**Stakeholders’ actions for improved gender equality:**

Stakeholders play a crucial role in promoting gender equality. Stakeholders can be involved through, for example, focus groups, workshops, group discussions, seminars, interviews, written feedback circles or one-on-one meetings with the team/person responsible for development.

The Global Environment Facility has emphasized the importance of stakeholder engagement and gender mainstreaming in their projects. They have identified the following key areas where stakeholder engagement is crucial: participation matters, ownership, partnerships and accountability, social and economic needs of individuals and stakeholder groups, diverse skills, experiences, and knowledge.

**Private sector engagement:**

Private sector engagement is crucial in promoting gender equality. The private sector can lead women’s economic empowerment by implementing policies that resolve pay inequality in the workplace and help eliminate broader gender disparities in the workplace, such as providing guaranteed parental leave and childcare. Leveraging the UN’s Women’s Empowerment Principles, the pillars for the private sector’s impact on inclusive economic growth can be placed in four broad categories:

1. workplace practices
2. procurement practices
3. investment and financing practices
4. advocacy and community practices.

The private sector is a powerful partner in advancing gender equality, due to its distinctive position as a catalyst and role model for change. Without private-sector engagement, gender equality, which is instrumental to realizing the Sustainable Development Goals, will not be achieved.

**NGO Collaboration:**

Collaboration between NGOs is an effective way to promote gender equality. NGOs can work together to share resources, knowledge, and expertise to achieve common goals. The United Nations Women encourages the active participation of NGOs in the work of the Commission on the Status of Women (CSW). NGOs have been influential in shaping the current global policy framework on women’s empowerment and gender equality: the Beijing Declaration and Platform for Action. They continue to play an important role in holding international and national leaders accountable for the commitments they made in the Platform for Action.

NGOs can also work as mediators between government and society, pressurizing the government for the betterment of the legal system. They can advocate for equal pay, increase female representation in organizations, both government and private. The Council of Europe has established a committee to enable NGOs to promote the Council of Europe’s conventions and recommendations concerning women’s rights and gender equality in their respective NGO and in civil society.

**Community Awareness:**

Gender inequality is often perpetuated by societal norms and stereotypes that are deeply ingrained in communities. Therefore, it is important to raise awareness about gender equality and the negative impact of gender-based discrimination on individuals and society.

There are several ways to raise awareness about gender equality in your community. You could organize community events such as workshops, seminars, and group discussions to educate people about gender equality and its importance. You could also use social media platforms to spread awareness about gender equality and share stories of individuals who have been affected by gender-based discrimination. Additionally, you could collaborate with local NGOs and community leaders to organize awareness campaigns and advocate for gender equality.

Raising awareness is just the first step towards promoting gender equality. Sustainable change requires a long-term commitment from individuals and communities to challenge gender norms and stereotypes and promote gender equality in all aspects of life.

**Pakistan Contribution for Gender Equality as a member of UNO**

As a member of the United Nations, Pakistan has made significant contributions to promote gender equality. UN Women Pakistan works with the Government of Pakistan to strengthen oversight, implementation, reporting, and compliance with international obligations and treaties particularly on gender equality and women’s empowerment including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Universal Periodic Review (UPR), the Sustainable Development Goals (SDG) and the Beijing Platform for Action (BPfA).

The National Commission on the Status of Women in collaboration with UN Women Pakistan has established the National Gender Data Portal (NGDP) to consolidate gender data at a national level using digital tools, triangulating data from various official sources. This data will be used to publish periodic reports on the status of women, which will be instrumental for analyzing trends and reviewing progress, and, most importantly, formulating evidence-based policies and programs to advance the gender equality agenda in the country.

**Global Advocacy:**

Pakistan has been making efforts to promote gender equality on the international stage. In 2021, the National Gender Data Portal (NGDP) was established by the National Commission on the Status of Women in collaboration with UN Women Pakistan to consolidate gender data at a national level using digital tools, triangulating data from various official sources. The US Agency for International Development (USAID) has provided healthcare, legal services, and counseling to nearly 40,000 female survivors of gender-based violence in Pakistan. They have also awarded more than 5,200 scholarships for young women to pursue higher education degrees in Pakistan ³. The United Nations Development Program (UNDP) has published a paper discussing the status of Gender Equality (SDG 5) in Pakistan, and simultaneously identifies gaps and provides solutions to holistically measure the progress of this SDG in Pakistan ⁴.

**Promoting legislation:**

Pakistan has adopted several international commitments to promote gender equality and women's human rights, including the Universal Declaration of Human Rights, Beijing Platform for Action, the Convention on the Elimination of all forms of Discrimination Against Women, and the Sustainable Development Goals. The government of Pakistan has launched the National Gender Policy Framework 2022, which aims to close the gender gap in education, employment, and make workplaces conducive for women across the country. The International Labor Organization (ILO) has been working with Pakistan to establish pilot programs with implementing partners, provide policy and operational support for informal economy and home-based workers, operationalize a policy on sexual harassment at the workplace, and mainstream ILO Conventions related to gender equality and decent work. These efforts are aimed at correcting restrictive gender norms and misperceptions of gender norms and creating room for positive change.

**Partnerships and collaborations:**

Pakistan has been working with various nations and organizations to promote gender equality globally. According to a report by the United Nations Development Program (UNDP), Pakistan has made progress in achieving gender equality through its collaboration with the UN system ¹. The report also highlights the challenges and gaps in achieving gender equality in Pakistan and provides recommendations to address them.

In addition, the National Commission on the Status of Women in collaboration with UN Women Pakistan has established the National Gender Data Portal (NGDP) to consolidate gender data at a national level using digital tools. This is the first effort of its kind in Pakistan and aims to provide a comprehensive picture of gender issues in the country.

Pakistan has also been part of various international initiatives to promote gender equality. For example, Pakistan has signed the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Declaration and Platform for Action. These initiatives aim to promote gender equality and empower women globally