Government of Balochistan’s Policy Framework for Gender Equality and Empowerment of Women

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1. Introduction

Men, women and transgender must have equal rights and opportunities in all areas of the economy and society if real sustainable economic and social development is to be achieved in Pakistan. Furthermore, gender discrimination is a violation of fundamental human rights. Implementing gender equality requires equal representation and participation of both men and women in the economy, decision-making, as well as in social, cultural and civil life. Only in this way will men and women reach their full potential in the society. It implies a fair distribution of resources between men and women, the redistribution of power and caring responsibilities including job opportunities, and a gender friendly workplace. Closely linked to the concept of gender equality is that of gender mainstreaming.

Gender equality\(^1\) and gender mainstreaming\(^2\) cannot be achieved by dealing with the issues of one gender seen in isolation from those of the other, nor from those of society as a whole. Hence, gender mainstreaming should ensure that gender issues are dealt with at all levels and at all stages. It involves all policies and measures, so that they may specifically bring about equality by actively and openly taking into account, at the planning stage, their effects on the respective situations of women and men in implementation, monitoring and evaluation. The gender equality as a cross-cutting theme needs to be embedded in the policies and plans of all district governments so that monies available through annual budgets include gender equality considerations for effective participation of both genders in the future development arena. New reference demonstrates that when women and men are relatively equal, economies tend to grow faster, the poor move more quickly out of poverty, and the wellbeing of men, women, and children is enhanced. Equality between women and men is both a human right and a development goal, which can be more effectively advanced by using the principles of the Paris Declaration. Experiences from work on gender equality and women’s empowerment can enhance its implementation. The principles embodied in the Declaration correspond with established approaches to work on gender equality and development.

1.1. Rational for a Gender Equality Framework

The Government of Balochistan (GoB), like other provincial governments, has been working without a gender strategy which has resulted in the lack of focus on gender issues in its planning and execution. In the absence of clear guidelines, directions, milestones and indicators, the focus on gender can be easily lost. This gender equality framework is based on the concerns and experiences of women and men employees and elected representatives, and review of secondary literature and the UN WOMEN’s interaction with the GoB over a period

\(^1\) Equality mean “that all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different behavior, aspirations and needs of women and men are equally considered, valued and favored”.

\(^2\) Gender Mainstreaming is the process of accessing the implications for women and men of any planned action, including legislation, policies and programs in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres, so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.
of three years. The proposed GE framework revealed both gender positive findings as well as highlighted areas which require more attention of the provincial Government. The development of a Gender Equality Framework is the critical requirement of the GoB which needs to be then adequately backed by leadership commitment, human resources and funding.

The proposed framework will focus on gender-related barriers to and opportunities for gender mainstreaming in the business plan of GoB and then to identify and support appropriate actions to reduce these barriers and capitalize on the opportunities. The overarching goal of the strategy is to ensure that both women and men have fairly equal opportunities in policy making including HR policies, planning, management, implementation and monitoring & evaluation of government schemes / initiatives, that both men and women at large are able to benefit from the new opportunities that development brings, that both men and women within the territorial jurisdiction of the GoB have access to the resources to be productive members of society, and that both equally share in a higher level of wellbeing.

This exercise has been worked out through the technical support from the UN WOMEN to the Women Development Department, which analyzes the situation and sheds light on the existing dynamics surrounding gender in areas of employment, budgeting and planning, and political environment. Analysis of secondary literature, legislative framework, existing gender policy frameworks, field data and focused meetings allowed WDD and UNWOMEN team in identifying gaps and lapses in the existing gender mainstreaming arrangements and interventions, and thus facilitated in developing “Gender Equality Framework”.

2. Background / Situation Analysis of GE

Generic poverty, poor social indicators and deeply entrenched oppressive patriarchal culture of the province have severely affected the women in Balochistan. The Women in Balochistan are among the most disadvantageously placed segments of Pakistani society and the generic prevailing poverty has added to their difficulties.

Poor social indicators, deeply entrenched male dominated culture of the province and near to failing institutions dealing with women issues have severe effects on women in Balochistan. With poor literacy rate (23%), lowest participation in labor force (5.1%), highest maternal mortality of (6.3%) and negligible share in public sector employment, many of them having no control over their destinies, still are bargained as a commodity in some parts of the province under Valvur marriages. They are victims of extreme family and tribal violence in some parts a women’s life is used to settle personal, family or tribal feud.

Despite induction of considerable number of women councilors and MPAs in the legislative bodies, they do not have any meaningful say in the distribution of resource, planning and budgetary process, and political progression. The planning, development and budgeting at the provincial and district level do not take into account the women’s special needs and interests and majority of the facilities constructed through public funds are completely gender blind. The state intervention targeting women treat them as a marginalized group that merit only occasional receipt of some social charity. During the last three annual budgets, the pro-women activities were only given a share of 0.02%.4

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3 MDGs Report of Balochistan 2011 published by Government of Balochistan in collaboration with UNDP
The Government of Balochistan has remained cognizant of women’s issues and difficulties and conventional policies and institutional arrangements have been used to address their concerns. These efforts mostly regard women as marginalized groups. As a result, women development or empowerment never became a central theme of policies and institutional mechanism of the provincial government. Some efforts were made in the past by the province to improve the frame work related to women development and gender mainstreaming. However, at that time, the provincial set up could not develop the capacity that possibly could make sustained efforts for achieving the objectives. As a result, most of these efforts, despite some excellent research work, watered down after some time. The Women Development Department, once created (1996) to become specialized agency to focus on women development, was merged with Social Welfare Department. Similarly, the Gender Mainstreaming Guide Lines prepared by the P&DD after research work of nearly two and half years could never become part of the planning documents. Such efforts diluted in the end leaving behind the coarse realities that had necessitated them. Now with the establishment of a separate Women Development Department and Directorate, the time is right to pursue gender mainstreaming agenda of the government institutions, hence the GE framework is essential to systematically address the condition of women at provincial level.

3. Vision and Objectives of Gender Equality Framework

**Vision:** Empowerment of women through women’s equal and equitable access to resource allocations, decision making and state services in Balochistan and enhance their social, political, legal and economic status - irrespective of caste, creed or religion.

3.1 Objectives of Gender Equality Framework

1. To seek transformation of the provincial government into an organization that actively practices and promotes gender equality.
2. To make possible adequate representation of women as decision-makers in the provincial governments, both in the political and executive domain.
3. To ensure that all provincial civil servants have an understanding of gender issues and are able to contribute positively towards the goal of gender mainstreaming.

3.3. Guiding Principles

i) **Gender Equality** Framework aims to enable provincial government to look more comprehensively at the relationships between men and women in their access to and control over resources, decision-making, and benefits and rewards within a particular system.
ii) **Gender Mainstreaming is an issue of good governance:** Gender Mainstreaming seeks to ensure that institutions, policies, and programs respond to the needs of men and women on the basis of equity. It aims to enhance the accountability of government to achieve results for all citizens. It is about the fact that gender-aware policies and programs would strengthen the social and economic life of the nation. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

iii) **Gender Equality has both political and institutional dimensions:** Gender equality would mean changing the policies and institutions so that they actively promote gender equality. Pursuit of this goal is to be led by political commitment for women empowerment, and to be supported by potent institutional arrangements that can bring about social transformation and redistribution of resources.

iv) **Continued ownership and support:** Gender Equality is a complex, multi-dimensional and long-term process. It is challenging and difficult. To be sustainable, it would need continued political leadership, support from the civil society, and support of the senior bureaucracy of the province.

v) **Gender Accountability:** Promotion of gender equality within the public sector cannot be accomplished without effective structures for accountability and oversight. The role of Provincial Commission on the Status of Women, Women Development Department and other provincial departments would have to be clearly defined in this regard. Institutional structures would have to be designed, systems and procedures defined to ensure that adequate attention to gender perspectives and the goal of gender equality in policies, projects and programs is given.

3.4. **Alignment with the National and International Gender Commitments**

The proposed GE framework will be aligned with the **National and International Gender Commitments**. The Government of Pakistan is obligated to pay greater attention to gender issues, both by its Constitution as well as commitments to international conventions such as promoting equal rights as men and women as underlined by the UN Convention on Elimination of all forms of Discrimination Against Women (CEDAW); Millennium Development Goals (MDG); contribution to implementing Beijing Platform of Action (PFA) of 1995; Universal Declaration of Human Rights, and International Labor Organization (ILO) Key Gender Equality Conventions, Discrimination (Employment and Occupation) Convention, 1951. The proposed GE framework will also align itself with the Gender Reforms Action Plan and with the changing situations after the 18th constitutional amendment.

4. **Gender Equality Initiatives**

Addressing the structural factors underlying women’s lower economic, political and social status requires political commitment, accurate information, rigorous analysis, coordinated action and adequate investment. Identification of the drivers and consequences of gender inequality through the collection of gender-relevant data and strong accountability.
mechanisms, including stakeholder dialogue, is critical to designing effective and appropriate policy, targeting investments, and advancing development progress and human rights.

4.1. Economic Empowerment of Women

Overall poverty incidence in Balochistan was estimated at close to 48% in 2001/02; 13.5 percentage points higher than national average. There is no gender disaggregated available regarding land/property ownership. Being a tribal society, women are not given any share in inheritance and the family land and property remains with the male members of the family. This makes the women even more vulnerable. To ensure women’s economic empowerment the following policy measures shall be taken.

- Women’s access to resources and ownership over assets should be ensured through the registration of title-deeds of all state-land allotted for lease or housing or farming, jointly in the names of husband and wife, and in case of female headed households to the women.
- Gender-disaggregated data to be collected and compiled and research on women and poverty issues will be done so as to initiate and develop informed policy-making and planning for economic uplift of women.
- Inheritance laws to be strictly enforced and inheritance cases of widows and orphans will be taken up on priority basis and; property inherited by women, especially in rural areas, will be registered in women’s name.
- All poverty alleviation programs to specifically address the needs of women and girls with disabilities.
- Pension rules will be amended to ensure that widow get the full pension of the husband.
- Institutional measures will be undertaken to ensure 10% quota in jobs in all civil services, government and autonomous bodies in all pay-scales
- The provincial government shall construct women - specific hostels and facilities at all district and provincial headquarter offices and improve security arrangements for touring female employees.
- Government will establish Career Development Centers (CDCs). These centers will be equipped with information about available vacancies for women, conditions, recommended textbooks, and strategies for taking competitive examinations. This would be initiated from the Women University in the province and eventually such centers will be opened in all Girls Degree Colleges in the province.
- Policy for the ‘home based workers’ shall be adopted by the provincial government and women’s contribution in economic growth will be counted and considered through a ‘re-definition’ of ‘work’.

4.2. Political Empowerment of Women

Good governance is critical for sustainable development of any society. A growing body of evidence suggests that gender equality in rights and resources is associated with less corruption and better governance. For example, attitudinal data from 43 countries suggest that

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5 Balochistan MDG’s Report 2011 published by Government of Balochistan with the support of UNDP
women tend to view corrupt practices more negatively than men do\textsuperscript{6}. Thus existing evidence suggests that gender equality may help to promote growth by improving governance.

- The NADRA will have a women desk with women employees in all their offices at the district and provincial levels.
- Registration of women will be in their own names, rather than under husband’s or father’s names.
- There will be a mobile unit of NADRA for preparation of NICs at a reduced fee for women.
- Women will be facilitated in issuance of Local and domicile certificates through special arrangements.
- Increase the number of women’s polling stations, especially in rural areas, so that women have to cover shorter distances.
- Amendment in the rules of the Election Commission such that 33\% of the members of the Election Commission are women.
- A cross-party women’s caucus in Balochistan provincial assembly will be strengthened as a strong lobbying point in bringing forth gender concerns in laws and government policies.
- Amendments in parliamentary proceedings to ensure that all parliamentary committees like Public Accounts Committee, Public Service Commission and other committees of the provincial assembly of Balochistan have a minimum of 20 percent representation of women, and that at least one-fifth of the committees are headed by women.
- The manifestos of political parties should contain a section explaining how they view women’s issues and how they intend to address them.
- Engaging male parliamentarians and politicians in supporting gender equality in decision-making.
- It will be ensured that each party to reserve a quota of 33 percent membership for women by decree of law.
- Women will have at least 33 \% quota in the elected councils (General Bodies) of political parties as in the Council Membership.
- Government-supported electronic and print media campaign on gender issues and women’s participation in politics will be launched.
- A Women’s Political Participation Cell will be set up in the Women Development Directorate to undertake the interaction with MPAs, Councilors and political parties.
- Party Position on Gender Like the conditions of candidature, the Election Commission may require certain actions on party basis. The manifestos of political parties should contain a section explaining how they view women’s issues and how they intend to address them. This may be the responsibility of the Election Commission, in time for the next elections.

\textsuperscript{6} World Bank Gender Strategy 2007

\textbf{Functions of Political Cell within WDD}

The suggested action is for one of the identified cells in the WDD to undertake the interaction with MPAs, Councilors and political parties. The functions of this cell would be as under:

- Mapping of political parties in terms of its gender commitments and reporting on what they have done to move towards gender equality.
- Profiles of women public representatives at all levels (including database with addresses and contacts).
- Databases of civil society organizations involved in political work with women.
- Support to women public reps in all actions as identified in this section.
- Identification and implementation of capacity and training program for women representatives at all levels.
- Development of strategic plan for three years.
- Work with electronic and print media on issues of gender and the role political parties can play in gender mainstreaming.
• Election Commission of Pakistan should provide gender-disaggregated data on voter’s turnout in all elections; relevant laws are amended to declare the elections null and void in such constituencies where women are retrained from their right to vote.

4.3 Social Empowerment of Women

4.3.1 Education

Education department is the biggest employer of women in the province with around 15000 women employees. There is gender disaggregated education system till professional education and hence two parallel streams of hierarchy exist, but the moment the system merges, the women seem to disappear from the seats of power. Gender discrimination prevails at all levels of the Education Department - from the legislators to the support staff in the offices. There is a serious lack of understanding of gender roles and its prerequisites in the work place – a woman employee’s status of a woman overshadows her competence. The gender discrimination is deep rooted- having roots in our social set up which is reflected in our work environment. The physical infrastructure – no separate wash rooms, waiting areas, no accommodation for teachers in rural areas, no excess to information etc - in the government offices strengthen the prevailing gender stereotypes. All the key post of the department from the Minister to the EDOEs has men in them. Women are discouraged- through direct and indirect procedures from the reaching the top creating the glass ceiling effect.

• National and International Commitments towards Gender Mainstreaming in education must be reviewed and implemented.
• Setting up a Gender Cell within Education Department in the civil secretariat to deal with issue pertaining to women in work force.
• All the senior officers – Ministers and the Secretaries need to provide a gender report of their respective department on quarterly basis. The report must entail the number of women recruited, promoted and the positions that remained vacant.
• A separate Directorate for Girls Education must be established.
• At least 20% reserved quota for women in key managerial / administrative positions.
• A Policy for the Women in Work Force must be developed.
• Government’s Human Resource Policy and the Establishment Code must be reviewed and aligned according to the changing needs.
• Improved Facilities for Women who are transferred to districts must be ensured. The female teachers must be provided with adequate accommodation and conveyance facility at the district level.
• Construction of separate washrooms and waiting areas for women in all administrative offices must be ensured.
• Textbooks and curricula will be revised and improved to remove gender biased stereotypes and to promote a positive image of women and girls, in consultation with women parliamentarians, gender studies department and women rights’ organizations.

4.3.2 Health

Progress on health-related indicators in Balochistan has remained extremely poor over a long period of time and the province has some of the worst statistics in the country. The province
show low levels of improvement in service provision. Balochistan is characterized by disproportionate distribution of health services among various districts and across urban/rural divide within each district. The latest estimate reveals an alarmingly high maternal mortality rate for the province at 758 maternal deaths per 100,000 live births. It is now well recognized that gender inequality is one of the principal factors that is currently fuelling the HIV & AIDS pandemic. Halting and reversing the spread of HIV & AIDS depends on the success of efforts to combat a series of deep-rooted and interconnected gender inequalities that have, together, rendered women especially vulnerable to the disease. Cultural norms of sexual ignorance and purity for women block their access to information about prevention. Gendered power imbalances make it difficult for women to negotiate safer sexual practices with their partners, and economic dependence and fear of violence can effectively force them to consent to unprotected sex. Women are receiving inadequate care and treatment both because it is being directly withheld from them and because what is being provided is inaccessible and unsuited to their health needs. The burden of caring for their dependents and themselves has become overwhelming, sinking families into poverty and destitution, because women lack access to economic resources and are hardest hit by the lack of social support.

The following measures will be taken to address the issues related to women's health:

- Provincial government to formulate a progressive, forward-looking Health and Population Policy, in line with Pakistan’s legally binding ratification of the Children’s Rights Convention (CRC) and CEDAW.
- Community-based women health workers’ programs to be expanded by strengthening the BHUs etc, with trained medical and paramedical staff, equipment, supplies, medicines, vaccines and contraceptives.
- Provision of quality health care and ensuring gender sensitive and patient centered services at district level; focusing on adolescent sexual and reproductive health, maternal health and addressing the spread of HIV/AIDS and drug abuse, through setting up of counseling and rehabilitation clinics. It should be ensured that women needs are integrated in the continuum of care package ranging from preventive measures till home based care facilities to lessen the effects of stigma and discrimination against this menace.
- Aids and drug abuse, through setting up of counseling and rehabilitation clinics.
- ensuring preventive and affordable primary health care provision and reproductive health services for women;
- ensuring prevention of diseases and promoting reproductive health through awareness raising and attitudinal change, non-coercive measures for family planning and promoting health services of people particularly poor women.
- Regular programs for information and education with a gender focus on preventive health and reproductive health to be started with compulsory health education and nutrition monitoring programs for boys and girls through primary schools.

4.3.3 Ending Violence Against Women (EVAW)

In the face of the proliferation of parallel and illegal systems of ‘justice’, women in Balochistan are subjected to several forms of violence: domestic violence, 'honor' killings,
custodial violence, sexual violence and harassment, public humiliations, and prostitution and trafficking. The pervasiveness of violence requires a complex and wide-ranging response. It would be absolutely incorrect to assume, that these attitudes are collective or societal. The social order, as a whole treats women with dignity and condemns such acts when they get public. However, the severely embedded and abrasively imposed purist codes, even against the collective or societal desire of better treatment of women, and failing of the provincial set-up in delivering successfully and building confidence are wall to women’s access to state institutions for any respite. They are reported to have been abused in the institutions that have been established to provide shelter to them against such brutalities. As a result of this background, women still cannot approach Police or get medical treatment alone in cases of extreme personal emergencies in interior parts of Balochistan.

The PCSW and/ or Regional Directorate of Human Rights in collaboration with Women Development Department will spearhead a detailed plan for the control and elimination of violence against women, to be implemented by other relevant government departments and agencies. This would include institutional reforms right across the judiciary, the police and other institutions, while controlling the parallel and illegal systems of justice at all levels. This will be a massive undertaking that will also include changing attitudes of men towards women and the structures of patriarchal society. The following policy measures will be taken to address the issue:

- A holistic provincial policy for combating gender-based violence will be developed, introduced and implemented to ensure institutional response and effective mechanisms for combating all forms of violence against women.
- Domestic violence legislation will be introduced and implemented on priority basis to criminalize domestic violence and; measures will be undertaken to ensure that all cases of domestic violence against women and children are registered and prosecuted.
- Government-run shelter homes / crises centers for women in distress to be opened at the divisional headquarters so that vulnerable women easily have access to immediate safety and protection. The shelter homes must have legal aid and counseling services and burn unites for women survivors/ victims of violence with effective support and referral systems and furnished with latest facilities. These shelter homes must work under the direct administrative control of the Commissioners at the divisional headquarters.
- Ensure women’s effective and equitable representation and participation in local government institutions and advisory committees established for development programmes to address EVAW.
- Ensure equal representation of women in all committees instituted at the level for maintenance and monitoring of public programs, such as School Management Committees, Rural Water Supply and Sanitation, Public Safety Commissions, etc
- The responsibility for this would be with all relevant government departments, as part of the institutional restructuring process.

### 4.3.5 Law & Access to Justice

Women are prevented from enjoying existing rights because of the prevalence of negative customary practices and attitudes; a general ignorance about rights and poor access to, and procedural problems in the justice system, and a generally poor implementation of the law. Other rights are denied because the absence of law. Moreover, affirmative provisions of the
Constitution are seldom implemented to establish real and substantial equality. Furthermore the pro women legislation needs to be implemented; women and communities as well as the duty bearers need to be aware of these laws, institutional mechanisms need to be in place and implementation enforced. For this purpose urgent action is needed to start addressing the multiple challenges in this area.

Key policy measures to be undertaken are:

- Abolishment of all parallel legal and quasi-legal systems to ensure a uniform integrated judicial system in the country.
- Discriminatory laws and provisions in the statute will be repealed or amended to ensure legal status for women.
- Eliminate negative customary practices by increasing knowledge of community regarding women opportunities under the law and of law itself, to access judicial relief and redress.
- Ensure implementation of the code of conduct on sexual harassment at work place.
- Compliance of the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW) will be ensured in the light of recommendations of CEDAW Committee’s Concluding Observations made on recent Pakistan’s Country Report.

4.3.6. Enhancing Leadership Role of Women during Humanitarian Crises

There is a universal acceptance that humanitarian assistance must meet the distinct needs of women, girls, boys and men to generate equitable, positive and sustainable outcomes. Gender analysis and disaggregation of data by sex and age are critical elements of strategic planning informing humanitarian appeals processes (including flash appeals and strategic response plans)\(^8\).

Key Measures to be Taken

- The Women Development Department in collaboration with Provincial Disaster Management Authority shall conduct a gender diagnosis to explore what agencies and organizations working in sectors are doing in respect of gender equality. Illustrate areas of strengths and opportunities related to gender equality as well as existing gaps and challenges in strategies and operations.
- Gender diagnosis of the Provincial Disaster Management Authority.
- Having the Women Development Department as the co-chair of the Gender Task Force.
- Set up Gender & Child Cells (GCC) in PDMA which will work in close coordination with Women Development Department. The GCCs will be capacitated to generate information and sex disaggregated data on regular basis.
- PDMA staff shall be trained in IASC Gender Markers to make visible the gender analysis work of a cluster at the design stage of a project to identify the gaps and address the needs and realities of women, girls, men and boys.
- Capacity building of the PDMA to collect and analyze issues from the ground to the policy decision making.

• Institutionalized capacity in PDMA to analyze and highlight key issues and different needs amongst men and women, boys and girls as well as solutions.

5. Gender Equality Framework – Institutional Mechanisms for Implementation and Monitoring

The institutional arrangements for implementation of GE Framework at the provincial level needs to be developed and restructured to provide sustainable support and monitoring of GE strategy in the provincial administrative. This will include:

5.1. Institutional Strengthening

• The Women Development Department (WDD) will be the key department leading the Gender Equality agenda in the province. The WDD will be supported by Planning & Development Department, SGAD and Finance Departments.
• The CEDAW Provincial Committee (CPC), already notified will work as a permanent body to oversee GE implementation, formulate polices regarding gender mainstreaming and women development and supervise the work of provincial set up dedicated for women development and gender mainstreaming.
• The Directorate of Women Development will work at the main institution to assess the requirements of women specific facilities in provincial / district offices. District office shall gather data. Data should be disaggregated by sex. Wherever possible, national level indicators should also:
  – be disaggregated by age;
  – be disaggregated by socioeconomic grouping;
  – be disaggregated by national and/or regional origin;
  – note the time period;
  – note geographical coverage; and
  – note data sources.
• The existing female district Social Welfare Officers / or new appointments will be notified as District Women Advancement Officers in grade 17. They will be strengthened in terms of capacity and trained to carry out gender mainstreaming and women empowerment activities at the district level with the help of district staff particularly the office of the Deputy Commissioners. Their cadre will be separated once they develop demonstrated sustainable capacities and confidence. They will work independently and have DDO powers.
• The District Women Advancement Officers will operate help desks for women in distress and their job description will be amended accordingly. They will also supervise working women hostels, women crises centers or any other services for women in their districts.
• There will be a District Gender Mainstreaming Committee under the chairmanship of DCO.
• Notifying and strengthening of a non-partisan Provincial Commission on the Status of Women is necessary to perform functions effectively.
• The planning documents will be gender- sensitized and capacity of the PDWP will be developed and to scrutinize all project proposals to ensure that they are gender-sensitized.
• The composition of PDWP, DSC & DDWP will be amended to include representatives of the Women Development Department in these committees.
• The Bureau of Statistics will develop capacity to collect and disseminate gender-segregated data for development planning.
• The Law Department will carry out the gender auditing of laws, regulations, notifications which are referred to by the department for opinion.
• The line departments will
  ➢ adopt recommendations about women’s quotas in the public sector employment,
  ➢ amend rules to make arrangements for taking cognizance of sexual harassment cases at work places
  ➢ move other departments for constructing women specific facilities and
  ➢ amend rules of business to incorporate gender mainstreaming as one of the functions of all the departments.
• Develop capacity of the Rural Development Academy and National Institute of Management Sciences (Quetta) for training and capacity building requirements of the government staff with regarding to GE and WE.
• It will be mandatory for Selection Boards / Commissions / Interview Committees or any other body constituted for public sector recruitment of any nature to have one third of members as females.
• The Balochistan Public Service Commission does not have any woman member who can play the role of overseeing the implementing government policy in respect of women employment. At least 33% women members will be included in the in the Commission.
Each administrative department is required to announce both positive and affirmative action to encourage women’s induction in to services

5.2 Policies, Planning and Budgeting

• The provincial government shall prepare its own Provincial Plan of Action for Women (PPAW), which be used as a ‘measure’ for women friendliness of other policies. All policies shall be reviewed according to guidelines / recommendations of (PPAW). WDD will take the lead in developing this plan of action with the technical support of Planning & Development Department.
• The Gender Responsive Budgeting (GRB) will be implemented. The gender sensitive budgeting initiative will be based in the Department of Finance.
• The Government of Balochistan shall give is Gender Budget Statement on annual basis.
• A system of incentive grants needs to be put in place, P & D and WDD along with other key departments such as Health, Education, Social Welfare will take the initiative for the design and recommendation of these grants.
• There will be specific purpose grants targeting women. The grants can be federal as well as provincial. They will be designed and recommended by the WDDs.
• There will be province specific capacity development program for each department encompassing all aspects of GE. The GE trainings will be reflected as the check list to assess them in the ACRs or performance appraisals of the Government employees.
• All laws and amendments that have an impact on the lives of women will be reviewed.
• Ensure women's effective and equitable representation and participation in local government institutions and advisory committees established for development programmes e.g. the Poverty Alleviation Programme, Benazir Income Support Program, etc.
• At least 33 % representation of women in all committees instituted at the top level for maintenance and monitoring of public programs such as School Management Committees, Rural Water Supply and Sanitation, Public Safety Commissions, etc.
5.3 The Monitoring and Evaluation cell in WDD will be capacitated to work in close liaison with Women Development Directorate, Regional Directorate of Human Rights, Bureau of Statistics and Chief of Section for Social Welfare and Women Development in P & D department. The M & E will share their quarterly updates regarding GE and WE in the CPC meetings. Provincial level gender sensitive indicators needs to be defined for effective monitoring and evaluation.