

## OUTCOME XM-DAC-41146-PAK\_D\_2.1

### **PCO SN Outcome 3.1: Policies and plans are adopted and implemented to enhance the socio-economic empowerment of women (including from marginalized groups and home-based workers) (aligned to SP Output 8)**

This outcome has been achieved through engaging relevant stakeholders to facilitate the implementation of Home Based Worker law in KP and Balochistan. For this purpose PCO held consultative meetings with provincial labour & human resources departments to explore avenues of collaboration on technical support and policy interventions that will enhance support to HBWs in achieving their labour rights.

## OUTCOME XM-DAC-41146-PAK\_D\_2.2

### **PCO SN Outcome 3.2: Women benefit from decent work, income security and socio-economic development (aligned to SP Output 9)**

The outcome was successfully achieved in this reporting period. PCO's approach towards creating an environment where women benefit from decent work, income security and socioeconomic development rested on enhancing the capacities of women home-based workers and women-owned businesses; increasing women's access to financial products and services, and social protection; engaging the government for implementation of relevant laws, especially the Home-Based Workers' Law; and engaging the private sector Women Empowerment Principles to assist them to formulate and implement gender responsive policies. Supporting women and women-owned businesses affected by the economic impact of COVID19, PCO provided one-time electronic cash grant transfer of PKR 17,000 to 4,500 to WHBW to supplement their incomes, and act as a tool for economic recovery. PCO also aimed to enhance economic resilience through economic recovery solutions i.e., skills trainings supplemented with tool kits and linking WHBW to local markets and other private companies to become part of their supply chains. In order to provide information and knowledge to HBWs and community women to avail loans and initiate small scale business, PCO in collaboration with State Bank of Pakistan (SBP) rolled out awareness and handholding sessions in Peshawar and Swabi. SBP representatives shared the different types of small & medium term loans, interest free loan schemes and other financing schemes available for women micro- entrepreneurs. A similar session was also conducted in Quetta with SBP representatives and Habib Bank Limited where Women Entrepreneurs were introduced to different banking products available to finance their micro enterprises. The challenges faced by women working in the private sector and opportunities for them to become more financially empowered and work in a harassment free workplace were identified in the assessment report conducted with 5 WEP signatories, namely K-electric, Jazz, Interloop, Habib Bank Limited and Pepsi Co Pakistan. The assessment was an initial step for WEPs signatories to improve the policy to promote decent work and harassment-free workplace in their companies. In addition, 17 senior Foodpanda Pakistan officials had increased understanding harassment-free and inclusive workplaces for all. The training provided foundation knowledge for the company to create the internal policy to ensure harassment-free and inclusive workplaces. The 25 aspiring women micro-entrepreneurs had increased knowledge on hygiene, food quality and packaging and improved connection with home-chef network as part of the training session conducted in partnership with Foodpanda in Sialkot. To further enhance income security and socio-economic development for women microentrepreneurs, the partnership with Jazz was established to increase digital literacy for 10,000 microentrepreneurs. Following issuance of the ESG

Roadmap by the Securities and Exchange Commission of Pakistan, PCO has initiated consultations with a range of relevant stakeholders – including the Pakistan Stock Exchange, the Pakistan Institute of Corporate Governance, Institute of Chartered Accountants of Pakistan and multinational and national corporate entities – to advance the adoption of the ESG standards. As a first step, discussions are ongoing for the development of a standardized reporting framework.

#### OUTCOME XM-DAC-41146-PAK\_D\_3.1

##### **PCO SN Outcome 4.1: Laws, policies and strategies are adopted and implemented to prevent and respond to violence against women and girls (VAWG) (aligned to SP Output 11)**

The outcome has been achieved during the reporting period. A significant component of this work has been the legislative agenda, both the review of laws with a view to amending them in line with international commitments, as well as implementation of existing laws. Secondary legislation (such as Rules of Business and Standard Operating Procedures) was also drafted for existing laws to ensure their effective implementation. PCO is focusing on a few key laws for review and implementation in order to have a stronger impact. These include Child Marriage, Domestic Violence, Anti-Rape Law, Protection Against Harassment at the Workplace, and Property Rights. UN Women provided technical assistance to strengthen and adopt following laws through legislative drafting, comprehensive review of existing laws/rules and lobbying: 1- Probation Rules for Khyber Pakhtunkhwa (KP) and Balochistan: A comprehensive gender review of Probation Rules of KP and Balochistan was conducted in the reporting period. This review helped identifying gaps in rules – areas that were either gender blind or had negative impact on women and other gender minorities. Following this gender review, advocacy continued with relevant departments to incorporate the recommendations. 2- Rules of Business (RoBs) for Domestic Violence Act in KP and Balochistan: The RoBs for Domestic Violence Act in KP and Balochistan were approved and notified. UN Women PCO in partnership with Social Welfare and Women Development Departments advocated and lobbied for the adoption with the provincial Law Departments. Rules of Business were essential to address the major hurdle and ensure effective implementation of Domestic Violence Laws in both provinces. 3- Service Rules for Criminal Justice Institutions in KP and Balochistan: Towards the end of the reporting period, a gender review of Service Rules of KP and Balochistan, with the objective to make the rules more gender-responsive and bring forth proposals for enhancing gender parity in the provincial government service. After this review, the proposed revisions are shared with the provincial Services and General Administration (S&GA) Departments. UN Women PCO plans to lobby with these departments, with support of other relevant stakeholders, to adopt these proposals for making the Provincial Service rules more gender inclusive.

#### OUTCOME XM-DAC-41146-PAK\_D\_4.1

##### **PCO SN Outcome 5.1: Women and girls contribute to and have greater influence in preventing violent extremism and peace processes (aligned to SP Output 13).**

The outcome has been achieved during the reporting year. A total of 228 Afghan and Pakistan women peace activist was engaged in the series of dialogue processes including focused group discussions (FGDs) which provided platform for women to bring their voices in the ongoing across-border dialogues and to contribute to the dynamic ecosystem of peace negotiations, and in doing so strengthening the voices and agency of women in the processes. Stronger women participation in in peace-building and preventing violent extremism (PVE) was established that underscored the importance of women's role and voice in preventing violent extremism and conflicts (especially with respect to changing conflict dynamics in Afghanistan) as well as the impact of violence on women. New gender- and conflict sensitive approaches allowed engagement of women in the pivotal PVE processes. UN Women adopted an approach of

economic empowerment as a pathway and use terminology like 'social cohesion' to engage women in PVE work. Enabling environment for women's greater role in peace and development were strengthened through strong media engagement and socio-cultural events that promoted social cohesion. Alternative narratives on women's role in peace-building and PVE were circulated through different media channels, actors and means. The media campaigns included events that brought together influencers and community members to engage in dialogue and exchange perceptions on the role of women in the violent extremism, peace processes and development. Afghan cultural event that brought together over 200 people raised the awareness of the role of women as critical actors fostering peace and social cohesion through art, handicrafts, business and central community actors. One of the key takeaways from the Bilateral/Track II dialogues between Afghan and Pakistani women has been the need to support their economic recovery, since this would allow both Pakistani and Afghan to be economically self-reliant and also pave the pathway to regional peace and stability based on economic benefits. During the reporting period, PCO, under the \$1.4 million USD Women, Peace and Humanitarian Fund (WPHF), initiated supporting the socio-economic recovery of Pakistani and displaced Afghan women in Pakistan in vulnerable areas across Pakistan. As the project continues into 2023, women in Pakistan (both local and displaced) will have market-oriented skills, access to resources and markets to enable their socio-economic recovery and participate in peacebuilding processes.

#### OUTCOME XM-DAC-41146-PAK\_D\_6.1

##### **PCO SN Outcome 1.1: Mechanisms supported by UN Women are in place to assess and report on the progress of the Government of Pakistan's international Gender Equality and the Empowerment of Women (GEWE) commitments (aligned to SP Output 1)**

The outcome was achieved during the reporting period. Initiatives headed by PCO – especially the setting up of data and evidence bases – have been imperative to assess and report on the progress of Pakistan's international GEWE commitments. During the reporting period, PCO continued to strengthen the National Gender Data Portal, including finalising the portal, data uploading and routine trouble shooting. The Planning and Development Departments in provinces and Bureau of Statistics were taken on board to streamline data supply. The P&D departments were also trained on NGDP, its indicators and data protocols after their agreement to provide provincial data to strengthen this repository. The support provided to CSWs and the NGDP is an imperative for PCO work towards upholding governance and oversight in the country. To strengthen reporting on Pakistan's international obligations on GEWE, PCO continued to work with diplomats of member states, as well as provide support to the Ministry of Human Rights, for recommending pragmatic measures development of reports. During the year, PCO contributed to the Universal Periodic Review (UPR) by providing recommendations, and assisted development of the CEDAW report through technical support provided to MoHR. Both these reports were submitted to UNCT during the reporting period and they have been further submitted to concerned UN entities.

#### OUTCOME XM-DAC-41146-PAK\_D\_6.3

##### **Legal frameworks and policies to advance women's leadership and participation in decision making and in humanitarian action and economic empowerment**

A wide array of stakeholders, including women peacebuilders, CSOs and peace networks like Af-Pak Women Association has been engaged to establish and strengthen partnership. The strategic partnership has established with National Counter Terrorism Authority (NACTA) to pave the way for advocacy to promote women's leadership in peacebuilding by prioritizing government's focus on the role of women in peace and security, and potential development of WPS National Action Plan. UN Women PCO aligned the

workplan with NACTA's Outreach Policy to address national priorities. The strategic partnership also allowed UN Women PCO to share lessons learned and pathways to promote women's leadership in peacebuilding. This will act as an important step towards advancing legal frameworks and policies that promote women's leadership and participation in decision-making and in humanitarian action and economic empowerment. At a local level, for the first time, 25 female faith leaders in Karachi were engaged to strengthen their concepts of peace and inter-faith and intra-faith harmony. As a result of this endeavor, these diverse faith leaders took leads in organizing 04 community engagement sessions reaching 105 women, to promote peaceful co-existence and emerge as local female faith leaders. Engaging female faith leaders has paved the way to increased opportunity for women to voice their issues and empower them to take lead and participate in decision-making. At a regional level, Afghan and Pakistani women peacebuilders had increased opportunities and platforms to strengthen women's leadership role and highlight their voices, concerns and experiences of conflict and promote regional peace and stability through UN Women's supported bilateral and regional dialogues (16 events), capacity building sessions (7 sessions) and community engagement events (37 events). To increase women's role in political and electoral processes, PCO initiated a participatory gender audit of the Election Commission of Pakistan. The gender audit aims to ascertain the extent to which the commission has embraced gender mainstreaming in its work, organizational structure and in its processes. The gender audit will enhance the collective capacity of the ECP to examine its activities from a gender perspective, and identify strengths and weaknesses in promoting gender equality issues. For 2023, PCO plans on initiating a gender audit of the federal parliament, that will pave the way for increasing women's role in leadership positions and help build a pipeline of women leaders.

#### OUTCOME XM-DAC-41146-PAK\_O\_1

### **Enhanced coordination, coherence and accountability of the UN system for commitments to gender equality and women's empowerment**

The outcome was achieved during the year. The UNSDCF was finalized and signed by the government this year. Within the UNSDCF, UN Women leads the Outcome group on Gender Equality, and led all consultations and technical discussions leading to the finalization of the Outcome 2 problem statement, theory of change and results framework. The UNSDCF will go into implementation from 2023. The commitment to gender equality and women's empowerment of the UN system was exemplified during the monsoon floods in Pakistan. The gender theme group (GTG) – a forum chaired by PCO – was instrumental in integrating gender perspectives in humanitarian response following the disastrous floods of 2022 in Pakistan. PCO mobilized the UNCT to carry out a separate gender needs assessment following the floods, which aimed to inform all flood-response and rehabilitation decision-making. The GTG is now leading this exercise through its technical advisory committee and informing the humanitarian response plan on a regular basis. As chair of the GTG, PCO also finalized the UNCT SWAP Scorecard exercise by engaging a lead consultant and inter-agency team of 12 agencies. The SWAP Scorecard report and action plan have been endorsed by the UNCT and are being taken forward for implementation.

#### OUTCOME XM-DAC-41146-PAK\_O\_2

### **Increased engagement of partners in support of UN-Women's mandate**

The outcome was achieved during the year. PCO engaged with partners through collaboration on joint events, research and advocacy efforts, amplifying global observances including International Women's Day (IWD) 2022, 16 Days of Activism and HeForShe campaign for engagement of men and boys. During the year 2022, through collaboration, partners including government institutions, CSOs and private sector have increased capacity to take lead on campaigns and outreach on gender equality issues.

The private sector including Soorty and Nishat has demonstrated commitments on the agenda of Gender Equality and Women's Empowerment (GEWE) by increasing the outreach of these campaigns in corporate sectors. Effective advocacy also resulted in 25+ new companies joining the WEPs network.

#### OUTCOME XM-DAC-41146-PAK\_O\_3

##### **High quality of programmes through knowledge, innovation, results-based management and evaluation**

This outcome was achieved during the reporting period. In line with the PCO Vision – developed in 2021 – and the Strategic Note (2023–27), PCO continued to expand its programmatic scope through quality implementation and innovative solutions to advance the GEWE agenda in the country. New programmes and projects were designed and discussed with potential donors and partners, including in the areas of women political participation, women in technology, financial inclusion and humanitarian assistance. These new initiatives were in addition to PCO's traditional programming in the areas of women economic empowerment, women peace and security, ending violence against women and girls, governance and human rights. High quality of programmes and quality implementation was ensured through robust monitoring mechanisms, 6-weekly Managers' and Programme Meetings, project reviews and periodic trouble-shooting sessions. Finally, for enhancing capacity of staff on Project Management based on RBM principles, 9 PCO staff members attended a Project Management training hosted by ROAP in Bangkok. The training increased staff capacity (and resultant application) of topics such as risk management, project management and stakeholder engagement.

#### OUTCOME XM-DAC-41146-PAK\_O\_4

##### **Improved management of financial and human resources in pursuit of results**

The financial resources and delivery of results were regularly monitored. Options were explored to minimise costs with enhanced results e.g. inter programme linkages were explored for efficiency and effectiveness. New positions continued to be advertised as a part of the new PCO organogram, with qualified staff being selected after an exhaustive recruitment process. The new organogram – among other changes – also includes a PA pool to help streamline workflow. The first job swap was also rolled out in 2022 in the HR department, between PCO and ROAP.