have been established as additional means of support services provided to seek the support of the state. Moreover, the Government of Pakistan has also taken steps to foster digital transformation whereby leveraging technology to create Women Safety and Zainab Alert Applications across various provinces providing convenience to citizens for filing and reporting GBV incidents online. Capacity-building programs have also

been organized specifically for women police officials to upskill them to effectively handle cases of gender crimes.

However, despite these progressive developments, the conviction rate in Pakistan remains low and one of its reasons can be attributed to the lack of awareness and knowledge among citizens regarding their rights and steps they need to take in order to deal with incidents of GBV. To effectively address this challenge, a stronger state-citizen partnership is needed. Laws and mechanisms outlined in this booklet will only work when citizens are aware of them, and use these to seek protection & safeguard their rights, thereby developing trust in the system. To better inform the citizens, the Ministry of Planning, Development and Special Initiatives (MoPD&SI) has developed a Citizens' Guide to Counter Gender Based Violence (GBV) that enlists the relevant laws and mechanisms. The guide also includes practical advice by lawyers to effectively respond to incidents of GBV promptly across the country. The lawyer's advice section would ensure that citizens take the right steps at the right time to report and address GBV crimes without any delay which would increase the chances of the victims receiving justice and potentially lead to the conviction of the perpetrators.



"No nation can ever be worthy of its existence that cannot take its women along with the men. No struggle can ever succeed without women participating side by side with men. There are two powers in the world; one is the sword and the other is the pen. There is great competition and rivalry between the two. There is a third power stronger than both, that of the women."

-Quaid-e-Azam, Muhammad Ali Jinnah

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**LAWS DEVELOPED FOR THE
PROTECTION OF WOMEN AT
THE FEDERAL & PROVINCIAL
LEVELS**

LAWS DEVELOPED FOR THE PROTECTION OF WOMEN AT THE FEDERAL LEVEL

PROTECTION AGAINST RAPE

Rape is criminalised under section 375 of Pakistan Penal Code 1860 as amended by Criminal Law (Amendment) Act 2021. Most recently, the Anti Rape (Trial and Investigation) Act 2021 was also enacted to ensure redressal of rape and sexual abuse crimes involving women and children. The 2021 Act achieves its aim through the establishment of Anti-Rape Crisis Cells (ARCC), Special Courts, Special Prosecutors, Special Sexual Offences Investigation Units (SSOIU), Independent Support Advisers (ISAs), and a register of sex offenders. Currently, efforts are underway to ensure its implementation. Section 16 of Anti Rape Act 2021 states that the Court upon taking cognizance of a case, under this Act, shall decide the case expeditiously, preferably within four months. Moreover, the special court under this Act can only grant two adjournments during the trial of a case out of which one adjournment shall be upon payment of costs by the person seeking adjournment.

The Anti Rape also introduced a new and separate offence of gang rape under section 375-A.

Life imprisonment, and the death penalty are the current methods of punishment for rapists and pedophile offenders under Pakistan's criminal code.

PPC 375—Rape

Criminal law (amendment) act, 2021: section 375. Rape.-

A person A is said to commit "rape" if

1. (a) A penetrates his penis, to any extent, into the vagina, mouth, urethra or anus of another person B or makes B to do so with A or any other person; or
 - a. Inserts, to any extent, any object or a part of the body, not being the penis, into the vagina, the urethra or anus of B or makes B to do so with A or any other person; or
 - b. Manipulates any part of the body of B so as to cause penetration into the vagina, urethra, anus or any part of body of B or makes B to do so with A or any other person; or ,
 - c. Applies his mouth to the vagina, anus, urethra or penis of B or makes B to do so with A or any other person, under the circumstances falling under any of the following seven descriptions,

1. Firstly, against B's will.
2. Secondly, without B's consent.
3. Thirdly, with B's consent, which has been obtained by putting B or any person in whom B is interested, in fear of death or of hurt.
4. Fourthly, with B's consent, when A knows that A is not B's husband and that B's consent is given because B believes that A is another man to whom B is or believes herself to be lawfully married.
5. Fifthly, with B's consent when, at the time of giving such consent, by reason of unsoundness of mind or intoxication or the administration by A personally or through another of any stupefying or unwholesome substance, B is unable to understand the nature and consequences of that to which B gives consent.
6. Sixthly, with or without B's consent, when B is under sixteen years of age; or
7. Seventhly, when B is unable to communicate consent.

Explanation 1.- For the purposes of this section, "vagina" shall also include labia majora.

Explanation 2.- Consent means an unequivocal voluntary agreement when B by words, gestures or any form of verbal or non-verbal communication, communicates willingness to participate in the specific sexual act: Provided that if B who does not physically resists to the act of penetration, it shall not by the reason only of that fact, be regarded as consenting to the sexual activity.

Explanation 3. - In this Chapter,- "person" means male, female or transgender; and "rape" includes "gang rape".

Explanation 4.- A bonafide medical procedure or intervention shall not constitute rape. 3.

375A. Gang rape. - Where a person is raped by one or more persons constituting a group or acting in furtherance of a common intention, each of those persons shall be guilty of the offence of gang rape and shall be punished with death or for imprisonment for the remainder period of natural life or imprisonment for life and fine.

Section	Offences	Whether the police may arrest without warrant or not	Whether a warrant or a summon shall ordinarily be issued in the first instance	Whether bailable or not	Whether compoundable or not	Punishment under the PPC	By what court triable
375A	Gang Rape	May arrest without warrant	None required	Not bailable	Not compoundable	Death or imprisonment for the remainder period of natural life or imprisonment for life and fine	Court of sessions

Section	Offences	Whether the police may arrest without warrant or not	Whether a warrant or a summon shall ordinarily be issued in the first instance	Whether bailable or not	Whether compoundable or not	Punishment under the PPC	By what court triable
376	Rape	May arrest without warrant	None required	Not bailable	Not compoundable	Death or imprisonment not less than 10 years or more than 25 years or imprisonment for the remainder period of natural life and fine	Court of sessions

LAWYER'S ADVICE TO VICTIMS OF RAPE CRIMES

1. The rape survivor should ideally avoid taking a bath or washing the clothes they were wearing at the time of the assault, as clothes may contain crucial evidence. It is important to be in the same condition until all the initial legal matters are observed.
2. A rape survivor should contact a confidant and/or a lawyer/survivor support networks/organizations, to bring the crime to their notice when they feel ready and/or safe to do so.
3. In case you are a survivor you may write a written complaint on a plain paper and submit it to your local police station as soon as possible. On submission of this complaint, you will receive a computerized slip issued by the help desk at police station, or the survivor, with a confidant (or with a lawyer/support staff from survivor service organizations) can reach the nearest police station to register a formal first information report (FIR) as earliest as possible.
4. The rape survivor should include any and all details when lodging an FIR, such as the:
 - a. Name,
 - b. Appearance,
 - c. Dialect and voice of the accused,
 - d. Date,
 - e. Place,
 - f. Nearby landmarks and
 - g. Time of the incident.
5. In case the appearance of the culprit(s) was obscured and is unknown, the incident as it happened and the statements of witnesses should be recorded in as much detail as possible. A signature or thumbprint will be required on the statement.

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6. If the rape survivor is female, she may record her statement at the police station or at any other place of her choice and can also choose which investigating officer to hear her complaint.
7. A lady constable must be present at the time of lodging the complaint, or any female relative or friend.
8. After recording a statement the officer on duty should inform the complainant of their right to consult a lawyer (this can be useful if the survivor does not already have a lawyer), and the rape survivor can ask for a list of provincial bar council lawyers to represent them in a court of law.
9. If the police refuse to lodge an FIR, the front desk/reception at the police station may register a complaint where a computerized receipt will be generated.
10. All legal documents and their photocopies must be kept safe.
11. The rape survivor can issue a complaint to the Inspector General of Police. See: (<https://Islamabadpolice.gov.pk/>) and (<https://complaints.Islamabadpolice.gov.pk/>)
12. The relevant Superintendent of Police can also be requested to register a complaint.
13. Rape survivors can also contact the Citizens-Police Liaison Committee (CPLC) if the FIR was not registered or petition the courts.
14. In a rape case, the police are bound to commence the investigation immediately.
15. In cases where the complainant is female, it is preferred that the investigation be carried out by a female officer who is at least an Assistant Sub-Inspector (ASI) (however as there are very few women in the police force, it is most likely that a male officer will be handling the case).
16. In the investigation, the complainant, their confidant(s), witnesses and any other individual who can provide important information to buffer the case should record their statements.
17. An immediate medical examination of the rape survivor is to be conducted in the presence of a female medical officer, and DNA samples should be secured and sent to a forensic laboratory. A medico-legal report will be finalized after the assessment which includes but is not limited to X-ray reports, DNA tests, physical diagnosis etc, however, two finger test is strictly prohibited.
18. The concerned medical officer will then fill out Form No. 25.39 of the Police Rules and send the same to the police station along with a medico-legal report. This will

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- assist the police officers in deciding on what sections will be used in filing the FIR against your abuser.
- 19. The investigating officer should collect all evidence and order a sketch of the crime scene, and clothes and other articles of the rape survivor should also be procured.
 - 20. The rape survivor and/or witnesses may be asked to sit with an artist to create a facial composite sketch, which may aid the police in identifying and tracking the suspect. They may also be asked to identify the suspect in a parade from behind a screen in order to protect their identity and safety.
 - 21. The officer is required to make a memo which should also be signed by at least two witnesses.
 - 22. If the accused was identified, the police must arrest them immediately, confiscate all their belongings during a thorough search, and produce a memo which must be signed by at least two witnesses.
 - 23. A licensed medical officer employed in a government facility will perform a thorough medical checkup of the accused, and collect DNA samples which will then be sent to a forensic laboratory.
 - 24. Should the investigating officer fail to conduct a satisfactory investigation, a complaint can be submitted to higher authorities for a replacement, and the officer may be penalized with a fine or three years in prison.
 - 25. If the accused confesses to their crime, the statement should be recorded as per law.
 - 26. Following the investigation, a police challan should be forwarded to the court - after the submission of a charge sheet, the court will initiate legal proceedings and record the evidence.
 - 27. Both the parties will present their statements in court in closed hearings so as to protect the identity and privacy of the rape survivor, as well as to avoid any unnecessary trauma by putting them in the same room as their rapist(s).
 - 28. Publicizing the identity of the rape survivor without their consent in a manner that defames them may also be penalized with up to three years imprisonment.
 - 29. Harassing the duty officer or the prosecutor, or using other unfair means, or filing a false case is also a punishable offence.
 - 30. The courts are bound to announce a verdict in a rape case within four months as per the Anti Rape Act 2021.

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31. If the accused is found not guilty, they are released. If the verdict is against the accused, they will be handed down punishments per the discretion of the judge under the relevant laws.

RIGHT TO INHERIT PROPERTY

The following national laws protect and enforce women's right to inheritance.

West Pakistan Muslim Personal Law (Shariat) Application Act 1962	Protects the inheritance of agricultural land.
West Pakistan Muslim Personal Law (Shariat) Application Act 1962	Protects the inheritance of agricultural land.
S.135-A, 142-A Land Revenue Act	All these legislations were brought about in an attempt to further empower women and to notify them of the rights they might have in a property at each stage.
Prevention of Anti-Women Practices Act 2011	The 2011 even criminalizes depriving women from inheriting their property. It amends section 498A of Pakistan penal code and states that whoever by deceitful or, illegal means deprives any woman from inheriting any movable or immovable property at the time of opening of succession shall be punished with imprisonment for either description for a term which may extend to ten years but not be less than five years or with a fine of one million rupees or both.

The Enforcement of Women's Property Rights Act 2020

This Act enacted for the purpose to protect and secure the rights of ownership and possession of property owned by women, ensuring that such rights are not violated by means of

harassment, coercion, force, or fraud. In this act, complainant means a woman who files a complaint or for whom proceedings are initiated in respect of the title or possession of her property. Whereas the word 'Property' includes any moveable and immoveable property. Further, the Pakistani law also gives the woman the right to inherit her deceased husband's property under the Amendment of section 4, Ordinance VIII of 1961. In the Muslim Family Laws Ordinance, 1961 (VIII of 1961): (2) If a Muslim male from Ahl-e-Teshih dies, the share of a widow in the immoveable property left behind by her deceased husband shall be as follows:

- a. One-fourth share of the fixed price or value of the property, if there is no child left behind the deceased husband; and
- b. One-eighth share, if there is child left behind.
- c. If there are two or more widows, the share, as mentioned in sub-section (2), shall be divided equally among them.
- d. The price or value of the property shall be the price or value existing at the time of payment and not the price or value which existed at the time of death of the husband.

Provided that if the legal heirs of the deceased do not give the widow her share in the above terms, she shall become entitled to her due share in the corpus of immoveable property.

LAWYER'S ADVICE TO WOMEN FIGHTING FOR THEIR RIGHT IN PROPERTY

1. 'Property' includes real estate as well as fiscal and other assets including jewellery, vehicles, bank accounts or other investments.
2. Separate courses of action for inheriting fiscal assets and for inheriting tangible assets like land, and vehicles apply.
3. For fiscal assets like bank accounts, national saving certificates etc, succession certificate has to be obtained in accordance with procedure whereas for land and vehicles etc, a suit for declaration has to be filed declaring the claimant as the legal heir of the deceased for which a suit for declaration will have to be filed in the civil court.
4. In order to proceed with filing either or (succession and/or suit for declaration) the first step is to have the CNIC of the deceased cancelled from NADRA. This will be done on basis of death certificate of the deceased. Original CNIC of the deceased will be required for such process as well a family registration certificate of the person making application for the cancellation of the CNIC of the

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- deceased showing their relationship with the deceased.
5. Women must have their CNICs and their existence and relationship must be reflected in the family registration certificates in NADRA records for them to be shown as legal heirs. This will enable the civil judge to require notices to be sent to all those who are reflected as next of kin of the deceased so that they have a chance to become party to the proceedings for inheritance in case they have been initiated without telling them.
 6. The court also orders publishing of such notices and proceedings in newspapers so that public notice related to proceedings has been widely advertised. All those who feel they have a claim should remain vigilant of any such proceedings that may have been initiated therefore, it is advisable to either mutually proceed with all legal heirs on board, or to consult a lawyer at earliest to keep an eye on any proceedings related to the property of the deceased in courts or other competent authorities like the ombudsperson.
 7. When the civil court will summon the next of kin/legal heirs for recording of the evidence, the women must not give any statement that shows they gave given up or withdrawn their right of inheritance in favour of any other claimant unless that is what they actually desire out of their own free will.
 8. Photocopies of all applications, documents, record of investments and assets must be maintained.
 9. Even after court decree, the process of actually accessing the inheritance from the concerned bodies, be it banks, national savings centres, land records or other authorities will have to be initiated, they will have their own forms and requirements as well but they will also need to see the court orders and decrees that have been obtained declaring the claimants as the legal heirs.
 10. For the legal heirs based abroad, online evidence facility may be provided in courts during process of declaration/succession while signatures and other formalities can also be fulfilled through consulates however, physical presence of all legal heirs would be better.

PROTECTION OF MINORS

The Pakistan Penal Code 1860 has specific penalties for rape of a minor (Section 376B), exposing a child to seduction (Section 292A), sexual abuse (Section 377A) and kidnapping

of a child below the age of 14 for murder, subjecting to grievous harm, slavery or lust (364A).

Section 376B. Whoever commits rape of a minor or a person with the mental or physical disability, shall be punished with death or imprisonment for life and fine.

Section 292A. Exposure to seduction.- Whoever seduces a child by any means whatsoever with an intent to involve him in any sexual activity or exposes him to obscene and sexually explicit material, document, a film, video or a computer-generated image or attempts to do the aforementioned act, shall be punished with imprisonment of either description for a term which shall not be less than one year and may extend up to seven years or with a fine which shall not be less than one hundred thousand rupees and may extend up to five hundred thousand rupees, or with both.

292 B. Child Pornography. (1) Whoever takes, permits to be taken, with or without the consent of the child or with or without the consent of parents or guardians, any photograph, film, video, picture or representation, portrait, or computer-generated image or picture, whether made or produced by electronic, mechanical, or other means, of obscene or sexually explicit conduct where

a. The production of such visual depiction involves the use of a minor boy or girl engaging in obscene or sexually explicit conduct,

b. Such visual depiction is a digital image, computer image, or computer-generated image that is, or is indistinguishable from, that of a minor engaging in obscene or sexually explicit conduct or

Such visual depiction has been created, adapted, or modified to appear that an identifiable minor is engaging in obscene or sexually explicit conduct; is said to have committed an offence of child pornography

(2) The preparation, possession or distribution of any data stored on a computer disk or any other modern gadget, shall also be an offence under this section.

292 C. Punishment for Child Pornography. Whoever commits an offence of child pornography shall be punished with imprisonment of either description for a term which shall not be less than two years and may extend up to seven years or fine which shall not be less than two hundred thousand rupees and may extend up to seven hundred thousand rupees or with both.

Section 377A.- Sexual Abuse.- Whoever employs, uses, forces, persuades, induces, entices

or coerces any person to engage in, or assist any other person to engage in fondling, stroking, caressing, exhibitionism, voyeurism or any obscene or sexually explicit conduct or stimulation of such conduct either independently or in conjunction with other acts, with or without the consent where age of person is less than eighteen years, is said to commit the offence of sexual abuse.

Section 337B. Punishment. - Whoever commits the offence of sexual abuse shall be punished with imprisonment of either description for a term which may extend to seven years and liable to fine which shall not be less than five hundred thousand rupees or with both.

328 A- Cruelty to a child. - whoever willfully assaults, ill-treats, neglects, abandons, or does an act of omission or commission that results in or have potential to harm or injure the child by causing psychical or psychological injury to the child shall be punished either with imprisonment between 1-3 years or be liable to pay fine between one hundred thousand to three hundred thousand or both.

Substitution of section 9, Act XV of 2020.- In the Zainab Alert, Response and Recovery Act, 2020 (XV of 2020), hereinafter referred to as the said Act, for section 9, the following shall be substituted, namely:- Punishment under this Act: Any police officer who does not comply with the provisions of section 8 of this Act, In case of missing or abducted child or any other public officer who willfully or negligently delays or hinders in providing or processing the information in accordance with provisions under this Act, shall be punished according to the nature of crime with Imprisonment of either description but not less than one year and a fine but not less than fifty thousand rupees.

Under Pakistan Penal Code, 364-A. Kidnapping or abducting a person under the age of fourteen: Whoever kidnaps or abducts any person under the [age of fourteen] or murder, inflicting grievous hurt, or slavery, or to the lust of any person shall be punished with death or with imprisonment for life or with rigorous imprisonment for a term which may extend to fourteen years and shall not be less than seven years.

Under Pakistan Penal Code, 366-A. Procuration of minor girl: Whoever by any means whatsoever, induces any minor girl under the age of eighteen years to go from any place or to do any act with intent that such girl may be, or knowing that it is likely that she will be, forced or seduced to illicit intercourse with another person shall be punishable with imprisonment which may extend to ten years and shall also be liable to fine.

Under Pakistan Penal Code, 366-B. Importation of girl from foreign country: Whoever

imports into Pakistan from any country outside Pakistan any girl under the age of twenty-one years with intent that she may be, or knowing it to be likely that she will be, forced or seduced to illicit intercourse with another person, shall be punishable with imprisonment which may extend to ten years and shall also be liable to fine.

Under Pakistan Penal Code, 369. Kidnapping or abducting child under ten years with intent to steal from its person: Whoever kidnaps or abducts any child under the age of ten years with the intention of taking dishonestly any movable property from the person of such child, shall be punished with imprisonment of either description for a term which may extend to seven years, and shall also be liable to fine.

Provided that in case of death of the victim in result of rape or other cruelty, punishment not less than death penalty shall be given to the accused.

Under Child Marriage Restraint Act, 1929.

Under section 4 of this act, Punishment for male adult above 18 of age marrying a Child. Contracts a child marriage shall be punishable with simple imprisonment which may extend to one month, or with fine which may extend to one thousand rupees, or with both. The same is for Punishment for solemnizing a child marriage under section 5 and section 6. Punishment for parent or guardian concerned in a child marriage.

Further to increase the punishment a Child Marriage Restraint (Amendment) Act, 2019' bill has been introduced where if made into a law Section 4 of this act, the punishment for male adult above eighteen years of age marrying a child, Section 5 of this act, punishment for solemnizing a child marriage and Section 6 of the act, punishable with rigorous imprisonment which may extend to three years but shall not be less than two years and a fine which may extend to two hundred thousand rupees but shall not be less than one hundred thousand rupees.

Child marriages have been one of the most problematic issues in Pakistan. The biggest issue relates to the age of majority, which under Islamic law is age of puberty while in other legislation it varies from the age of 16 to 18. The issue of child marriages is related to a number of other societal issues and customary practices such as exchange marriages, forced marriages, practice of giving women and children in compensation in tribal/familial clashes etc all often include the element of child marriage. This law was promulgated to deal with child marriages and the above issues and prescribes punishments for those involved including adult bridegrooms, nikkah registrars, parents etc.

LAWYER'S ADVICE TO VICTIMS OF CHILD ABUSE

1. Unless there is a special procedure or special law governing an area, the general procedure for reporting crime and initiating proceedings begins with the police complaint and FIR.
2. Recording as much information or collecting as much evidence as you can for this purpose is always helpful. Questions like, where, how, what, when, why, who are important to address.
3. If physical or sexual assault and abuse is the crime then medical report is essential from a designated hospital. Copies of such reports should try to be maintained for personal record and perusal.
4. The crime should be reported to the police station via FIR.
5. All interactions and dealings with the police and other authorities must also be documented such as the number of visits, date, time, names officers, complaint numbers, what was said, any developments etc.
6. Always advisable to consult a lawyer as soon as possible.

Women with Disabilities

Under the Islamabad Capital Territory Rights of Persons with Disability Act, 2020, the government of Pakistan has put in place a legal and institutional framework to protect the rights of persons with disabilities in general and women, children and the elderly in particular, as called for by the United Nations Convention on the Rights of Persons with Disabilities. It also sets up a Council on Rights of Persons with Disabilities & shall have the responsibility to achieve and implement objectives of this Act and to assist the government in developing legal and institutional framework.

Government shall in prescribed manner take special measures especially for women and children with disabilities are given full protection under law in enjoying their rights that includes but not limited to: Equality and non-discrimination of persons with disability, Equality before law, Right to privacy, Ease of access and mobility. Whenever an act of abuse, violence and intolerant discriminatory behavior is committed against any person with disability and the information of such act is communicated to the Council, any law enforcement agency, the concerned agency on receipt of such information shall immediately take necessary action to investigate and curb such act and to take appropriate measures under law to lodge the victim of abuse, violence or intolerance, to a safe place for protected housing. No cost shall be recovered from such victim for lodging in safe place, the government

shall provide free regarding reproductive health especially to women with disabilities. Equity in education-The government shall provide free pre-primary to higher education to persons with disabilities, Equity in the employment, Equity in health and medical rehabilitation services etc.

Prevention of Women and Girls Trafficking

Under Prevention of Trafficking in Persons Act, 2018 – Any person who recruits, harbors, transports, provides or obtains another person, or attempts to do so, for compelled labor or commercial sex acts through the use of force, fraud or coercion, commits an offence of trafficking in persons and shall be punished with imprisonment which may extend to seven years or with fine which may extend to one million rupees or with both. If the offence of trafficking in persons is committed against a child or a woman, the person who commits the offence shall be punished with imprisonment which may extend to ten years and which shall not be less than two years or with fine which may extend to one million rupees or with both.

LAWYER'S ADVICE TO WOMEN/GIRLS EXPERIENCING TRAFFICKING

1. Sometimes the trafficking operates in a more sly and coy manner where the victim may not be removed by force but through manipulation and or grooming.
2. A trafficked person would usually not have access to their travel documents or communication tools and may be under surveillance of their trafficker who guard and determine or dictate their mobility.
3. In such an event, you must try and remember and record as many details as you can about your surroundings, your positioning and the people around you as well as record of any conversations, names or other details and descriptions that you can remember.
4. Victims have reported and called for help using unassuming platforms which the abuser/trafficker was not able to comprehend such as via hospitals, local grocery stores, beauty parlors. These places are able to help more if they are equipped with information therefore, it is important to remember and share as much information as possible.
5. If trafficking has been by force, the families of the victims/survivors should approach the police and file an FIR at earliest giving record of maximum details to them as possible for investigation.
6. Parents/guardians or those filing the FIR on behalf of victims must always try and

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keep a record of all interactions with the police, number of times of visit to police station, the area, the officers names and possibly even take and make record of the complaints or FIRs filed or any complaint numbers etc. that the police gives them. It will help with the case in later stages or where there is a need to proceed against the authorities themselves.

CYBER CRIMES AGAINST WOMEN

In 2016, the National Assembly enacted the **Prevention of Electronic Crimes Act ("PECA")** to provide a comprehensive legal framework to define various kinds of electronic crimes, mechanisms for investigation, prosecution and adjudication in relation to electronic crimes.

Section 21 provides that use of electronic means that may result in reputational damage or breach of privacy shall be punishable with imprisonment of up to 7 years or with which may extend up to 5 million rupees or both.

Under **Section 22**, punishment of up to seven years or fine up to 5 million rupees or both has been prescribed for the offence of producing, distributing or transmitting pornographic material showing underage girls engaged in sexually explicit conduct.

Offences against modesty of a natural person and minor: Whoever intentionally and publicly exhibits or displays or transmits any information which- Superimposes a photograph of the face of a natural person over any sexually explicit image or video; or includes a photograph or a video of a natural person in sexually explicit conduct; or intimidates a natural person with any sexual act, or any sexually explicit image or video of a natural person; or cultivates, entices or induces a natural person to engage in a sexually explicit act, through an information system to harm a natural person or his reputation, or to take revenge, or to create hatred or to blackmail, shall be punished with imprisonment for a term which may extend to five years or with fine which may extend to five million rupees or with both. Whoever commits the same offence with respect to a minor shall be punished with imprisonment for a term which may extend to seven years and with fine which may extend to five million rupees:

Whoever intentionally and publicly exhibits or displays or transmits false information that intimidates or harms the reputation or privacy of a natural person, shall be punished with

imprisonment for a term which may extend to three years or with fine which may extend to one million rupees or with both.

Cyber stalking

A person commits the offence of cyber stalking who, with the intent to coerce or intimidate or harass any person, uses information system, information system network, the Internet, website, electronic mail or any other similar means of communication to- Follow a person or contacts or attempts to contact such person to foster personal interaction, Monitor the use by a person of the Internet, watch or spy upon a person, take a photograph or make a video of any person and displays or distributes it without his consent in a manner that harms a person. shall be punished with imprisonment for a term which may extend to three years or with fine which may extend to one million rupees or with both: Provided that if victim of the cyber stalking a minor the punishment may extend to five years or with fine which may extend to ten million rupees or with both.

LAWYER'S ADVICE TO VICTIMS OF CYBER HARASSMENT

1. For cybercrimes the jurisdiction to investigate is with the Federal Investigation Agency (FIA) and not the Police.
2. Online complaints can be filed through their website (<https://complaint.fia.gov.pk/>) or the same can be send in hard copies to their office.
3. They would require details of the crime along with evidence like screen shots, data, url links so keep all record safe including any hashtags, profile handles and usernames whether or not anonymous.
4. It will be helpful to keep a track of other details like dates, times, issues or other specifics at which offensive or abusive material was sent by the perpetrator.
5. Engage a lawyer at earliest or other organizations working to support digital rights and safe cyber environment as they can help expedite the case and complaint as well as offer other services that may be needed.
6. Know that forensics can trace even the data that may have been deleted.

Development of Women Rights Governing body

The National Commission on the Status of Women Act, 2012 was passed by the parliament to establish a statutory body with a broad mandate and powers to carry out inquiry of women's rights violations. The National Commission on the Status of Women (Amendment) Act, 2018 was adopted by the parliament to ensure that the new chairperson of NCSW would be elected within 30 days after the retirement of the incumbent head.

The Protection against Harassment of Women at the Workplace

Harassment of Women at the Workplace Act, 2010, was introduced where harassment at the workplace is considered as an offence. Workplace was defined in broad terms which included premises outside the place of work where any official work or workplace activity is being carried out. In response to harassment at workplace, the severity of the punishment varies upon the degree and the extent of harassment for those who have been found guilty. The act also mandates that workplaces should setup a harassment committee that specifically deals with these cases. An Ombudsperson is usually appointed by the government to deal with such cases.

LAWYER'S ADVICE TO VICTIMS OF WORKPLACE HARASSMENT

1. The 2010 workplace harassment law covers harassment at workplace as a civil wrong as opposed to a criminal offence.
2. Employees can ensure that employer complies with the provisions of the 2010 Act, especially pertaining to responsibilities of the employer that require setting up of an inquiry committee, developing a policy and code of conduct and displaying that in languages easily understood by those who are in the workplace. For ensuring compliance, any employee can even complain to the ombudsperson (or district court) as the case may be against the employer.
3. It is important to keep a record of details, date, time, what was actually said or done. Keep a record of repeated unwanted calls – they can be recorded on a simple paper or you can take screenshots of recent calls/ missed calls from the mobile phone's screen. If possible, try to record the calls (many phones have such options available & there are also software/apps that can do this).
4. Keep a record of all harassment incidents including details such as - What happened? Where? Date and Time? Who was around? What impact did it have on you? How did you try to respond to it?
5. The survivor has the option to report in confidence and informally to a senior/supervisor or confidant at work or make a formal complaint to the inquiry committee under the act.
6. No evidence should be deleted which is received electronically – snapshots of the conversations, with dates and phone number should be maintained. Sometimes the harasser sends harassing material/ pictures and then deletes it within a few minutes. As soon as one received such content, screenshots should be taken immediately.
7. Employer cannot take any adverse actions during pendency of the proceedings

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- of the inquiry instead is supposed to make arrangements to ensure that the environment does not escalate or become hostile during pendency of the proceedings.
8. Survivors are also entitled to compensation, medical leaves or other psycho-social support if required.
 9. Harassment can be verbal, visual, written or physical. Anyplace where professional services are performed is a workplace. Workplace harassment can happen even if it is outside office hours and not on the premises of the office. An employee is anyone hired to provide labour and services. It is not necessary for someone to be paid in order to be considered an employee. A volunteer, intern, or an apprentice are also employees.
 10. An employer is the legal entity which hires individuals, or groups of individuals, for their labour and services, under an expressed or implied contract. An employer can be an individual person or a company. An employer is legally responsible for work conditions and for compliance with applicable laws.
 11. Harassment now includes gender based discrimination that creates a hostile environment which may or may not be sexual after the amendments to the law in 2022.
 12. Former employees can also now bring claim under the law.
 13. Committee is mandated to adopt child sensitive procedures where the survivor is a minor such as in case of students.
 14. In case of minors/students the parents or guardians can also be complainants.

Harassment in Public Places

Under the Criminal Law Amendment Act, 2010, an amendment to Section 509 of the PPC was created. The original section was replaced by the offence of sexual harassment. As a consequence, a broad description of sexual harassment has been included in the law, effectively criminalizing it. A corresponding punishment is also introduced. Even though this law talks more specifically about the harassment at public places, it also covers workplace harassment as a criminal offence.

LAWYER'S ADVICE TO WOMEN/GIRLS FACING HARASSMENT IN PUBLIC PLACES

1. Evidence is much harder to collect for harassment in public spaces such as

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- streets, busses, parks etc.
2. Again, details are very important such as date, time, place, area, who was around, what was said or done. Preserve any evidence, including clothes, messages, CCTV footage, eye-witness accounts or other relevant evidence that can support the claim.
 3. Because of high threshold of evidence required, section 509 has not been very effective in securing convictions which is why the 2010 civil wrong of workplace harassment was introduced to address harassment at workplace at least.
 4. To bring proceedings under section 509 a police complaint and/or an FIR will have to be filed so that criminal procedure can be initiated. For that, it is advisable to consult a lawyer first.

Acid Crimes

Criminal Law (Second Amendment) Act, 2011, was specifically introduced that included provisions within the Pakistan Penal Code to deal with the crime of acid attack. Amendments were made in the section where 'hurt' now includes the effect of acid i.e. disfiguring or defacing. Another specific clause was added related to getting hurt by corrosive substance and a corresponding punishment was also added.

In 2018, the Acid and Burn Crime Act was also passed. This Act stipulates free medical treatment and rehabilitation for acid victims and also outlines a process for conducting trials of accused in the shortest possible time.

LAWYER'S ADVICE TO VICTIMS OF ACID ATTACKS

1. Victims must get their medical report from a designated hospital.
2. In such cases, the victim can sustain grievous injuries and require immediate medical attention so that must be arranged at earliest.
3. A police complaint and FIR must be filed as soon as possible.
4. Details of all evidence, contact, interactions, messages, time, date and other specifications would be helpful.
5. Maintain record of all dealings with authorities, such as police, medico-legal staff etc.

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6. Consult a lawyer or a women protection organization at earliest.
7. Avoid bathing or contaminating any evidence before formal medico-legal procedures have been completed.

Domestic Violence (Prevention and Protection) Act, 2020

Domestic Violence (Prevention and Protection) Act, 2020, makes violence against women and children, elderly and vulnerable persons at homes an offence, which is punishable by time in jail and imposition of fines. The Act also stipulates that the cases of domestic violence be dealt with expeditiously. Besides children and women, it also provides protection to the adopted, employed and domestic associates in a household. The law defines domestic violence as acts of physical, sexual or mental assault, force, criminal intimidation, harassment, hurt, confinement and deprivation of economic or financial resources. The law essentially provides for a services based framework for the protection of the victim and survivors in form of protection orders, residence orders, shelter homes etc. However, it also criminalizes domestic violence in that, criminal proceedings and an FIR may also be filed under this law in addition to the Pakistan penal code.

LAWYER'S ADVICE TO VICTIMS OF DOMESTIC ABUSE

1. Maintaining record and keeping information safe is very important, especially pertaining to physical or sexual violence that may have been committed.
2. Such evidence and information should be stored separately in a safe place and digital devices in knowledge of the abuser should be kept clean to avoid any indication of collection of evidence against the perpetrator.
3. Recoding and keeping safe details of hurt, harm committed against your person in the relationship is very important. Who was present? How did you respond? What time and date it was? Since how long the abuse has happened? Nature of abuse? Etc all of these details are important to record and maintain.
4. Confide in a trustworthy person
5. Financial autonomy or savings separate from the perpetrator are useful in case home becomes life threatening.
6. In case of physical and sexual abuse a medical report from designated hospital is needed. Preferably maintain a copy of the report for your own personal record

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- as well.
7. Consult a lawyer at earliest in event of proceeding against the perpetrator.
 8. Police complaint and/or FIR must be filed, and all correspondence and documents received from them must be kept safe.
 9. A woman may record her statement at the police station or at any other place of her choice and can also choose which investigating officer to hear her complaint.
 10. A lady constable must be present at the time of lodging the complaint, or any female relative or friend.
 11. After recording a statement the officer on duty should inform the complainant of their right to consult a lawyer (this can be useful if the survivor does not already have a lawyer), and the rape survivor can ask for a list of provincial bar council law-
 12. If the police refuse to lodge an FIR, the front desk/reception at the police station may register a complaint where a computerized receipt will be generated.
 13. All legal documents and their photocopies must be kept safe.

Muslim Family Law Ordinance, 1961

This law specifically deals with all matters that revolve around marriage that includes polygamy, divorce, registration, maintenance with details, processes and procedures. This is relevant as it is also often manifested through marriage and family. Considering Pakistan's patriarchal social context where a woman is recognized through her family. It is imperative to ensure that she is secure within the institution of marriage. It is important that the marriage should be registered and woman should be aware of their rights of divorce and in other situations where the husband marries a second time etc.

LAWYER'S ADVICE TO ISSUES RELATED TO MARRIAGE

1. Marriage rights begin with the nikahnama and the woman is advised to be well aware of the contents of the nikahnama as well as her rights under the law and constitution of Pakistan.
2. The nikahnama must be registered with the union council and copies of the marriage certificate, nikahnama and husband's cnic and other details must be main-

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- tained separately by the wife as well.
3. The change in marital status must not only reflect in the wife's CNIC but also in the husband's cnic. This is important for future right in any inheritance matters in husband's property post husband's death or in event of his second marriage in contravention of the law that requires permission from the wife.
 4. The family registration certificate & subsequent documents related to any children that are born must also be maintained by the wife.
 5. Women can stipulate conditions and terms in the nikahnama if she wants.
 6. Women can also expressly secure the delegated right to divorce in and through their nikahnames.

Maternity Benefits Bill, 2022

The committee also passed the Islamabad Capital Territory Maternity Benefits Bill, 2022 moved by Senator Fawzia Rasheed seeking the provision of maternity benefits to working women as well as to clarify certain provisions of the law and safeguard working women's maternity benefits. It was passed by senate standing committee on interior on 26 August 2022 and amends the west Pakistan Maternity Benefit Ordinance 1958.

Criminal Law (Amendment) Ordinance, 1984 (Stripping off women's clothes, 354A),

354-A. Assault or use of criminal force to woman and stripping off her clothes. Whoever assaults or uses criminal force to any woman and strips her of her clothes and, in that condition, exposes her to the public view, shall be punished with death or with imprisonment for life, and shall also be liable to fine.

LAWYER'S ADVICE

1. For any criminal offence under Pakistan penal code, the similar advice would apply. Preserving the body, clothes by not changing or avoiding bathing so that evidence is not contaminated. It is important to document, preserve and collect as much evidence, for example, taking pictures, preserving clothes, not showering etc.

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2. A medical report from designated hospital (if physically harmed/assaulted as well) or forensic test followed by police complaint and/or FIR would initiate the criminal proceedings and investigation.
3. Try to also document or take a picture of the medical report as and when it is available as well for your own record purposes.
4. Remembering and recording details as far as possible, who was present, date, time, area, location, etc. would all be helpful in the process.
5. Once again, consulting a lawyer as soon as possible is advisable.

Protection of Women (Criminal Laws Amendment) Act, 2006

In the Pakistan Penal Code (PPC), the laws enacted for protection of women are as follows:

PPC 365B– Kidnapping, abducting or inducing woman to compel for marriage etc.

Whoever kidnaps or abducts any woman with intent that she may be compelled, or knowing it to be likely that she will be compelled, to marry any person against her will, or in order that she may be forced, or seduced to illicit intercourse, or knowing it to be likely that she will be forced or seduced to illicit intercourse, shall be punished with imprisonment for life, and shall also be liable to fine; and whoever by means of criminal intimidation as defined in this Code, or of abuse of authority or any other method of compulsion, induces any woman to go from any place with intent that she may be, or knowing that it is likely that she will be, forced or seduced to illicit intercourse with another person, shall also be punishable as aforesaid.

PPC 367A– Kidnapping or abducting in order to subject person to unnatural lust

Whoever kidnaps, or abducts any person in order that such person may be subjected, or may be so disposed of as to be put in danger of being subjected, to the unnatural lust of any person, or knowing it to be likely that such person will be so subjected or disposed of, shall be punished with death or rigorous imprisonment for a term which may extend to twenty-five years, and shall also be liable to fine.

PPC 371A– Selling person for purposes of prostitution, etc.

Whoever sells, lets to hire, or otherwise disposes of any person with intent that such a person shall at any time be employed or used for the purpose of prostitution or illicit intercourse with any person or for any unlawful and immoral purpose, or knowing it to be likely that such person shall at any time be employed or used for any such purpose, shall be punished with

imprisonment which may extend to twenty-five years, and shall also be liable to fine.

375A. Gang rape. - Where a person is raped by one or more persons constituting a group or acting in furtherance of a common intention, each of those persons shall be guilty of the offence of gang rape and shall be punished with death or for imprisonment for the remainder period of natural life or imprisonment for life and fine.

PPC 493A- Cohabitation caused by a man deceitfully inducing a belief of lawful marriage

Every man who deceitfully causes any woman who is not lawfully married to him to believe that she is lawfully married to him and to cohabit with him in that belief, shall be punished with rigorous imprisonment for a term which may extend to twenty-five years and shall also be liable to fine.

PPC 496A-- Enticing or taking away or detaining with criminal intent a woman

Whoever takes or entices away any woman with intent that she may have illicit intercourse with any person, or conceals or detains with that intent any woman, shall be punished with imprisonment of either description for a term which may extend to seven years, and shall also be liable to fine.

PPC 496B- Fornication

A man and a woman not married to each other are said to commit fornication if they willfully have sexual intercourse with one another. Whoever commits fornication shall be punished with imprisonment for a term which may extend to five years and shall also be liable to fine not exceeding ten thousand rupees.

PPC 496C-- Punishment for false accusation of fornication.

Whoever brings or levels or gives evidence of false charge of fornication against any person, shall be punished with imprisonment for a term which may extend to five years and shall also be liable to fine not exceeding ten thousand rupees.

Dowry and Bridal Gifts (Restriction) Act, 1976

This law mandates to put limits on the amount of gifts to a bride and groom. Further, it also states that all dowry items are vested property of the bride. Listing and valuation of all dowry and gift items are also required under this law.

For unmarried women and their families, it is important to note that whilst societal expecta

tions pressurize families into the giving and taking of dowry, it is not a compulsion- and should only be done with keeping in mind the financial ability of the concerned parties. The parents of each party to a marriage shall report to the nikah Registrar lists of all dowry, bridal gifts and presents given or received in connection with the marriage under Section 8 of 1976 Act. Failure to comply with any provision of this Act shall be punished under Section 9. An offence punishable under this Act shall be tried before a family Court.

LAWYER'S ADVICE

1. A record of all items and their value must be maintained. Receipts wherever possible must also be kept safe of any items
2. Bank account receipts or evidence of payment on account of the wife/bride should also be recorded.
3. Photocopies of all documents and receipts must also be maintained along with originals.

Honor Crimes

In 2016, the the Criminal Law (Amendment) (Offences in the Name or on pretext of Honor) Act 2016 was passed. In the 2016 amendment, killing on pretext of honor was included under 'fasad fil arz' as a result of which under section 311 Tazir after waiver or compounding of right of qisas in qatl e amd. Where all the wall do not waive or compound the right of qisas, or if the principle of fasad-fil-arz is attracted, the court may, having regard to the facts and circumstances of the case, punish an offender against whom the right of qisas has been waived or compounded with death or imprisonment for life or imprisonment of either description for a term of which may extend to fourteen years as Tazir.

Provided that if the offence has been committed in the name or on the pretext of honor the punishment shall be imprisonment for life.

LAWYER'S ADVICE

1. State can always proceed against the perpetrator even if there has been an out of court settlement between the parties.
2. Where a woman is accused of offence of zina (which includes zina bil jabr) under the Offence of Zina (Enforcement of Huddood) Ordinance, 1979 (VII of 1979), no

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3. A woman accused of zina cannot be arrested without permission of the court.

Transgender Persons (Protection of Rights) Act, 2018:

This act legally provides equality to transgender people and safeguards their rights. The law aims to legally recognize transgender people in the country. It also allows them to legally have the same rights as cisgender people. for example, Transgender people may obtain a driving license and passport, they may change their gender in the National Database & Registration Authority (NADRA) records, harassing a transgender person at home or in a public place is prohibited, discrimination against transgender people either educationally or socially is prohibited, Allows the government to establish safe houses, and to provide medical and educational facilities to transgender people. It also allows the government to establish centers to provide them psychotherapy. Further, it allows the government to establish separate rooms for transgender people in jails. Moreover, a person may be punished with 6 years in jail and a PKR 50,000 penalty for forcibly employing a transgender person for panhandling purposes.

LAWS DEVELOPED FOR THE PROTECTION OF WOMEN AT THE PROVINCIAL LEVEL

PUNJAB

The Punjab Maternity Benefit Ordinance, 1958

The Punjab Maternity Benefit Ordinance, 1958 consolidates the law relating to the employment of women in Punjab as it specifies that an employer shall not employ a woman and a woman shall not be engaged in employment of any nature in any establishment (organisation) during six weeks following the date on which she delivers a child. It bounds the employer to not ask an employed woman working on regular or temporary basis to do any arduous work or involves long hours of standing or which is likely to affect her health for a period of one month immediately: (a) preceding the period of six weeks before the date of the expected delivery and (b) succeeding six weeks after the date on which she delivers a child.

This ordinance makes the employer liable for the payment of maternity benefit at the rate of her wages with certain conditions. However, the women must be employed for not less than four months. This ordinance also mentions the procedures and timelines to be followed in this regard, regarding notifying the employer and the payment of maternity benefit. This ordinance also specifies the procedure regarding the payment of maternity benefit if the women dies before, on or after the delivery of the child. It is not lawful for employer to dismiss the women in case of absence from work in accordance with the provisions of this ordinance. The women shall be liable to penalty for working for payment during permitted period of absence. Also employer shall be liable to fine if contravenes any provision of this ordinance. This ordinance also includes the way of prosecution and the role of Inspector of Factories and the Director of Labour Welfare in case of cognizance of offence and appeal against refusal to prosecute or grant sanction.

The Disabled Persons (Employment and Rehabilitation) Ordinance, 1981

This ordinance provides for the employment, rehabilitation and welfare of disabled persons and legalised the establishment of the **Provincial Council for the Rehabilitation of Disabled Persons and the Disabled Persons Rehabilitation Fund**. The functions of the provin-

cial council include execution of policy, issuance of directions and undertaking appropriate projects for the stated purpose. It bounds the establishments to employ not less than three percent of disable persons and to pay the fund. This ordinance advised to register the names of disabled persons in Employment Exchange.

The Protection of Breast-Feeding and Child Nutrition Ordinance, 2002

This ordinance expedient to ensure safe and adequate nutrition for infants and young children by promoting and protecting breast-feeding, and by regulating the marketing and promotion of designated products including breast milk substitutes, and of feeding bottles, valves for feeding bottles, nipple shields, teats and pacifier etc. It also specifies the prohibited practices exercised by any person, company, distributor or medical practitioner/health-care provider. It makes the labels compulsory for the designated products designed under the certain guidelines and must not discourage the breastfeeding practice. Informational and educational materials, whether written, audio or visual, which refer to infant feeding shall contain only correct information. Health workers are bound to encourage, support and protect breast-feeding.

No designated product shall be manufactured, sold or distributed in the Punjab unless it is formulated industrially in accordance with the standards recommended by the Codex Alimentarius Commission and the Codex Code of Hygienic Practice for Foods for Infants and Children, and also shall meet such applicable standards specified in this Ordinance and the rules. Government may designate any number of persons professionally qualified with respect to infant and young child nutrition as Inspector to conduct inspection, investigation, and prosecution, and to monitor compliance with the provisions of this Ordinance. This ordinance also mentions the procedure for a filing a case, appeal and public enforcement. In case of non-compliance to any part, the penalties include revocation or suspension of license, imprisonment and monetarily fine.

The Protection against Harassment of Women at The Workplace Act, 2010

The constitution of the Islamic Republic of Pakistan recognizes the fundamental rights of citizens to dignity of person including the protection of women from harassment at the workplace. This code of conduct provides a guideline for behavior of all employees, including management, and the owners of an organization to ensure a work environment free of harassment and intimidation. The term "Harassment" means any unwelcome sexual

advance, request for sexual favors or other verbal or written communication or physical conduct of a sexual nature, or sexually demeaning attitudes, causing interference with work performance or creating an intimidating, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment; This act declares it as an unacceptable behavior in the organization and at the workplace, including in any interaction or situation that is linked to official work or official activity outside the office. The three significant manifestations of harassment in the work environment include (a) Abuse of authority (b) Creating a hostile environment and (c) Retaliation.

A complainant or a staff member designated by the complainant for the purpose may report an incident of harassment informally or formally to her supervisor or a member of the Inquiry Committee orally or in writing. A senior manager or supervisor can pursue the case based on degree of harassment. The employer shall do its best to temporarily make adjustments so that the accused and the complainant do not have to interact for official purposes during the investigation period. Retaliation from either party should be strictly monitored. It is strongly recommended that staff should report an offensive behavior immediately to someone they trust, even if they do not wish to make a formal complaint at the time. The code lays down the minimum standards of behavior regarding protection of women from harassment at workplace.

The Punjab Commission on The Status of Women Act 2014

This act ensures the establishment of Punjab Commission on the Status of Women by the government on the Status of Women for the empowerment of women, expansion of opportunities for socio-economic development of women and elimination of all forms of discrimination against women. This act also ensures the establishment of a Fund to be known as Punjab Commission on the Status of Women Fund, which shall be spent for purposes of performance of duties and discharge of functions by the Commission.

The functions of the Commission is to examine the policy, programs and other measures taken by the Government to materialize gender equality, empowerment of women and their representation and political participation, assess implementation and make suitable recommendations to the concerned authorities. It review the Punjab laws, rules and regulations affecting the status and rights of women and suggest repeal, amendment or new legislation to eliminate discrimination, safeguard and promote the interest of women and achieve gender equality. It sponsor and encourage research to generate information and maintain a database relating to women and gender issues to provide knowledge and awareness for provincial policy and strategic action for women empowerment. It develop interaction and

and dialogue with other parties to achieve gender equality at the provincial, national, regional and international level and to mobilize grants from provincial, national and international agencies to perform its functions. It approve and monitor implementation of the strategic plan, annual work plan and the annual budget.

The Punjab Fair Representation of Women Act 2014

It is an act to amend certain laws of the Punjab for purposes of fair representation of women in decision-making process and their empowerment. This act amends sixty-six Punjab ordinances and acts to ensure women representation in them such as ensuring at least thirty-three percent women representation in the constitution of trust in The Town Improvement Act, 1922. Some of the amended ordinances under this act include The Punjab Government Servants Benevolent Fund Ordinance, 1960, The Punjab Board of Technical Education Ordinance, 1962, The Punjab Fair Price Shops (Factories) Ordinance, 1971, The University of Engineering and Technology Lahore Act, 1974, The Zakat and Ushr Ordinance, 1980, The Punjab Irrigation and Drainage Authority Act 1997 etc.

The Punjab Reproductive, Maternal, Neo-Natal and Child Health Authority Act 2014

The Punjab Reproductive, Maternal, Neo-natal and Child Health Authority Act, 2014 provides for the establishment of an authority for purposes of providing a legal framework for managing affairs of employees & staff of national program for primary healthcare and family planning. The authority administer and regulate the affairs of the employees, including terms & conditions of their services as community based workers. The authority takes measures require for entering into contracts including concession agreements, granting licenses and other contractual instruments for improving contraceptive prevalence rate, reducing unmet need for contraception, increasing percentage of women receiving at least four antenatal cares from skilled providers, increasing tetanus toxoid vaccination, skilled birth attendance, institutional deliveries, women receiving postnatal care and children fully immunized. The authority also takes necessary measures for preventing the increasing percentage of children, suffering from diarrhoea, treated with oral rehydration solution and zinc along with decreasing the prevalence of anaemia among pregnant women.

It also develop and recommend the minimum service delivery standards for reproductive, maternal, neo-natal and child health and nutrition services, as may be notified by the Punjab Healthcare Commission under the Punjab Healthcare Commission Act 2010.

Child Marriage Restraint (Punjab Amendment) Ordinance, 1971 - Punjab Marriage Restraint (Amendment) Act 2015

Child Marriage Restraint (Punjab Amendment) Ordinance, 1971 has been amended by the **Punjab Marriage Restraint (Amendment) Act 2015**. The act of 1971 restraint the solemnization of child marriages, which has been amended in the act of 2015 to increase the terms of imprisonment and fines, and increases the powers of the Family Court. In light of this act, any male above eighteen years of age if contracts child marriage will be punishable with simple imprisonment which may extend to six months, or with fine which may extend to fifty thousand rupees, or with both. Whoever performs, conducts or directs any child marriage shall be punishable unless he proves that he had reason to believe that the marriage was not a child marriage. The section 6 of this act also specifies the Punishment for parent or guardian concerned in a child marriage. This act also empowers the Family Court to exercise the powers of a Judicial Magistrate of the first class in conducting a trial after the Union Council forwards a complaint.

Muslim Family Ordinance 1961 (Punjab Muslim Family Laws (Amendment) Act, 2015)

Section 6 under this act deals with polygamy and states that, No man, during the subsistence of an existing marriage, shall except with the previous permission in writing of the Arbitration Council, contract another marriage, nor shall any such marriage contracted without such permission be registered under this Ordinance. Further, an application must be submitted to the Chairman state reasons for the proposed marriage, and whether the consent of existing wife or wives has been obtained. For violating this provision, simple imprisonment which may extend to one year, or with fine which may extend to five thousand rupees, or with both. Under section 7 of this act, Any man after giving Talaq to his wife in any form would give chairman a notice of having done do and provide a copy of the notice to his wife. Failure to do so would result in simple imprisonment for a term which may extend to one year, or with fine which may extend to five thousand rupees, or with both. Within 30 days of the notice, Chairman shall constitute an Arbitration Council for the purpose of bringing about a reconciliation. If the wife is pregnant at the time talaq shall not be effective until the period mentioned (90 days) or pregnancy, whichever later, ends. Right to divorce has been duly delegated to the wife if she wishes to exercise that right. Section 9 deals with Maintenance, whereby if a husband fails to maintain his wife/wives, the arbitration council will then determine the matter.

Family Courts Act, 1964 (Punjab Family Courts (Amendment) Act, 2015)

This act mandated the establishment of Family Courts for the expeditious settlement and disposal of disputes relating to marriage and family affairs and for matters connected whereby woman Judge may be appointed for more than one District and in such cases the woman Judge may sit for the disposal of cases. It also states that no person shall be appointed as a Judge of a Family Court unless he is or has been or is qualified to be a District Judge, an Additional District Judge, a Civil Judge or a Qazi appointed under the Dastur-ul-Amal Diwani, Riasat Kalat, etc

The Punjab Protection of Women Against Violence Act, 2016

This act mandates to establish an effective system of protection, relief and rehabilitation of women against violence. An aggrieved person, or a person authorized by the aggrieved person or the Women Protection Officer may submit a complaint for obtaining a protection, residence or monetary order in favor of the aggrieved person. Further, the aggrieved person, who is the victim of domestic violence shall not be evicted from the house without her consent. If the Court is satisfied that any violence has been committed or is likely to be committed, the Court may pass a protection order in favour of the aggrieved person and direct the defendant: to stay away from the aggrieved person which involves no communication, refrain from aiding or abetting an act of violence, refrain from entering the place of employment of the aggrieved person, refrain from causing violence to a dependent, other relative or any person who provides assistance to the aggrieved person against violence etc. Moreover, the Court may, at any stage of the trial of a case, pass an order directing the defendant to pay monetary relief to meet the expenses incurred and losses suffered by the aggrieved person.

Punjab Women Protection Authority Act, 2017

This act directs establishment of the Punjab Women Protection Authority with the purpose of establish, maintain, monitor, govern, operate and construct Protection Centers in the Punjab, execute the policies made by the Government for the provision of protection, relief and rehabilitation of women against all forms of violence, approve annual strategy to improve the Protection Centre and shelter homes, provide funding to the District Women Protection Committee to carry out its functions etc.

SINDH

Criminal Law (Protection of Minorities) Act, 2015

Defines forced conversion as "forcing a person to adopt another religion under duress, force, coercion or threat." The punishment that it provides for this action consists of a minimum term of imprisonment of five years and a maximum term of life imprisonment, plus a fine paid to the victim. Further, those who perform, conduct, direct, or bring about or facilitate a marriage, knowing that either or both parties are victims of forced conversion, or who are abettors of forced conversion, are also liable to imprisonment and a fine.

Sindh Reproductive Healthcare Rights Act, 2019

This act focuses on Reproductive Healthcare Rights of both men and women where reproductive healthcare information would be made available through various channels including secondary and higher secondary school level school curriculum under "life skills". The right to gender neutral information shall be promoted whereby it would be free from stereotypes, discrimination, coercion and obscurantist customs and would be presented in an objective and pluralistic manner. This act also states that all persons have a right to make independent decisions about their reproductive rights and the right to have decisions respected by others such that women are empowered to make their own choices regarding their reproductive well-being. All persons shall have the right to be free from ill treatment and to be protected from sexually transmitted diseases such as HIV/AIDS, rape, sexual assault, sexual abuse, sexual harassment and other forms of gender-based violence. The Health and Population Departments of the Government shall be responsible for oversight of this Act and shall give effect to the provisions herein through all concerned public sector organizations and public-CSO-private partnership and private organizations.

The Sindh Women Agricultural Workers Act, 2019

This Act is enacted to provide for the recognition of women's work in agriculture (including fanning, livestock and fisheries) and related sectors, to promote and protect their rights, to ensure their participation in decision-making and to foster empowerment through work, and to improve the health and nutrition of women agricultural workers and their children. A woman agricultural worker shall receive pay which shall be equal to pay received by male workers for same work, and shall not be less than the minimum wages fixed by Government from time to time for a worker. A woman agricultural worker having child of up to two

years of age May breastfeed her child in safe and hygienic conditions and in the first six months of the child's life shall receive the necessary support to exclusively breastfeed her child. The Act further makes provisions for: working hours and off-work; maternity leave; access to public health services and government institutions of agriculture; etc.

Sindh Empowerment of Persons with Disability Act, 2017

The act states, no person or institution, whether public or private, shall be allowed to discriminate against 'Persons with Disabilities' or violate their rights or restrict benefits in any manner. Government shall take special measures to ensure that such women, children and elderly people. Further, inclusive education to the children with disabilities, Equity in health and rehabilitation services, Skills Development and Equity in Employment, Adequate Standard of Living and Social Protection from all kinds of exploitation, violence and abuse, Right to live independently in community, Right to accommodation, Right to home and family, Right to political participation, Freedom of expression and information, Access to justice, Guardianship, Participation in cultural, recreational and sports activities. Rehabilitation are addressed under this act.

'Provincial Advisory Council for Empowerment of 'Persons with Disabilities" to exercise the powers conferred on, and to perform the functions assigned to it, under this act. Further, 'Authority for the Protection of the rights of the 'Persons with Disabilities' and establishment of an endowment fund for sustainably financing the projects and activities related to ensuring effective rights protection and inclusion in society of 'Persons with Disabilities' is implemented.

Punishment for contravention of provisions of Act or rules made thereunder - for first contravention be punishable with fine which may extend to ten thousand rupees and for any subsequent contravention with fine which shall not be less than fifty thousand rupees but which may extend to five lakh rupees.

Offences by companies - Where an offence under this Act has been committed by a company, every person who at the time the offence was committed, was in charge of, and was responsible to, the company for the conduct of the business of the company, as well as the company, shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly.

Punishment for fraudulently availing any benefit meant for 'Persons with Disabilities' - Whoever, fraudulently avails or attempts to avail any benefit meant for 'Persons with Disabilities', shall be punishable with imprisonment for a term which may extend to two years or with

fine which may extend to one lakh rupees or with both.

Punishment for offences of atrocities such as insult, intimidation, assault, use of power and control to exploit him/her, voluntarily injures, damages or interferes any supporting device of a person with disability, performs, conducts or directs any medical procedure to be performed on a woman with disabilities which leads to or is likely to lead to termination of pregnancy without her express consent except in cases where medical procedure for termination of pregnancy shall be punishable with imprisonment for a term which shall not be less than six months but which may extend to five years and with fine.

Sindh Child Marriage Restraint, Act, 2013

Punishment for male contracting party: Whoever, being a male above eighteen years of age, contracts a child marriage shall be punished with rigorous imprisonment which may extend to three years but shall not be less than two years and shall be liable to fine.

Punishment for solemnizing a child marriage: Whoever performs, conducts, directs, brings about, or in any way facilitates any child marriage shall be punished with rigorous imprisonment which may extend to three years but shall not be less than two years and shall be liable to fine unless he proves that he had a reason to believe that marriage was not a child marriage.

Punishment for parent or guardian concerned in a child marriage: Where-a parent or guardian- or any other person in any Capacity, lawful or unlawful, does any act to promote the child marriage or permits it to be solemnized, or fails to prevent it negligently, from being solemnized, shall be punished with rigorous imprisonment which may extend to three years but shall not be less than two years and shall also be liable to fine. (2) For the purposes of this section, it shall be presumed, until contrary is proved, that where a child has been contracted into a marriage, a person having charge of such child failed to prevent the marriage from being solemnized.

Sindh Commission on the Status of Women Act, 2016'

Sindh Commission on the Status of Women was set up for the promotion of social, economic, political and legal rights of women, as provided in the Constitution of the Islamic Republic of Pakistan 1973, and in accordance with international declarations, Conventions, treaties, Covenants and agreements relating to women, including Convention on the Elimination of all forms of Discrimination against Women (CEDAW).

Website: <https://scsw.sindh.gov.pk/>

Sindh Protection of Human Rights Act, 2013

Under this act, Sindh Human Rights Commission was established. The core mandate of the Sindh Human Rights Commission is cited under Section (4) of the Sindh Protection of Human Rights Act 2011 which empowers it to inquire into cases of "violation of human rights or abetment thereof, and negligence in the prevention of such a violation by a public servant". The inquiries are taken up suo-moto or on filing of complaints by the victims or their families. The Commission has powers to propose remedial measures including action to be taken against the persons found to be in violation or in negligence of ensuring human rights. Cases received and addressed by the Commission included murder, gender-based violence, blasphemy allegations, torture, property disputes, child marriage, rape, suicide, mistreatment in hospitals, police brutality, shortage of water and basic amenities, absence or disrepair of school buildings and environmental issues. Website: <https://www.shrc.org.pk/>

Sindh Child Protection Authority Act, 2021

Sindh child protection authority act mandated the establishment of Sindh Child Protection Authority to keep the children safe from all sorts of societal evils.

Abuse against children defined under this act as being physical, psychological or sexual violence, exploitation, compromising economic exploitation and sexual exploitation including child marriage, child trafficking, domestic or commercial child labor, corporal punishment, injury, and maltreatment. The recent 2021 amendment made setting up special courts for child protection in each district of the province mandatory. Further, it has been made mandatory for police or any law enforcement agency to lodge FIR on receipt of complaint by any person or child protection authority representative. The failure or non-registration of FIR by police will result in punishment against the cops.

Sindh Domestic Violence (Prevention and Protection) Act, 2013.

Definition of Domestic Violence includes but is not limited to, all acts of gender based and other physical or psychological abuse committed by a respondent against women, children or other vulnerable persons, with whom the respondent is or has been in a domestic relationship. The offences under section 5 (abet, assault, attempt, criminal force, criminal intimidation, harassment, hurt, mischief, wrongful confinement) shall be punishable as provided under the Pakistan Penal Code, 1860. The offences under section 5(f)— "Emotional, psychological and verbal abuse" shall be punishable with imprisonment of minimum six

months or with fine to be paid as compensation to the aggrieved person which shall not be less than ten thousand rupees or with both.

Whosoever stalks a person under section 5(k) shall be punished with simple imprisonment of not less than one year or with fine to be paid as compensation to the aggrieved party which shall not be less than twenty thousand rupees or with both. The offences of sexual abuse under section 5(l) shall be punishable with imprisonment of either description not less than two years or with compensation to the aggrieved party which shall not be less than fifty thousand rupees or with both. Further, for the protection of aggrieved person, shall not be evicted from the household without consent, may undergo mandatory counseling with an appropriate service provider (during trial period). Further the court may pass interim order directing the respondent to pay monetary relief to meet the expenses incurred and losses suffered by the aggrieved person and such relief may include but not limited to economic abuse, loss of earning, medical expense, the loss caused due to the destruction, damage or removal of any property from the control of the aggrieved person, maintenance for the aggrieved person as well her children, if any.

Sindh Bonded Labour System (Abolition) Act, 2015

Abolition of bonded labor system with a view to prevent the economic and physical exploitation of the labor class in the Province of Sindh and for matters connected therewith.

KHYBER PAKHTUNKHWA

Khyber Pakhtunkhwa Domestic Violence Against Women Act, 2021

The act is initiated for the prevention of Domestic Violence against Women in order to protect women from sexual abuse, psychological abuse, economic abuse and stalking and for the matters connected herewith. No person shall commit, aid and abet for the commission of the act of domestic violence. Any person, who commits an act pursuant to state above, shall be deemed to have committed an offence under this Act and shall be liable to imprisonment for a period not less than one year and up to a maximum of five years, in addition to fine as provided for the said offence in the Pakistan Penal Code, 1860 (Act No. XLV of 1860). Moreover, under this act a District Protection Committee at each District is constituted whereby its mandate is to assist complainants of domestic abuse. During court proceedings, the court may on an application by the complainant, direct the accused to provide monetary relief. A breach of an order made by Court under this Act shall deem to be an offence and shall be punishable with imprisonment for a term which may extend to one year or fine which may extend to three hundred thousand rupees or with both.

The Khyber Pakhtunkhwa Reproductive HealthCare Rights Act,2020

The objective of this act is to recognize and promote reproductive health care rights and provide reproductive healthcare in accordance with the Constitution of Islamic Republic of Pakistan and International Commitments made by the Government of Pakistan. Population Welfare Department of Government shall provide reproductive healthcare information, ensure parents have a right to freely decide their family planning, promote that all women have the right to protect from discrimination in social, domestic or employment spheres by reasons of pregnancies or motherhood, ensure elimination of all discrimination against women in health care services (including those related to family planning), protect women from being discriminated on the base of the "gender of baby" or not being able to have pregnancy for any reasons, reach the underserved by increasing access to the disadvantaged poor women in remote marginalized areas, provide full range of family planning services including Mother Child Health to prevent maternal mortality and morbidity, impart training to service provider to be gender sensitive and reflect user's perspective to the right to privacy and confidentiality.

The Khyber Pakhtunkhwa Persons with Disabilities (Rights, Rehabili-

tation and Empowerment of Persons with Disabilities) Act, 2017'.

Under this act, 'Rights, rehabilitation and empowerment of person with disabilities council' is formed with a mandate evaluate the effectiveness of laws and policies, assess their implementation and ensure that a barrier free environment is provided to persons with disabilities. The government has also established a fund known as rehabilitation fund under this act.

Khyber Pakhtunkhwa Provincial Commission on the Status of Women Act, 2016

This act constitutes Commission on the Status of Women in the Province of the Khyber Pakhtunkhwa and to give it an autonomous status for effective and improve performance, efficiency and responsive to provide effective services for promoting women rights and eliminate all forms of discrimination against women and for matters connected therewith. The functions of this commission involves examining the policy, programs, projects and other measures taken by Government, for women development and gender equality, to assess implementation and make suitable recommendations to the concerned authorities, where considered necessary for effective impact, review all provincial laws, rules and regulations affecting the status and rights of women and suggest repeal, amendments or new essential legislations, monitor the mechanism and institutional procedures for redress of violation of women's rights, individual grievances and facilities for social care, and undertake initiative for better management and efficient provision of justice and social services through the concerned forums and authorities etc.

The Khyber Pakhtunkhwa prohibition of employment of children act, 2015

Section 3 of this act states that 'No child shall be employed or permitted to work in any establishment, provided that a child not below the age of 12 years may be engaged in the light work, alongside his family member, for a maximum of two hours per day mainly for the purpose of acquiring skills, in a private undertaking, or in any school established, assisted or recognized by Government for such purpose. No adolescent shall be employed or permitted to work in any hazardous work included in the Schedule'. The penalties of violating section 3 of this act, are as follows:

- a. Whoever employs any child in contravention of the provisions of section 3 of this Act shall be punishable with imprisonment for a term which may extend to six months or with a fine which may extend to fifty thousand rupees or with both: Provided that if the child is employed in any hazardous occupation or process, as

- listed in the Schedule, the fine may extend to one hundred thousand rupees, but shall not be less than ten thousand rupees and imprisonment, which may extend to three years.
- b. Whoever employs any adolescent or permits any adolescent to work in contravention of the provisions of section 3 shall be punishable with imprisonment for a term which may extend to one year or with a fine which may extend to seventy five thousand rupees or with both.
 - c. Whoever, having been convicted of an offence under section 3, commits a similar offence subsequently, shall be liable to punishment with imprisonment for a term which may extend to five years but shall not be less than six months and with a fine which may extend to two hundred thousand rupees but shall not be less than twenty-five thousand rupees or with both.

Khyber Pakhtunkhwa Elimination of Custom of Ghag Act, 2013

"Ghag" means a custom, usage, tradition or practice whereby a person forcibly demands or claims the hand of a woman, without her own or her parents' or wall's will and free consent, by making an open declaration either by words spoken or written or by visible representation or by an imputation, innuendo, or insinuation, directly or indirectly, in a locality or before public in general that the woman shall stand engaged to him or any other particular man and that no other man shall make a marriage proposal to her or marry her, threatening her parents and other relatives to refrain from giving her hand in marriage to any other person, and shall also include obstructing the marriage of such woman in any other manner pursuant to such declaration. Ghag also includes "awaz", "noom" or any word or phrase, denoting such declaration. Under this act, it is stated that "No one shall demand the hand of a woman in marriage by way of Ghag" otherwise the punishment of the perpetrator and the abettor shall be punishable with imprisonment of either description for a term which may extend to seven years, but shall not be less than three years, and shall also be liable to fine upto five hundred thousand rupees or both.

Khyber Pakhtunkhwa Enforcement of Women Ownership Act, 2012

This act was established to protect and secure the right of ownership of women in the property. Section 3 of this act states that "No person shall abridge, violate, curtail or obstruct the right of ownership or possession of a woman, nor shall he dispossess any woman of her property save in accordance with law". Whoever contravenes or abets in the contravention of the provisions of section 3 shall be punishable with imprisonment of either description for a term not exceeding five years and fine not exceeding fifty thousand rupees. Court shall

handover possession of the property, on account of which the person has been so convicted to the rightful owner. Whenever a woman files a suit, the Court shall decide the case in six months and the judgment and decree of the Court shall be implemented by the Court through local police in the supervision of the Court within one month of decision of the case, failing which the said officer shall be charged with the same punishment as that of the accused.

Khyber Pakhtunkhwa Child Protection and Welfare Act 2010

This act provides for the care, protection, maintenance, welfare, training, education, rehabilitation and reintegration of children at risk in the Khyber Pakhtunkhwa. Under this act, Khyber Pakhtunkhwa Child Protection and Welfare Commission is established with the function of effective supervision and coordination of child rights matters at provincial and local levels, and develop and coordinate activities programs and plans for the development, protection, survival, participation and rehabilitation of Children at risk. Implement policies and review all provincial laws, rules and regulations affecting the status and rights of children and propose new laws in this behalf, wherever necessary, to safeguard and promote the interest of children etc. Child Protection Unit are also established at District level, which shall work under the commission. Establishment of child protection courts is also mandated under this act.

BALOCHISTAN

Balochistan Domestic Violence (Prevention & Protection Act) 2014

Domestic Violence includes but is not limited to, all intentional acts of gender based or other physical or psychological abuse committed by an accused against women, children or other vulnerable persons with whom the accused is or has been in a domestic relationship including but not limited to assault, attempt, criminal force, criminal intimidation, economic abuse, harassment, hurt, mischief, physical abuse, willful and wrongful or wrongful negligent abandonment, wrongful confinement, stalking and entry into aggrieved person's residence without his or her consent, where the parties do not share the same residence. Under this act, An aggrieved person or any other person authorized by the aggrieved person in writing in this behalf may present an application to the Court within whose jurisdiction offence was Committed for seeking any relief under this Act. The aggrieved person shall not be evicted from the household without consent, whether or not he or she has any right, title or beneficial interest in the same. The court on being satisfied that domestic violence has taken place may pass a protection order in favor of the aggrieved person. It prohibits the accused from; committing any act of domestic violence, attempting to communicate in any form, causing violence to the dependents, other relatives or any person who gives the aggrieved person assistance against domestic violence. The court may, at any stage of the trial on an application by the aggrieved person, direct the accused to pay monetary relief to meet the expenses incurred and losses suffered by the aggrieved person and such relief may include, but is not limited to: Loss of earning, medical expense, maintenance of aggrieved persona and her children.

Balochistan Women at Workplace Act 2016

The act states that each organization shall constitute an Inquiry Committee within thirty days of the enactment of this Act to enquire into complaints under the Act. The Committee shall consist of five members, out of whom at least two members shall be women. In case a complaint is made against one of the members of the Inquiry committee that member should be replaced by another for that particular case. Such member may be from within or outside the organization The Inquiry Committee, within three days of receipt of a written complaint, shall; communicate to the accused the charges and statement of allegations leveled against him and conduct and enquiry into the charge and may examine such oral or documentary evidence in support of the charge or in defense of the accused as the Committee may consider necessary and each party shall be entitled to cross-examine the

witnesses against him 4.The statements and other evidence acquired in the inquiry process shall be considered as confidential. Adverse action shall not be taken against the complainant or the witnesses.The Inquiry Committee shall ensure that the employer or accused shall in no case create any hostile environment for the complainant so as to pressurize her from freely pursuing her complaint.

- a. **Minor Penalties:**(i) Censure; (ii) withholding, for a specific period, promotion or increment; (iii) stoppage, for a specific period, at an efficiency bar in the time-scale, otherwise than for unfitness to cross such bar; (iv) recovery of the compensation payable to the complainant from pay or any other source of the accused.
- b. **Major Penalties:** (i) Reduction to a lower post or time-scale, or to a lower stage in a time-scale; (ii) removal from service; (iii) dismissal from service; (iv) fine of rupees fifty thousand, which may extend to rupees five hundred thousand; Provided that the amount of fine or a part thereof may be paid as compensation to the complainant or the victims; and (c) The Inquiry Committee may besides the aforesaid punishments, recommend for a criminal proceeding against the accused.

Balochistan Child Protection Act 2016

The act mandates to provide for the protection of children in Balochistan from all forms of physical or mental violence, injury, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse and matters incidental thereto. Child abuse includes one, or a combination of more than one, of the following: physical or psychological violence, exploitation, injury, neglect or negligent treatment, maltreatment, including sexual abuse. The Court may restrict the exercise of parental custody and control of a child in need when the child is the subject of any abuse stated above. Where the Court determines that the child requires protection in accordance with this Act, the Court shall:- (a) make an order to restrict the exercise of parental custody and control of the child, including placement of the child in an appropriate form of alternative care, in accordance with the provisions of Guardians and Wards Act, 1890 19(5,a).

Balochistan witness Protection Act (2016)

"Witness" means a person who: (i) has made a statement, or has given or agreed or may be required to give evidence in relation to the commission or possible commission of a serious offence; (ii) because of his or her relationship to or association with a person referred to in clause (i), may require protection or other assistance under this Act; or (iii) a person in pos-

session of, or provided any important information, statement or assistance to a public officer and has agreed to share the information with law enforcement agency and has agreed to give evidence on behalf of the State; (iv) for any other reason, may require protection or other assistance under this Act 2(p).

Witness Protection Program: (i) to allow the witness to establish a new identity; (ii) to allow the witness to conceal his or her identity by wearing a mask, changing his or her voice, appearance or any other form of segregation during the investigation or trial, or examination under the law; (iii) to allow video conferencing in order to secure the protected person. (b) relocating the witness; (c) providing accommodation for the witness; (d) providing transport for the property of the witness; (e) providing reasonable financial assistance to the witness, whenever practicable, for obtaining a means of livelihood; (f) providing compensation to the legal heirs, if the protected person is killed due to his participation in the Program, in case of death or permanent incapacity of the protected person during his protection, providing free education to his or her dependent minors; (g) making special arrangements for security of witness for reasonable period of time; (h) the above mentioned protection and facilities will also be provided to the family members of the witness if he or she demanded.

Balochistan persons with Disability Act:

The government shall ensure that every Person with Disability shall have a right to be respected for his individual dignity and leading a decent life with equal opportunity to participate in educational, social, economic, cultural religious and all other activities in the society without any discrimination. The government shall take all necessary legal and administrative steps, including appropriate changes in the existing laws, to ensure that Persons with Disabilities enjoy full rights ensure their effective inclusiveness in the society through suitable education, skill development, training and placement against appropriate positions. The government shall take all possible steps to protect Persons with Disabilities, from all forms of abuse, violence and exploitation by any person, institution or authority In case of need for legal aid such aid shall be made available to such affected person at public expense. All Persons with Disabilities shall be given top priority in providing suitable protection and safety in situations of risk and natural disasters and they shall immediately be removed from such areas and moved to a safe place on priority.

A black and white close-up photograph of a woman's face. She has dark hair pulled back and is looking directly at the camera with a serious expression. Her mouth is covered by a dark rectangular object that has the word "SPEAK" printed in large, white, capital letters. Her hands are visible, one on each side of the object, gripping it firmly.

SPEAK

GOVERNMENT MECHANISMS
AVAILABLE TO REPORT OR
COMPLAIN AGAINST GBV

FEDERAL

Wafaqi Mohtasib Ombudsman Secretariat

Redressing citizen's grievances and promoting good governance:

<https://mohtasib.gov.pk/>

(General Inquiries): 1055, (Helpline for Children): 1056

Islamabad Police Gender Protection Unit Helpline

Launched by Islamabad ICT Police to help women and children victims: 8090

Federal Ministry for Human Rights Toll Free Helpline

For Legal Advice on Human Rights Violations" established in the Ministry of Human Rights:
1099

National Commission of Status of Women (NCSW)

Statutory body developed for the protection of women's socio-economic and political rights: <https://www.ncsw.gov.pk>

Ph. 051-9216117 / 051-9216116 / 051-9208804

National Commission for Human Rights (NCHR)

Mandate for the promotion, protection and fulfillment of human rights across Pakistan:

<https://www.nchr.gov.pk/>,

Contact: 051-9217340, Email: complaints@nchr.gov.pk

For minorities: 051-9216833, Email: member.minority@nchr.gov.pk

National Commission for Child Welfare and Development

Creating a child friendly society that places the children at the center of development, recognizes their individuality, respects and values their voices, observes their best interest in every sphere of life and protects them from violence, abuse and exploitation:

<https://mohr.gov.pk/Detail/MzFjMTM5ODctODkwYS00NTUyLTk2NjQt-MmNjZjEwNzJIN2Fk#:~:text=The%20National%20Commission%20for%20Child,an%20advisor,y%20body%20to%20the>

National Commission on the Rights of Child (NCRC)

Working for an enabling, responsive and protective society for children to enjoy their rights with dignity.

Ph. 051-9203214, 051- 9203218, Email: ncrcpakistan@gmail.com

Ministry of Human Rights and its Affiliated Organizations Contact Numbers:

<https://mohr.gov.pk/Detail/YjZhMWJjZWYtMjNjYS00MmlyLWlyM2UtN2M4NDk2NzM5NGJI>

Federal Ombudsman For Protection against Harassment:

051-9264444, Online complaint: <http://203.99.61.174/complaints/complaintregistration.aspx?mohtasib=FOH>

For Cybercrimes:

Federal Investigation Agency (FIA)

Directly receives complaints and take legal measures against cyber criminals: Email: helpdesk@nr3c.gov.pk, Online complaint website: <https://complaint.fia.gov.pk/>

PUNJAB

Punjab Commission on the Status of Women (PCSW)

The Punjab Commission on the Status of Women (PCSW) was created by the Punjab Assembly through the Punjab Commission on the Status of Women Act, 2014 as an oversight body to ensure that laws, policies and programs of the Government of Punjab promote women's empowerment : <https://pcsw.punjab.gov.pk/>,

Ph. +92 04299268000-4

Women Development Department, Government of Punjab

Endeavors to ensure gender equality, equal opportunities, and dignity of work and life for women. Helpline: 1043,

Ph. +92-42-99268446, +92-42-99332496

Inspector General of Police, Punjab:

Ph. 042-99210062-3, Helpline: 15

Punjab Police, women helpdesks with designated female officers across all districts:

https://punjabpolice.gov.pk/women_help_desks

Punjab Police Women Safety App

During any Emergency women can get the services of Police Helpline 15, Rescue 1122, Highway Police and Motorway Police in just one click: <https://play.google.com/store/apps/details?id=com.pasca.ppic3.womensafety&hl=en&gl=US&pli=1>

National Commission for Human Rights (NCHR-Punjab office)

Mandate for the promotion, protection and fulfillment of human rights across Pakistan: Contact: 042-99332116

Email: punjab.complaints@nchr.gov.pk

Office of Ombudsperson, Government of Punjab

Office of the Ombudsperson has been established to safeguard rights of women to work so that they may support their families financially, and contribute as better citizens of developing nation.: Tel: 042-99233348-50

Email: ombudspersonpunjab.gov.pk@gmail.com, it.ombudsperson@gmail.com

Punjab Women Protection Authority

Establish, maintain, monitor, govern, operate and construct Women Protection Centers in the Punjab: Ph. 042-99333817
Email: pwpa.official@pwpa.punjab.gov.pk

Social Welfare Department, Government of Punjab

Social protection including institutional care, skill development and rehabilitation:
Ph. (042) 99232178-9

Shaheed Benazir Bhutto Human Rights Center for Women

Temporary shelter to victims of violence in emergencies (Bahawalpur): (062) 9255161

KP Women Crises Centres - Dar-Ul Aman

Institutional cum residential care for runaway and destitute women (Rawalpindi): (051) 4920304, (Chiniof): (047) 6330892, (Jhelum): (0544) 623675, (Sargodha): (048) 3210025, (Gujranwala): 0302 3897311

SINDH

Sindh Child Protection Authority

Eradicate the menace of child labour, child abuse: <https://scpa.sindh.gov.pk/>,

Ph. 02199333065, Email: Scpasindh@gmail.com

Sindh Commission on Status of Women (SCSW)

Independent, women-focused statutory body that believes in gender equality and works to promote and protect the political, social, economic and legal rights of women in Sindh as provided in the Constitution of the Islamic Republic of Pakistan: <https://scsw.sindh.gov.pk/>,
Ph. 021-99211110, Email: pkscsw@gmail.com

Sindh Police Women and Children Protection Cell

Facilitate the women for reporting the complaints/crimes easily and get them resolved on time: <https://wpc.sindhpolice.gov.pk/>,

Ph. 021-99225318

Sindh Women Development Department

vital role as catalyst, lobbyist and influencer curbing extensive discrimination against women: <https://wdd.sindh.gov.pk/>, Tel: 99217977-78

Sindh Human Rights Commission (SHRC)

Protecting the Fundamental Human Rights enshrined in the Constitution of Islamic Republic of Pakistan 1973, Universal Declaration & Charter of UN": <https://www.shrc.org.pk/>, Tel: 021-99217318 & 021-99213328, Email: info@shrc.org.pk

Sindh Human Rights Department

Responsible for the protection and promotion of human rights

Ph. 021-99332057, secretariat.humanrights.gos@gmail.com

Ombudsperson for the Protection against Harassment of Women at the Workplace, Sindh

Office of the Ombudsperson has been established to safeguard rights of women to work so that they may support their families financially, and contribute as better citizens of developing nation, Ph. 021 99222744, Email: ombudsmanphwwp@gmail.com

The Women Development Department, Sindh

Plays the vital role as catalyst, lobbyist and influencer curbing extensive discrimination

against women: Tel: 99217977-78, <https://wdd.sindh.gov.pk/>

Women & Children Police Station Hyderabad

Resolving issues affecting women and children: (021) 99231028

Women and Children Protection Cell, Sindh Police

Resolving issues affecting women and children: <https://wpc.sindhpolice.gov.pk/contact>

Sindh Legal Advisory Call Center

An NGO in collaboration with Sindh government to offer free legal advice, '0800-70806'.

The Inspector General of Police has a helpline

'9110', Central Police Office in Karachi.

National Commission for Human Rights (Sindh office)

Mandate for the promotion, protection and fulfillment of human rights across Pakistan: Contact: 021-99201638

Email: sindh.complaints@nchr.gov.pk

Zainab Alert App for missing children

Call 1102 OR 021-35662222

App link: <https://play.google.com/store/apps/details?id=secret.theinventlabs.missingchildalert>

KHYBER PAKHTUNKHWA

PDMA, Khyber Pakhtunkhwa, Gender and Child Cell

Developed to address the issues of children and women that are the most vulnerable segments of society in case of any disaster or crisis: <https://www.pdma.gov.pk/GenderAndChild>,

Helpline: 1700

Email: incharge.peoc@pdma.gov.pk

Khyber Pakhtunkhwa Child Protection and Welfare Commission

Promoting child sensitive society where children are enjoying their rights of protection: <https://kpcpwc.gov.pk/>, Phone No. 0092-91-9217122/ 9217055

KPK Commission on the Status of Women

Statutory advisory developed to promote women's socio-economic development.

<https://kpcsw.gov.pk/>, Tel: 091-9216097

Government of KPK zakat, ushr, social welfare, special education and women empowerment department

Focused on well-being and uplift of the community at large and the vulnerable groups in particular. <https://swkpk.gov.pk/>,

Planning and Development Department KPK, Social Protection and Gender Mainstreaming <https://pndkp.gov.pk/social-protection-gender-mainstreaming/>

Khyber-Pakhtunkhwa social welfare directorate

Launched a helpline - Bolo Helpline 0800-22227 – established to prevent violence against women and facilitate them in all emergency situations. "1121" Child protection and GBV helpline. (Mon to Fri 9 am to 5 pm)

National Commission for Human Rights (KPK office)

Mandate for the promotion, protection and fulfillment of human rights across Pakistan: Contact: 091-9211472, Email: kp.complaints@nchr.gov.pk

Khyber Pakhtunkhwa Women Crises Centres, Mardan

Institutional cum residential care for runaway and destitute women: (0937) 881059

Khyber Pakhtunkhwa Protection against Harassment of Women at the Workplace

Established in 2019 for the implementation of the Protection against Harassment of Women at the Workplace. <https://ombudsperson.kp.gov.pk/>, Office contacts: 091-9212307 & 091-9212308, Pro-bono lawyers contacts: 091-9213670, 091-9213671 & 091-9213672

BALOCHISTAN

National Commission for Human Rights (Balochistan office)

Mandate for the promotion, protection and fulfillment of human rights across Pakistan: Contact: 081-2869053, Email: balochistan.complaints@nchr.gov.pk

Ombudsman for the Protection against Harassment of Women at the Workplace, Balochistan

For the implementation of the Protection against Harassment of Women at the Work place:
Tel: +92 81 9204 220, E-Mail: ombudspersonbal@gmail.com

Balochistan Women Safety App

Developed by Balochistan Police to ensure safety and security of women in across Balochistan Province.: <https://play.google.com/store/apps/details?id=com.pscappic3.womensafetybalochistan>

PDMA Balochistan

Developed to address the issues of children and women that are the most vulnerable segments of society in case of any disaster or crisis: <https://www.pdma.gob.pk/>, Ph. 92-81-9241117

NGOS' AVAILABLE TO REPORT/COMPLAIN AGAINST GBV

Bedari

Pakistani NGO that works with women and children to promote and protect their human rights.

Domestic Violence & Child Abuse

Helpline: 0300-5251717 (Mon to Fri, 9 am to 5 pm)

Umang Helpline

Online suicide preventive and counselling service providing immediate access to clinical psychologists/therapists/counsellors: <https://www.umang.com.pk>

Helpline: 0311-7786264

Acid Survivor Foundation (ASF) Pakistan

The non-profit organization works to eradicate acid violence in Pakistan and promote the human rights of burn victims.

Helpline: 051-2305547

Sarim Burney Welfare Trust International

Stands firm alongside the vulnerable people to help them get their basic rights, improve their living conditions and stay protected from the unjust conditions.

Helpline: 021-111-955-855, Email: contact@sarimburneytrust.org

Dastak Foundation

DASTAK Foundation is a Pakistan-based Civil Society Organization aimed at protecting and promoting the rights of vulnerable groups such as women.

Helpline: 0333-4161610 (Mon to Fri, 10 am to 5 pm)

General Inquiries: 0333 4169696

Email: info@dastak.org.pk

Child Rights Unit: cru@dastak.org.pk

Rozan

Collectively work with individuals, vulnerable groups and institutions on promoting emotional health, tolerance, gender equality and reducing violence. <https://rozan.org/>

Helpline: 0304-111-1741 (Mon to Fri, 9 am to 5 pm)

Ab Aur Nahin Website

Ab Aur Nahi is a website that provides women in Pakistan with counseling and legal aid in cases related to sexual harassment and domestic violence. It is particularly helpful for women with limited resources as it provides pro bono services through its pool of 42 lawyers.
<https://abaurnahin.pk/>

Hamara Internet Application

This smartphone application allows citizens to report cases of cyber harassment. This application was launched by Digital Rights Foundation in 2018. It is available for download from Google Play Store. <https://hamarainternet.org/>

AGHS Legal Aid Cell

This legal aid cell was established in 1980 by one of the well-known lawyers and social activists of Pakistan Asma Jahangir to provide legal aid to women and recoup them from sexual offences and harassment. Since its takeoff AGHS Legal Aid Cell has saved thousands of women's lives in numerous areas of Pakistan. In the same way, AGHS supports women's empowerment and fights against any gender-based violence

Helpline Numbers: 042-35842256-7

Official Website: <https://aghslaw.net/>

Pakistan Citizen Portal

Website: <https://citizenportal.gov.pk>

Chhipa Welfare Association

A non-profit welfare organization in Pakistan, imbued with a noble mission, having sincere love and affection for the humanity

Helpline: +92-21-111-92-1020, <https://www.chhipa.org/>

Alkhidmat Foundation Pakistan

<https://alkhidmat.org/>

Helpline: +92-21-111-92-1020

Edhi Foundation

Operates all across Pakistan

Helpline: +92 (21) 32413232

Dastageer Legal Aid Foundation

Helpline: +92-21-35388695 & +92-21-35310309, Email: info@dlaf.org.pk

Sindh Province: WAR (War against Rape)

Helpline: +92 2135373008, +92 35301975, Email: waragainstrape.khi@gmail.com

Madadgaar National Helpline

1098 or +92 311 6641 098 or +92 2135 685 824

Digital Rights Foundation helpline (for cybercrimes)

0800 39393 (9 AM-5 PM)

Madadgar, a legal aid NGO: 24 hour GBV helpline '1098' run by

Sindh Province: Roshni Helpline (Karachi): 1138

24-hour nationwide helpline for reporting missing children cases, and conduct search and recovery operations



The background of the page features a photograph of a large, dark green mountain range under a sky filled with heavy, greyish-white clouds.

INITIATIVES BY MINISTRY OF PLANNING DEVELOPMENT AND SPECIAL INITIATIVES



NATIONAL GENDER POLICY FRAMEWORK FOR PAKISTAN

Gender equality and women's empowerment are at the forefront of Pakistan's development agenda. This is evident through the recent launch of the NGPF that serves as a guiding document for all future efforts to meaningfully engage women and girls in the social, economic and political spheres for a transformational impact. The Government of Pakistan recognizes that harnessing the talents, human capital, and economic potential of women is essential for better development outcomes, such as inclusive growth, faster poverty reduction, and accelerated progress toward attainment of Sustainable Development Goals. Hence, promoting gender equity is embedded in the work that the Government undertakes.

Why Gender Mainstreaming is Important in Public Sector Management

Effective public institutions are essential to the achievement of the development goals for poverty reduction, inclusive growth, and gender equality. Public institutions and processes, such as planning, budgeting, and administration, are often considered gender-neutral. In reality, however, any public decision-making process is likely to have different impacts on different social and economic groups. Incorporating a "gender lens" in Public sector planning and development will ensure that public institutions promote gender equality and do not inadvertently reinforce gender biases and disparities.

To be effective, public institutions need to be transparent and predictable, efficient in their use of resources, and inclusive and accountable to citizens. Inclusive public institutions ensure that all citizens have a voice in decisions that affect them, so that public policies, investments, and services can respond appropriately to the needs of different citizen groups.

"Gender Unit" at The Ministry of Planning Development and Special Initiatives

A specialized "Gender Unit" has been established at the Ministry of Planning, Development and Special Initiatives with the purpose to apply a gender lens to development policy and projects. This will ensure the mainstreaming of women in developmental discourse and policy making.



'OWN YOUR DIGITAL SPACE: EMPOWERING WOMEN TO FIGHT AGAINST BULLYING AND HARASSMENT'

(25TH NOV - 10TH DEC)

In Collaboration with NCSW, HEC and FIA

Background

16 days of activism marks an international worldwide commitment to end violence and discrimination against women in all forms. Although Pakistan is taking progressive steps towards addressing the problem by introducing pro-women legislation such as Gender policy framework (2022), Anti-rape investigation and trial ordinance and Domestic violence against women (Protection and Prevention) act, however, there is still room for improvement and more interventions need to be carried out to safeguard the rights of women. One of the most pertinent issues that women face today is cyberbullying and harassment. According to a latest research report by digital rights foundation 40% of women in Pakistan have been victims of cyberbullying in the form of sexual harassment, blackmailing, hate speech, stalking, identity theft and physical threats.

The Problem

According to the study of online violence, 72% of women in Pakistan are unaware of the cyber laws and how to file a complaint and seek protection of the state. More than 45% women think that it is embarrassing to report online harassment and assume that the state won't be able to safeguard their rights.



Our Action

As an effort of the Planning Commission to address the issue, the Young Development Fellows of MoPD&SI carried out an awareness campaign titled 'Own your digital space: Empowering women to fight against cyber bullying and harassment'. The campaign was organized in 12 educational institutes of Rawalpindi and Islamabad during 25th November to 10th December, in collaboration with Federal Investigation Authority (FIA), National Commission on the Status of Women (NCSW) and Higher Education Commission (HEC).

Objectives

1. Established connection and trust between the state and the youth.
2. Raised awareness on GBV laws and how to mobilize support to counter GBV.

Impact

1. Increased support of the youth towards the state and its initiatives.
2. Increased awareness on pro-women laws.

ENGAGING BOYS AND MEN TO FIGHT VIOLENCE AGAINST WOMEN

Our Action

We can prevent GBV and uphold the human rights of all if we make a concerted effort to dismantle and transform these harmful social norms. In order to truly end violence and discrimination against women and girls, men and boys must be seen as more than part of the problem, they have to be seen as integral part of the solution.

The Ministry of Planning, Development and Special Initiatives during visits in educational institutes to initiated open discussions with young boys and men regarding the spread of GBV, and sensitized them on issues of young women and how they can play the role of protectors in the society.



WAY FORWARD

1. Implementation of GBV laws
2. Ease of procedural technicalities on GBV cases
3. Free and compulsory education for women.
4. Introducing programs and policies to improve economic independence of women.
5. Socioeconomic uplift of women (improvement in labour laws and effective social safety net programmes).
6. Abolishment of discriminatory laws.
7. Creation of one window facility facility for victims of GBV including medical doctors, police officers, lawyer, psychologist and temporary homes.
8. Equipping authorities with latest technology needed for VAWG investigations.
9. Combat impunity with regards to VAWG.
10. Devise capacity building/trainings for key departments – police, judicial staff. Enhance awareness on VAWG.
11. Providing education to community and service providers regarding VAWG.
12. Support victims of GBV.
13. Support women community networks.
14. Promote campaigns and policies to raise awareness against GBV, recruit boys and men as active participants of the campaign.
15. Include awareness on VAWG as a subject within educational curriculum.



STOP
GBV

