

Gender Mapping

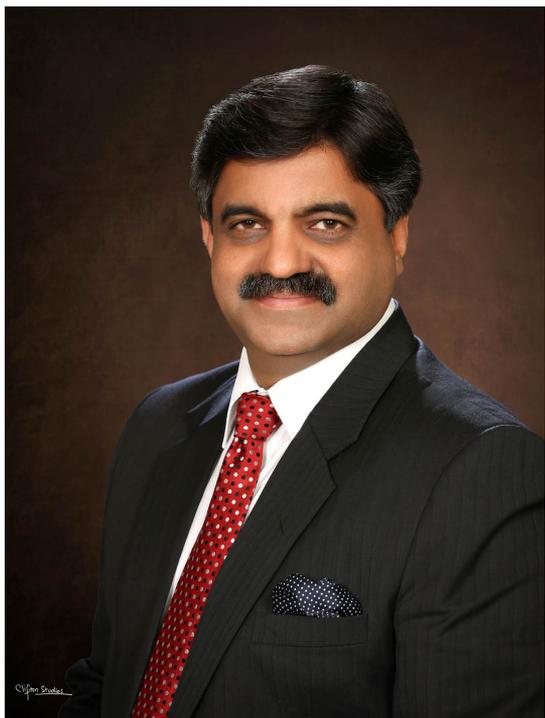


Acknowledgements

First and foremost, we would like to thank the Chairman NDMA Major General Asghar Nawaz and Member DRR Mr. Ahmed Kamal for their constant support and encouragement. We would also like to extend our gratitude to the Gender and Child Cell team namely Ms. Tania Humayun (Advisor to the Chairman/Programme Manager) and Dr Sarah Basharat (Consultant Programme Officer) for their invaluable inputs throughout the project.

And finally, we would like to extend our gratitude to the consultant; Dr. Tabinda Zaman for her marvellous work.

Chairman's Message



Major General Asghar Nawaz
Chairman NDMA

The fact remains that women, children, aged and disabled persons are the soft targets and worst affected in any type of hazard. Vulnerable groups centered Disaster Risk Management in a disaster prone Country like Pakistan therefore needs its rightful importance. NDMA through its Gender and Child cell is pursuing the said objective since the year 2010.

Formulation of National Policy Guidelines was the step in this direction followed by number of interventions to meet the dictates of GCC framework.

The present undertaking of “Gender Mapping” is an enviable effort to contribute towards the DRM of vulnerable groups in the entire spectrum of Disaster Management.

It is an incisive work done with a profession depth for which the efforts of all those involved is acknowledged with profound appreciation.

I will also like to thank our Development Partners UN-Women for their forthcoming support in development of this Document.

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1. Introduction

Human rights are universal, inalienable, indivisible, interconnected and interdependent. Every individual is entitled to the respect, protection, exercise and enjoyment of all the fundamental human rights and freedoms without regard to race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or status. States are obliged to ensure the equal enjoyment of all economic, social, cultural, civil and political rights for women and men, girls and boys.

1. Gender

Gender refers to socially constructed roles, behaviors and responsibilities assigned to males and females. Gender is not just a state of being male or female. It is typically used with reference to social and cultural differences rather than biological ones. It also refers to the attitudes, feelings, and behaviors that a given culture associates with a person's biological sex. Sometimes it refers to the social attributes and opportunities associated with being male and female. They are context-/time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in decision-making opportunities, responsibilities assigned, activities undertaken, and access to and control over resources. Gender is part of the broader sociocultural context.

1.1. Gender Mapping

Gender mapping is an act of studying the behavior of a particular society towards different genders. It entails carrying out an analysis to find out the gender issues in a society. The gender mapping provides a solid base for designing the participatory process of research and planning. It also includes an initial 'gender check' to ensure that gender dimensions are included from the start as an integral part of the analysis. Women throughout the world face a range of challenges and more so in the developing world. Levels of education, health care and political representation can be dauntingly low, and discrimination and sexual violence are all too frequent. Gender based violence encompasses physical, sexual and psychological violence that is rooted in individuals' gender roles or identities. Violence against women (VAW) is the most common form of gender-based violence and one of the most pervasive violations of human rights worldwide. 1 in 3 women will experience physical or sexual violence in their lifetimes.

The gender perspective looks at the impact of gender on people's opportunities, social roles and interactions. Successful implementation of the policy, programme and project goals of international and national organizations is directly affected by the impact of gender and, in turn, influences the process of social development²¹. Gender is an integral component of every aspect of life including economic, social, daily and private lives of individuals and societies, and of the different roles ascribed by society to men and women. Problems of women in the broad context of disasters and emergencies have only recently been addressed. Gender usually has not been a conscious criterion employed by relief agencies to effectively assist the so-called "vulnerable groups" in their special needs when an emergency or disaster occurs. Vulnerability of women is a fact, based on the larger number of women and woman-headed households.

1.2. Gender in Emergencies

During emergencies the responsibilities of women for bringing stability to the home including dependent children is disproportionately high. Vulnerability, from this perspective, is primarily cultural and organizational. Refugee women and girls with disabilities are at higher risk of violence due to misconceptions, negative attitudes and social exclusion.

2. International Women`s Rights Framework

For a long time, international human rights law has been silent on the issue of Gender Based Violence (GBV). Till early 1980s, violence against women (VAW), in particular domestic violence, was not considered a matter to be dealt with by human rights law. For instance, the UN Convention on the **Elimination of All Forms of Discrimination against Women (CEDAW)** adopted in 1979 – the major UN women’s rights treaty – does not contain a provision on violence against women. This gap was closed in 1992, when the CEDAW Committee, adopted General Recommendation No. 19 on VAW (GR 19). In this document the Committee clarifies that GBV against women is a form of discrimination and therefore covered by the scope of CEDAW. GBV is defined as “violence that is directed against a woman because she is a woman or that affects women disproportionately” (UNFPA, 2006) thereby, underlining that violence against women is not something occurring to women randomly, but rather an issue affecting them systematically because of their gender. GR 19 also specifies that GBV may constitute a violation of women’s human rights, such as the right to life, the right to equal protection under the law; the right to equality in the family; or the right to the highest standard attainable of physical and mental health.

The **UN Declaration on the Elimination of Violence against Women (DEVAW)** adopted by the UN General Assembly in 1993 further defines VAW as: “Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or in private life” (Article 1)ⁱⁱ. The declaration encompasses all forms of gender-based violence against women (physical, sexual and psychological):

- **In the family** (such as battery, marital rape; sexual abuse of female children; dowry-related violence, female genital mutilation/cutting and other traditional practices.)
- **In the general community** (such as rape, sexual harassment and intimidation at work, in school and elsewhere; trafficking in women; and forced prostitution).
- **Violence perpetrated or condoned by the state**, wherever it occurs (Article 2).

The **Beijing Platform for Action** adopted in 1995 further expanded on the definition of DEVAW to include: violations of the rights of women in situations of armed conflict, including systematic rape, sexual slavery and forced pregnancy; forced sterilization, forced abortion, coerced or forced use of contraceptives; prenatal sex selection; and, female infanticide (UNFPA, 2005). It further recognized the particular vulnerabilities of women belonging to minorities; the elderly and the displaced; indigenous, refugee and migrant communities; women living in impoverished rural or remote areas, or in detention.

3. Women in Pakistan- Legal Journey

Quaid-i-Azam Muhammad Ali Jinnah, the founding father of the nation declared the education of the women and their participation in national development as a high priority. Later, nothing substantial could be done till President Ayub Khan promulgated Muslim Family Law Ordinance in 1961 and Family Court Act 1964, which provide legal protection to women by regulating marriages, divorce and restrain polygamy.

Promulgation of 1973 Constitution was a next important step for recognition and advancement of women rights in Pakistan. Introduction of Haddood Law during Zia-ul-Haq military regime though promulgated Islamic punishment against adultery and fornication, however, Law of Evidence, was feared to disallow women from testifying at all in certain cases and would cause their testimony in other cases to be irrelevant unless another woman corroborated it. To resolve the evidence issue and enforce the law, Women Division was created within a Cabinet Secretariat in 1979. Pakistan Commission on the status of Women was established in 1983 to identify their needs in wide range of sectors, which upgraded Women's Division to a full-fledged Ministry for Women's Development in 1989.

Furthermore, National level policy documents for disaster management such as the Disaster Risk Reduction (DRR) Policy and the National Disaster Management Plan (NDMP) have been formulated keeping in mind the needs and concerns of the most vulnerable groups of the population, which includes women.

3.1. Women`s Development in the Spotlight.

Women's rights legislation came under new scrutiny following General Pervez Musharraf's rise to power in October 1999. On March 8, 2002-International Women's Day, President Musharraf announced the establishment of an autonomous National Commission for Women "for the protection of women's rights. Later in 2004, Ministry of Women Development was established. In order to remove the misconception and improve the national image that women frequently are charged under the Hudood Ordinances for sexual misconduct following measures were undertaken: -

- Criminal Law (Amendment) Act of 2004 also known as "honor killing law" was passed.
- A quota for women in government services was increased to 5 percent (now 10 %).
- 17 percent seats were reserved for women in National and Provincial parliaments, and 33 percent for women in most tiers of local government.
- It formalized the National Commission on the Status of Women, sought national consensus on a National Policy on Women, and set in motion a series of reforms to promote women's rights consistent with the global norms articulated in the CEDAW Convention.
- The Protection of Women Bill was passed in Nov 2006 was passed to address Hadd-e-Zina, amendments in Pakistan Penal Code, Pakistan Criminal Code and Hadd-e-Qazf.
- In order to end the social, political, and religious injustices against women, another significant initiative on women's rights was the Prevention of Anti-Women Practices (Criminal Law Amendment) Bill 2006 which banned the practices such as forced marriages, marriage in exchange for vengeance, and deprivation of women's inheritance.

3.2. Women`s Development after 2007.

The Government improved both aspects legislation as well as empowerment of women. Following measures were undertaken: -

- Government tabled "The Domestic Violence (Prevention and Protection) Bill" on August 4, 2009, but Senate did not take up for discussion in time and allowed it to expire.
- Acid-Throwing Legislation, specifically cites penalties for causing harm or disfigurement by using a "corrosive substance," punishable by long imprisonment and fines of up to a million rupees.
- A second initiative, unanimously passed in the national assembly on January 21, 2010, and signed into law eight days later, is the Protection against Harassment for Women at the Workplace Act 2009.

- After the 18th Constitutional Amendment in April 2010, the provincial governments were entrusted with the responsibilities for the promotion and protection of women rights, resultantly, the Federal Ministry for Women Development have been dissolved.
- The elevation of the National Commission on the Status of Women (NCSW) in early February 2012 is considered an important step for protection of women rights in Pakistan. The NCSW has been granted greater administrative autonomy to review laws, make recommendations, liaise with provincial governments, and overall gain greater scope, funding, and effect in redressing violations of women's rights.

4. Gender Mapping in Pakistan

Pakistan is the sixth most populous country, which is struggling with the competing dynamics of development, modernization, religion and tradition. The World Economic Forum ranks the country as the least gender equitable in the Asia and Pacific region. The 2012 annual report from the Human Rights Commission of Pakistan explain many challenges women are facing in Pakistan. In 2012, UNESCO stated that Pakistan showed the least progress in the region educating low-income girls. A global report shows that Pakistani women face the world's worst inequality in access to health care, education and work. It reports that 13% increase in violence against women in the year 2009. Rape, gang-rape, domestic violence, forced/child marriages, honor killing (Karo Kari) and Vani (exchange of women in settling the disputes), and are some examples of women's rights violations that have occurred in Pakistan. The annual Gender Gap Index by the Geneva-based World Economic Forum recently released has showed that Pakistan ranked 141 out of 142, second to last in global gender equality.ⁱⁱⁱ

To monitor, map and advocate greater gender equality in humanitarian action, UN Women convenes Gender Task Force at four locations in Pakistan, AJ&K, Baluchistan, Khyber Pakhtunkhwa and Islamabad. UNOCHA (Office for the Coordination of Humanitarian Affairs) coordinates the task force with Co-chair role by the NDMA (National Disaster Management Authority) Gender and Child Cell (GCC) program manager, as a mechanism for humanitarian policy and technical advice to the Humanitarian country team. Pakistani civil society has produced a significant number of big and small, courageous NGOs, which work to improve Pakistani women's global situation and particularly to prevent violence against women.

4.1. Government Structure on Women's Development (Activities & Projects)

4.1.1 Federal Government.

Owing to the international commitment of the government as well as pressure from the civil society and the donor community, there has been an increasing focus on women's rights and gender equality in Pakistan. Accordingly a gradual shift has been seen towards increased awareness and a more conducive environment for addressing gender issues. Since the late 1990s, the government of Pakistan has adopted a two-pronged strategy in promoting gender equality. In addition to establishing gender machinery and adopting measures to improve women's development and rights, the government aims at mainstreaming gender in all sectors of government. The inclusion of gender into the Poverty Reduction Strategy processes, various initiatives to mainstream gender in the line ministries and departments, and the introduction of gender analysis and gender responsive planning and budgeting within the various sectors are all elements of this effort.

Initially Ministry of Women Development and now after 18th constitutional amendment, more powerful National Commission on the Status of Women (NCSW) is steering the effort with following modes of functions:-

- Matters relating to formulation of public policies and laws to meet special needs of women.
- Registration of and assistance to women organizations.

- Promotion and undertaking projects for provision of special facilities for women.
- Promotion and undertaking research on the conditions and problems of women.
- Pakistan's representation in international organizations dealing with the problems of women and bilateral contacts with other countries.
- Matters relating to equality of opportunity in education and employment, and full participation of women in all spheres of national life.

Pakistan has developed a number of policies and initiatives to advance the work of women's rights and gender equality. The National Plan of Action (1998)^{iv} and the National Policy for the Development and Empowerment of Women (2002)^v both aim to remove inequalities between men and women in all sectors of development as well as promoting equal access of women to all services. The Gender Reform Action Plan (GRAP) of 2005^{vi} at federal and provincial levels has been one of the projects demonstrating the government's commitment to gender equality, GRAP is mandated to undertake a coherent gender reform agenda with particular focus on gender mainstreaming in the following key areas;

- Political Participation.
- Institutional Restructuring.
- Public Sector Employment.
- Policy, Budgeting and Public Expenditure Mechanisms.
- Capacity Building Interventions.

In August 2003 United Nations Development Programme (UNDP) signed a five-year programme entitled Gender Support Programme (GSP) with the Government of Pakistan as a step towards eradicating poverty in Pakistan through gender-responsive governance and a rights-based approach to sustainable human development. It was envisaged to provide coherent programmatic assistance to the Government of Pakistan in the areas of gender related policy analysis and coordination, capacity development, cutting edge research, and awareness rising in order to address gender inequality. Relevant projects were to be identified and supported under four pillars: political participation; gender mainstreaming and institutional strengthening; and socio economic development. During GSP's seven-year lifetime following 11 projects were implemented.

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a. Political Participation

- Gender Based Governance systems project (GBG).
- Women Political School (WPS).

b. Gender Mainstreaming and Institutional Strengthening

- Gender Justice through Musalihat Anjuman project (GJTMAP).
- Gender Justice and Protection Project (GJP).
- Gender Responsive Budgeting Initiative (GRBI).
- National and International Commitments on Gender and Poverty Project (NICGAP).
- Gender Mainstreaming in Planning & Development (GMP&DD).
- Institutional Strengthening of National Commission on Status of Women (NCSW).

Socio Economic Development

Gender Promotion in the Garment Sector through Skills Development (GENPROM).

- Community Empowerment through Livestock and Credit Project (CELDAC).
- Women's Access to Capital and Technology (WACT).

4.1.2. Punjab

In Punjab, “The Protection of Women Against Violence Bill 2015” became a law in February 2016. The law declares physical violence, abusive language, stalking, cyber crimes, sexual violence, psychological and emotional abuse against women a crime in Punjab. The bill, passed by the Punjab Assembly, features redress for female victims of violence, criminalizes all forms of violence against women and provides them with special centers, which remove the bureaucratic hurdles that complicate a woman’s access to justice. A toll-free universal access number (UAN) will be launched to receive complaints while district protection committees will be established to investigate complaints filed by women. Centers will also be set up for reconciliation and resolution of disputes. Protection officers will be liable to inform the defendant whenever a complaint is received. Offering resistance to protection officers will be punishable by up to six months imprisonment and a fine of up to Rs 500, 000. Once a complaint is received, it will be updated into a database, which will soon be set up. Filing a false complaint or leveling false accusations can be punishable by up to three months in jail and/or a fine of Rs 50, 000 to Rs 200,000. Defendants will not be allowed to apply for an arms license or procure weapons, whereas weapons already registered in their name will have to be submitted with the court. Women Development Department was established on April 4, 2012 under “Punjab Women Empowerment Package 2012 (PWEP)”. This policy document comprises multiple reforms in legal, administrative and institutional spheres while providing new initiatives to safeguard women’s rights and is expected to transform the socio-economic status of women by expanding opportunities available to them. The newest self-contained administrative unit in the Punjab Secretariat, Women Development Department is mandated to lead the province towards Women Empowerment and Gender Equity following PWEP. Specific functions and responsibilities have been assigned to the department through amendments in Punjab Government Rules of Business, 2011. Legislation undertaken by the Punjab Government includes Women Development Department (WDD) Bill 2012, The Punjab Commission on the Status of Women (PCSW) Bill 2013 and Punjab Protection against Harassment of Women at Workplace (Amend Bill) 2012 to establish a Women Ombudsperson. Various projects undertaken are: -

- a. Public Sector Employment.
- b. Distribution of poultry & cattle among rural women.
- c. Punjab Skills Development Fund (PSDF).
- d. Harassment awareness volunteer program.
- e. Women Entrepreneurs.
- f. Amendment in Inheritance Laws.
- g. Advocacy & Capacity Building.
- h. CEDAW Provincial Committee (CPC).

4.1.3. Sindh.

A Women Development Cell was established in the Planning & Development Department, Government of Sindh in 1979. The objectives of this cell were to address women’s issues through an institutionalized system in planning and development of Sindh. The cell underwent evolutionary process till it was merged into Women Development Department in 2011.

The department undertook number of projects that is shown in following table (Women development and Empowerment, Annual Plan 2012-2013).

Table 1: Women`s Development & Empowerment Projects in Sindh

Sub-sector	Project	Target	Achievement
Reforms	1	Mainstream gender at all levels of governance structure through institutional, policy and political reforms	Project institutionalized within overall provincial frame work
Micro Credit	1	2,700 women	639 women
Skill Training	4	4,000 women	4,000 women
Family Protection, Rehabilitation & Crises Centers	5	5,500 women	3,969 women
Health Care	1	Construction of 10 Bashalanis in Kalash Valley	2 Bashalanis completed
Mobility Support	6	10 Buses	10 provided
Awareness Raising	2	200 Women	2100 women

4.1.4. Balochistan.

Balochistan Government created a separate and independent Women Development Department on 3rd of November 2009 by way of bifurcation of then Social Welfare and Women Development Department. In the past as well, Women`s Development remained an independent entity. In 1995 it was merged with the Social Welfare Department. At present, the Women Development Department is functioning at Secretariat and Directorate level as well, to look after the women related issues at the grass root level by way of planning, and keeping liaison with various NGOs, National and International Agencies involved in the uplift and development women in the Province. Women Development Department is also responsible for the implementation of National Plan of Action for Women and various provisions of CEDAW, which is mandatory obligation for Pakistan. The Government of Balochistan have made following achievements.^{viii}

- a. Women development sector first time included in the PSDP 2005-2006.
- b. Notification of Social Welfare Directorate for uplift of women in Balochistan.
- c. Cell in directorate of Social Welfare Women Development to streamline gender disaggregated data at grass root level.
- d. Workshop / Seminars for awareness organized on 12 chapters of NPA / CEDAW at district level.
- e. NPA Unit has been established in the women development section to overlook NPA activities in the Province.
- f. Independent Women University has been established to provide equal opportunities to girls to avoid social / cultural influences.
- g. Separate Women Polytechnic Institute has also been established to provide trainings to girls in technical fields.
- h. Implementation of GRAP in progress and study conducted by the Social Welfare Department on honor killing.
- i. UNDP has funded project on “Women Political School”.
- j. Cultural festival organized by Social Welfare Department to invite women master craft from 20 districts to

display their products for women economic empowerment.

- k. The Federal grant of Rs. 100 Million received for uplift and women empowerment of this province.
- l. District Resource Centers were established at Quetta and Jaffrabad funded by MOWD Islamabad.
- m. Establishment of Women Centers at Quetta, Sibi and Khuzdar.

4.1.5. Khyber Pakhtunkhwa. (KP)

After the devolution of powers, Govt. of KPK established Ministry of Social Welfare and Women Development. Besides many plans and projects, Gender Reform Action Plan (GRAP) with objectives to promote gender enabling environment in the public as well as at society level, to revise and redirect rules of business of public sector organizations in line with gender parity, to promote women participation in polices as well as in public services and to sensitize all public sectors policies making bodies and operations to allocate funds for gender equality in their respective sectors. The GRAP also envisages protecting working women both in the public and private sectors, extending legal awareness and support to the needy women folk in the province. Other objectives of GRAP includes monitoring gender disparity in the province, build capacity of the gender cell in the ministry officers and MPAs and establish Gender Studies Departments in universities in Khyber Pakhtunkhwa. Some of the achievement of KPK Govt. despite hurdles includes ^{ix}

- a. A methodology was devised by deputing Social Welfare Officers as District Officers (Social Welfare & Community Development) in all the 24 districts of the province.
- b. Social Welfare services have been posted to rest of the 7 districts (Shangla, Upper Dir, Kohistan, Hangu, Tank and Battagram) of the province where District Offices have been established for the purpose under the Devolution plan.
- c. A Planning Officer is now in place & preparing developmental plans for the department.
- d. To streamline / coordinate activities pertaining to women & children, Women Development Wing of Population Welfare Department was detached and attached with Social Welfare Department.
- e. An Institutional Reform Cell has been established in Directorate of Social Welfare & Women Development under the Institutional Reform Strategies, sponsored by Asian Development Bank through P&D Department. The main aim of the Cell is to study the existing organizational setup / functions of the department and to recommend the essential reforms therein.
- f. Increase in the number of students in Special Education Institutions and Industrial training centers.
- g. Posts of 39 Social Welfare Officers upgraded from BPS-16 to BPS-17 in order to motivate them to perform their functions with zeal & enthusiasm and also bring their posts at par with other district departments.
- h. The surveys under taken include street children, aging persons and welfare homes.
- i. De-registered 365 dormant / dead NGOs as per Governor's directives. The aim is to convey a message to those CBOs/NGOs that these would get benefits from the government institutions & donor agencies.
- j. Shifted Welfare Homes, Charsadda and Nowshera to Kohat and Abbotabad to avoid duplication of services and availability at places where these were not available.
- k. All the Social Welfare & Special education institutions are now working under supervision & control of District Officers in line with devolution plan facilitating execution of administrative / financial powers at district level.
- l. Deserving Widows and Special Persons Welfare Foundation Act, 2014 . Establishment of the Office of Ombudsmen under the Protection against Harassment of Women at Workplace Act, 2010

n. Establishment of District Committees on the Status of Women.

4.1.6. Gilgit-Baltistan. (GB)

Education, Social Welfare and Women Development Ministry takes care of women development in GB. The ministry has under taken numerous projects and plans like women empowerment through higher education. The scheme of higher education through the Aga Khan Development Network (AKDN) in Gilgit-Baltistan has transferred the real economic power to the hands of women and has considerably reduced their dependence on men. While this may be true for Gilgit, Hunza, Gizer and Skardu Districts, the remote districts like Astore, Diamer and Ghanche are much behind the target. Infact, AKDN has played a pivotal role in GB.

4.1.7. Azad Jammu and Kashmir. (AJK)

Ministry of Social Welfare and Women Development takes care of women development in Azad Kashmir and it has taken numerous projects for women development. Ministry believes women need to be empowered through education and financial independence, yet feels strongly that women need to do so while balancing their cultural values with emancipation. Livestock, floral culture, horticulture and agriculture are the fields where women can be economically empowered by providing small loans.

4.1.8. Federally Administrated Tribal Areas (FATA)

To identify, analyze and prioritize training needs for FATA women, Women Skills Development Centers (WSDC) in FATA have been established. The project objectives are as listed below: -

- a. Meet training needs by arranging training and skill upgrading to prepare them for gainful employment or setting up small businesses.
- b. Develop, validate and determine training standards and curriculum contents based on employment and market need analysis to ensure qualitative and relevant/need based training.
- c. Provide productive link between WSDCs and regional and local markets.
- d. To encourage and facilitate FATA women in setting up their own enterprises.
- e. To diversify the training by non-traditional trades.

4.2. Gender Task Force (GTF) in Pakistan.

In Pakistan Gender Task Force (GTF) co led by UNWOMEN and UNFPA, is reporting to the Humanitarian Country Team (HCT) and functions as an overarching institutional mechanism that has a policy and advocacy (interagency and multi-sector) role for gender mainstreaming into the clusters. It identifies specific gender equality issues related to humanitarian action, and response. 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).

4.2.1. Organizational Structure.

As explained above, UN has intensified its effort to support the development of women in Pakistan after the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted in 1979. The organization structure of agencies/NGOs working in GTF in Pakistan is as under:

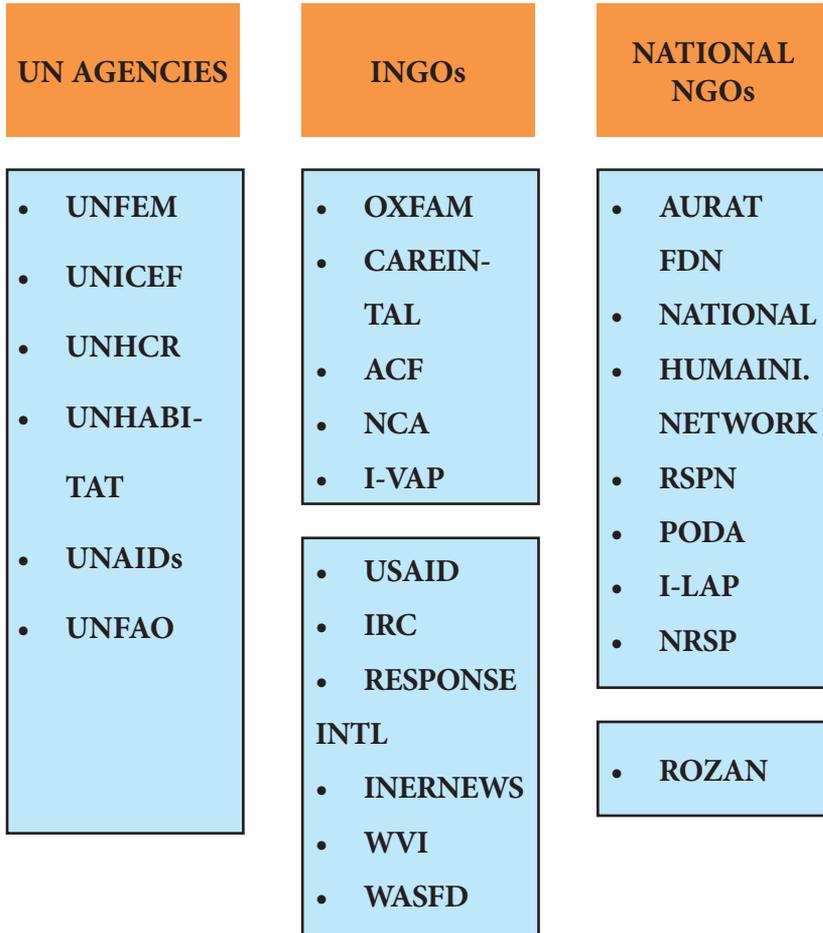


Table 2: Matrix of National and International NGOs Projects in GTF

Organization Name *	Registration Detail	Project Title	Project Scope	District/Tehsil/Province of Implementation	Key Achievements	Best Practices/Model
UNWOMEN www.unwomen.org Plot 5-11, Sector G-4 Diplomatic enclave, Islamabad, Pakistan Telephone: +92 51 260—0981 to 84 260—0981 to 84 Fax: +92 51 260-0985	UN	Pilot grass root support programmes with the International Labour Organization for Home Base Workers, Advocacy for CEDAW, Rapid Gender Assessment to document the impact of floods on women and girls	Women rights and Governance, Women economic development, Preventing violence against women and girls, Women leadership in DRR and DM, strengthening one UN Coordination on Gender equality HIV/AIDS Response for Gender	Sindh, KPK, Balochistan, Punjab, GB, AJK	Support Govt. on implementation of CEDAW, Women and Human Rights, Empowerment and Home Based workers	Media and Gender sensitization Training material, Learning and resource Kit for Gender -Women and Peace programme, Ethical Journalism and Media house Policy Books, UN WOMEN Master Class Training Manual Provided psychosocial support to women and girls in Sindh and Punjab facing violence in their communities UN Women also works towards the implementation of the National Action Plan and training of peacekeepers
The United Nations Children's Fund (UNICEF) http://www.unicef.org/pk Street 5, Diplomatic enclave Sector G-5, Islamabad, Pakistan Telephone: +92 512097700 Fax: +92 512097799	UN	CERF funded projects in Pakistan	-Health and nutrition -Expanded programme of immunization -Polio eradication -Education -Child protection -Water and sanitation Humanitarian services	All across Pakistan	Have undertaken no. of projects since its operations in country	UNICEF support the Government to improve MNCH related health outcomes and achieve the targets
UN-HABITAT UN-HABITAT Pakistan 5 th Floor Serena	UN	Pak Settlement Flood Rec project,	Skill Development for IDPs,	Most projects completed in coordination	30000 shelters built in 4 provinces,	Skill Development for IDPs, Improve Decision making

* Personal Communication and Interviews with the Identified Organizations.

<p>Business Complex, Khayaban-e-Suherwardy, Islamabad, 44000 Pakistan. Telephone:+92 51 835 7358</p> <p>Mailbox@unhabitat.org.pk</p>		<p>Primary School Re-construction at Mzd, Human Information and coordination, Transition Shelter for Balochistan (Victims of EQ)</p>	<p>Improve Decision making</p>	<p>with NDMA</p>	<p>67000 families assisted for positive Hygiene, Community infrastructure development in 16 District</p>	<p>Donor USAID and Partner PHF</p>
<p>United Nation High Commission for Refugees (UNHCR) Quid-e –Azam University Road, Diplomatic Enclave, G 4/2, P.O. Box 1263, Islamabad, Pakistan Tel: 051 2600 860-5 Fax: 051 2600866-7 pakis@unhcr.org</p>	<p>UN</p>	<p>Registration and settlement of Afghan Refugees in Pakistan, RAHA for refugee to settle, Assist 1 million IDPs of FATA and Swat</p>	<p>Work in close coordination with Govt., partners and communities</p>	<p>KPK , Balochistan, Sindh, Punjab and ICT Work in close coordination NDMA/PDMA/DMA for development of resilience communities and DRR</p>	<p>UNHCR with the Govt. of Pakistan looked after approx. 5 million Afghan refugees and 2.1 million IDPs of military operations, flood affected and EQ victims Publications: Protecting Refugees & Role of UHHCR, Preventing and reducing Statelessness, Jan 2014, Convention Relating to the Status of Stateless Persons</p>	<p>Development of resilience communities and DRR</p>
<p>United Nation Development Programme (UNDP) 4th Floor Serena Business Complex Khayaban-e-Suherwardy, Islamabad, Pakistan. Tel: +92 51 835 5600 Communication.pk@undp.org</p>	<p>UN</p>		<p>Work with Govt. and people on local solution to development challenges, Partner in achievement of MDGs, Support Govt. in formulations of development policies</p>	<p>All across Pakistan</p>	<p>Provincial coordination and visioning workshop by GCC NDMA, Gender Thematic group meeting at NDMA, Establishment of 4 GCC at PDMA's (2012) Child protection Policy for separated, unaccompanied and missing children in emergencies,</p>	<p>Work with Govt. on local solution to development challenges Main Publications: Human Development Reports, MDGs, SDGs, Democratic Governance and peace building, Climate and Disaster resilience</p>

			and their effective implementation, DRR, Help improve environment and Climate Change impacts, Enhance capacity building of institutions		Organize consultative workshop with GCC cell NDMA	
United Nation Population Fund (UNFPA) Serena Business Complex 2nd Level G-5/1 Islamabad, Pakistan. Tel: +92 51 8355600 Fax: +92 51 8355966 http://www.unfpa.org	UN	UNFPA CP 8 (2013-2017) Policy advocacy and national capacity development, UNFPA helps to accelerate progress on MDG5 for a quality and increased coverage of reproductive health and family planning services. UNFPA also supports the strengthening of data collection and analysis related to population issues Integrated SRH services	Sexual and Reproductive Health, Human rights and Gender Equality, Gender Based Violence, Young People and Population matters	All across Pakistan	UNFPA together with its NGO partner the Network for Human and Social Development responds to needs of 36,000 pregnant women displaced in Pakistan, Integrated SRH services	UNFPA partners with governments, civil society and other agencies to advance its mission Empowering individuals and Governments, Advocate for action, Partnerships (e.g. GCC NDMA, Population Council, IPS Pakistan) Publications: -State of World Population 2015 Shelter From The Storm – A transformative agenda for women and girls in a crisis-prone world -Adolescent Boys and Young Men -Essential Service Package for Women and girls Subject to violence
United Nation World Food Programme (UN WFP) Plot no. 1 Diplomatic Enclave, G-5	UN		Reaching and providing resources for	Regional offices: Peshawar, Karachi, Quetta, Lahore, District:	WFP set up 8 emergency response WH at cost of US\$ 17 M in coordination	WFP work with Govt. and partners Publications: Food in an uncertain future (2015)

<p>Islamabad, Pakistan. Tel: +92 51 8312000 Fax: +92 51 8438251</p>			<p>overcoming malnutrition and food insecurities among masses</p>	<p>Muzafargarh, Muzaffarabad, Gilgit, Peshawar, Quetta, Hyderabad, Karachi and Lahore</p>	<p>with NDMA/PDMA at Muzaffarabad, Lahore, Sukkur, Hyderabad, Quetta and Gilgit</p>	<p>Food insecurities and Climate Change Map (2015) WFP corporate partnership Strategy (2014-2017)</p> <p>Donors; Japan, Australia, Canada, Denmark, Netherland and USA</p>
<p>World Health Organization (WHO) National Institute of Health, Park road Chak Shahzad Islamabad, Pakistan. Tel: +92 51 925 5077 Fax: +92 51 925 5083 www.who.int</p>	<p>UN</p>		<p>Health Policy and system development, Communicable Disease control, Improving Health of Women and Children</p>	<p>Health System Strengthening, Policy Support</p>	<p>All across Pakistan</p>	<p>Health System Strengthening, Policy Support</p>
<p>ROZAN Plot no. 11, Street no. 15 APWA Building, G-7/2 Islamabad, Pakistan Tel: +92 51 2890505-7 rozanoffice@gmail.com</p>	<p>NGO Registered in 1998</p>		<p>Emotional and psychological health, gender, violence against women and children, and the psychological and reproductive health of adolescents</p>	<p>All across Pakistan</p>	<p>Rozan acquired the prestigious special consultative status with the United Nation's Economic and Social Council (ECOSOC) It works with -Survivors of violence and other vulnerable groups that reach out for support -Individuals that Rozan recognizes as essential change agents; young people, state duty bearers and civil society actors. -Collectives such</p>	<p>Aangan (Children and Youth's programme) Zeest (Women's programme) Rabta (Police Training Programme) Humqadam (Men's programme) Two support units work alongside programmes Rozan Helpline Munsalik</p>

					as local communities and local state apparatus	
Society for the Advancement of Community, Health, Education and Training (SACHET) SACHET Pakistan, Al-Babar Center, Park Road, F-8 Markaz, Islamabad Pakistan. 44000 Tel: 0092-51-2254933, 2256799 Fax: 0092 51 2254933 info@sachet.org.pk	NGO	Society for the Advancement of Community, Health, Education and Training	Human development, which covers different dimensions of socio-economic progress	All across Pakistan		Partnership with community, public & civic society organization, to develop a society based on three core values of sustainable human development- self esteem, freedom of choice and tolerance
		Active Citizen Program	Youth, Social Action Projects Rawalpindi, Attock, Islamabad (2014-15) BRITISH COUNCIL			
		Gender Equity Programme	Women Empowerment Lahore, Sargodha, Khushab, Mandibahauddin, Chakwal, Rawalpindi Nov 2012 to July 2013 (USAID)			
		RHIA (Reproductive Health Initiative with Adolescents)	Adolescents Reproductive Health -Bari Imam, Islamabad Nov 2011 to May 2012 -Chakwal District June 2008 to June 2011 Plan International			
		Gender Equity Programme	Women Empowerment Rawalpindi, Attock, Chakwal, Jehlum, Khushab, Mandibahauddin, Mianwali, Bhakar, Sargodha, Gujrat Nov 2011 to May 2012 USAID			
		Waseel-e-Sehat, Benazir Income Support Program	Benazir Sehat Card, Communication and Distribution Campaign Faisalabad May 2012 to September 2012 GIZ			
		SACHET Community Development Program	Health, Education Islamabad Oct 1999 to June 2006 SACHET Endowment			
BEDARI www.bedari.org.pk	NGO	Protection and promotion of womens' and girls' human	Bedari focuses on areas of violence	All across Pakistan	Promoting equal rights of all (including women, men,	Awakening for Human rights Bedari is a member of the following networks:

5.		rights in Pakistan Gender Program (GEP) Combating Child marriage Girls education Programme Bedari Theatre Programme	against women and education for women		boys and girls) in society through capacity building, education and advocacy	-Child Rights Movement -Ending Violence Against Women and Girls -Mumkin Alliance -Insani Huqooq Ittehad (Human Rights Network) -Alliance against Child Marriages (AACM) -Civil Society Forum Donor: UNDPA
Aurat Foundation (AF) House no. 12, Street no. 12, F-7/2, Islamabad, Pakistan. www.af.org.pk	Organization Established in 1986, as a national, non-profit, non-governmental organization under the Societies' Registration Act 1860		Wide spectrum of women's welfare issues in rural and urban	All across Pakistan	Aurat Foundation is recognized nationally and internationally as one of the leading institutions creating, facilitating and strengthening civil society groups and networks for promoting trust and collaboration among citizens to mobilize public pressure for women's empowerment in the country. Aurat Publication and Information Service Foundation.	Information for women to build their capacity for decision-making and action, and information about women's issues and concerns to decision makers, Capacity building of citizens groups, public authorities and public representatives to support women's participation in decision-making and their activism, as well as to enhance their access to opportunities and facilities at the local and district levels, Advocacy for developing an enabling environment for women's empowerment and part
Aurat Foundation (AF)		Gender Equity Program - GEP (2010-2017).	It is a grant-making programme being implemented in collaboration with the Asia Foundation, funded by USAID for Capacity-building of Pakistani organizations. 400 grants to civil society organizations and governmental gender entities. <ul style="list-style-type: none"> • Women's access to justice and human rights • Women's economic empowerment • Combating gender-based violence 			
Aurat Foundation (AF)		AAWAZ Voice and Accountability Programme (2012-2017).	45 districts across Punjab and Khyber Pakhtunkhwa provinces by Aurat Foundation, SAP-Pk, SPO and Sungi Development Foundation.			
Aurat Foundation (AF)		Social Mobilisation - Waseela-e-	Financial assistance by DFID, AF is undertaking child enrollment campaign under Waseela-e-Taleem component of BISP in 32 districts.			

		Taleem - BISP (2012-2016)	
Aurat Foundation (AF)		Policy and Data Monitor on Violence against Women - PDM-VAW (2011-2016)	the project funded by Trocaire, AF monitors and documents incidents of violence against women and; works towards pushing them higher in priority on the agendas of major political parties and decision-making bodies.
Aurat Foundation (AF)		Leverage in social transformation of elected nominees of elected nominees - LISTEN (July 2013- June 2017)	Leverage in social transformation of elected nominees project aims to promote active citizenship among 1200 women and youth in 30 targeted districts by building their capacities to strengthen women voices through dialogue and engagement with, and oversight of the elected provincial and national assembly representatives This project is implementing in the 30 districts of Pakistan i.e. 15 districts of Punjab, 9 districts of Sindh, 3 districts of KP and 3 districts of Balochistan.
Aurat Foundation (AF)		Institutional Capacity Strengthening of Women Development Department, Punjab (September 2015 – March 2016)	This project is designed to facilitate a process that leads to women empowerment while exploring the possible modes for carrying out some reinforcing initiatives to collaborate with the Women Development Department of Government of Punjab. It is funded by Oxfam Pakistan to conduct situational analysis and need assessment on capacity building needs, develop road map-women empowerment initiative 2016, implementation strategy for WDD, provision of human resources and institutional capacity / resources for WDD, training at district level of relevant institutions to strengthen existing mechanism in Muzafargarh district.
Oxfam Oxfam Pakistan street 10, E-7 Islamabad, Pakistan www.oxfam.org	NGO		It is a movement of millions of people, all working towards one goal - an end to poverty for everyone.
Oxfam		Women's Empowerment in Pakistan	Impact evaluation of the empowering small-scale producers in the dairy sector project. Evaluation identified 18 indicators associated with empowerment in the dairy sector in South Punjab and employs a multidimensional measure aggregating them in one composite index. Effectiveness Review Series 2014-15. The project's overall objective is to improve livelihoods opportunities, increasing income and employment, as well as improving women's empowerment by improving their economic leadership in the dairy sector. Oxfam GB implemented the project activities in conjunction with Doaba Foundation, a local partner organization.
Oxfam		Gender and building homes in disaster in Sindh Pakistan	Sindh was the worst affected province during 2010-11 floods, where people already living with chronic poverty and accompanying vulnerability. Women, elderly people, minority groups, differently abled people, and children were among those hit hardest. This study examines and evaluates the gender aspects of the early recovery housing/one-two-room shelters provided by humanitarian organisations to replace destroyed houses in two districts (Dadu and Thatta) of Sindh Province.
Oxfam		Why 'We Can' make a difference in	"We Can" projects in South Punjab. Oxfam's 'change makers' play a major role in filling that gap. They challenge existing norms - person-to-person, villager-to-villager. When a single man learns a different way of behaving - and the violence stops - he soon sees how much better his relationship can be with his wife and

		Pakistan.	how he starts to value his daughter more. Before long he shares his experience with his friends in the village and they listen. That is how real change happens.			
Oxfam		Harnessing local activism - the impact of Women Leader Groups in Pakistan	Gender and Governance Oxfam GB and AF are trying to bridge this gap via a Raising Her Voice (RHV) programme that harnesses the talents of community activists and women leaders (WL). Women Leader Groups also map and increase awareness of access to existing local resources - including the Benazir Income Support Programme, Zakat committee social welfare grants and little-known statutory maternity leave grants			
Oxfam		How livelihoods were saved in Pakistan's 2010 floods	Oxfam had a number of long-term initiatives in Pakistan. One of these was the Community-based Disaster Risk Management and Livelihoods (CBDRML) Programme (2008-12), co-funded by the European Commission and implemented by partner organizations in four districts. Every year Oxfam undertakes rigorous evaluations of a sample of its programmes worldwide and publishes the resulting effectiveness reviews on the Policy & Practice website. Recent research shows just how effective this was in preparing people for the extreme floods of 2010.			
Oxfam		Women's Economic Leadership in Asia:	A review of WEL programming			
Oxfam		Excreta Disposal in Emergencies.	A field study includes resources, equipment, catalogue including water and sanitation.			
Oxfam		Gender and DRR: Raising awareness developing skills	Oxfam and NDMA support the advocacy on the issue of women's significant position in DRR through a radio talk show on Women and Girls: the inVisible Force of Resilience			
National Rural Support Programme (NRSP) 46 Agha Khan Road, F-6/4, Islamabad, Pakistan Info@nrsp.org.pk	It is a not for profit organization registered under Section 42 of Companies, Established in 1991.		NRSP's mandate is to alleviate poverty by harnessing people's potential and undertake development activities in Pakistan	61 Districts in all the four Provinces including Azad Jammu and Kashmir through Regional Offices and Field Offices.	NRSP is currently working with more than 2.9 million poor households organized into a network of 181,201 Community Organizations.	With sustained incremental growth, poverty reduction and rural development. Key Donors: WFP, UNDP, UNHCR, USAID, Diakone, DFID, UNICEF, Plan International, ILO, PPAF, UNOCHA, GOVT. OF Pakistan, Rotary etc,
NRSP		Gender and Development	<ul style="list-style-type: none"> Working to alleviate rural poverty and harness people's potential to help them is addressing issues pertaining specifically to women. NRSP is engaged in increasing women's 'voice' and representation in their communities, villages and Union Councils and increasing their involvement of profitable economic activities. This is achieved through ensuring that women participate in Community Organisations, Village Organisations and Local Support Organizations and through 			

			<p>microfinance, asset transfers in their names and the provision of vocational trainings. NRSP's Gender and Development sector is involved in addressing these and other issues, across the spectrum of Social Mobilisation activities and in discrete projects.</p> <ul style="list-style-type: none"> • Gender Mainstreaming Policy in 2004. • Strengthen the capacities of Gender Focal Persons in the Rural Support Programmes. The programme was supported by the Rural Support programmes Network. South Asian and Pakistani gender experts developed and implemented the process • In 2011 NRSP adopted the AASHA Code of Conduct that identifies and addresses sexual harassment in the workplace. • Gender and Development section trained members of the Provincial Government, project staff and LSOs on gender awareness, women's rights issues, and gender budgeting • Gender and Development section also undertook regular project reviews and screened project proposals (both for NRSP and as a Gender Task Force member of UNOCHA, NDMA, and UN Women) and work for collecting information from a gender perspective. • The Gender Department collaborated with Pakistan Social Association to enable young women to create websites for their businesses and to improve their marketing strategies. • Participated in Gender Related Campaigns and Alliances to address violence against women, and added gender perspectives to disaster related proposals, initiatives and Gender and Child Protection policies, both nationally and internationally.
NRSP		Baseline for Gauging Women's Empowerment	<ul style="list-style-type: none"> • Gender experts applied the 'Gender Action Learning System' in Sukkur (Sindh). • The feedback from residents of 25 villages of Sindh and southern Punjab highlighted the fact that the most disempowered woman is the one who is a victim of Gender Based Violence. • To promote economic development in Badin and Thatta (Sindh). Increasing the Voice of Women in the Sindh Coastal Community Development' by means of the Gender Action Learning Systems training.(2009 to 2013). • Gender Analysis of the Union Council Based Poverty Reduction Project. The project has developed a comprehensive gender strategy to ensure the inclusion and active participation of women in decision-making. Women Social Organisers have formed women-only COs. Improvement was seen in women participants' confidence, willingness to speak, and awareness.
NRSP		Empowering Women Through Income	<p>Highly innovative 2-year programme:</p> <ul style="list-style-type: none"> • Link interventions to the Poverty Scorecard • Major programme in which all interventions were carried out by women

		Generation: the 'Union Council Based Poverty Reduction Programme' (Mianwali, Punjab)	
NRSP		Advocacy and Campaigns	Supporting legislative reform that strengthens women's rights Join hands with National Commission for the Status of Women in a project to End Honor Crimes
Rural Support Programmes Network (RSPN)	Operating since 2000	The Rural Support Programmes Network (RSPN) is the largest development network of Pakistan.	<ul style="list-style-type: none"> • RSPN outreach to over 40 million rural Pakistanis. It consists of 12 member Rural Support Programmes (RSPs) that espouse a common approach to rural development: social mobilisation. • Gender and Development (GAD) section of RSPN provides support to RSPs to ensure gender equality and mainstreaming in their organizational structures, programmes and projects. • Hosts RSPs' Gender Resource Group (GRG) and advocacy activities for gender mainstreaming and to seek opportunities to take forward the GAD agenda. New gender related initiatives. • GRG is a platform through which new policies, laws, campaigns and interventions shared amongst RSPs. • RSPs are using these Community Resource Persons (CRPs) for gender sensitization and mainstreaming awareness raising at the local level through the network of Community Organisations (CO), Village Organisations (VO) and Local Support Organisations (LSO). • RSPN also supported female staff members of RSPs to participate in different national and international capacity building courses. • Socioeconomic empowerment of rural women through the Community Investment Fund (CIF) • EU-RSPN: Sindh Union Council and Community Economic Strengthening Support Programme Donors: USAID, American Pakistan Foundation, WFP, UNHCR, GIZ, DFID
Interfaith League Against Poverty (I-LAP) House no.2, street no. 55, F-8/4, Islamabad, Pakistan. Tel: +92 51 2855980/51 28 55 982 www.ilappk.org	NGO established in 2004 and registered under the Voluntary Social Welfare Agencies Ordinance 1961.		<p>Promote interfaith harmony & peace, reduce religious extremism, encourage equality on the basis of humanity and ensure respect for all religions around the</p> <p>Head Office is based at Islamabad Regional Office in District Lahore, Punjab Province. I-LAP has worked extensively in Districts Mansehra, Balakot and Swabi, KP Province;</p> <p>I-LAP was certified by the Pakistan Center for Philanthropy (PCP) for its outstanding performance in the areas of Internal Governance, Financial Management and Programme</p> <p>Advocacy and Lobbying Provides Humanitarian Assistance and sustainable climatic resilient community development projects. Emergency Response</p>

			world	Districts Turbet and Gwader, Baluchistan Province Districts Rahim Yar Khan, and Khan Bela, Punjab Province; Districts Tando Muhammad Khan, Badin and Tharparker, Sindh Province	Delivery Tax exemption status from Federal Board of Revenue (FBR). I-LAP is a member organisation of International Network of Museums for Peace. Humanitarian Assistance/Disaster Response:Flood Response-District Jhang-2014 Drought: Emergency Food Aid to Drought Affected Families in District Tharparkar	
Potohar Organization for Development Advocacy (PODA) House no. 33-B Street 16, Islamabad, Pakistan Tel: +92 51 2650554 info@poda.org.pk	NGO Operating since 2003)		PODA is a women's rights NGO working for the promotion and protection of human rights PODA's facilitate the empowerment of marginalized rural communities, children, women and youth	Rural areas of Pakistan since 2003.	Women's Rights Advocacy & Education program Advocates for improving women's social, economic Child right to education programme	Through formal and non-formal education, legal empowerment and human rights advocacy to build a locally democratic and globally peaceful society. Donors: UN Women, NCSW, Teachers without Borders (TWB) and Care International
PODA		PODA designs, implements	Currently PODA is implementing the following projects. • Girls Education Movement (GEM)			

		and monitors and evaluates projects in all parts of Pakistan for the promotion and protection of Children's " Right to Education " .	<ul style="list-style-type: none"> • Early Childhood Education Centers • Drop-in-Center for Street Children • Right to Play for Rural Children • Promoting Youth Development For Empowerment & Participation in Development 			
PODA		Women's Rights Advocacy & Education	<p>Creates awareness about existing laws that promote and protect women's rights in Pakistan and advocates for improving women's social, economic and legal status in the society. The program works with women in all parts of Pakistan and organizes The current projects under this program are:</p> <ul style="list-style-type: none"> • Annual Conference of Rural Women Day in Pakistan • Ending Violence Against Women (EVAW) and Girls. • Organizing Rural Women Farmers for Livelihoods Development • Solidarity Campaigns for Women's Human Rights 			
Action Against Hunger (ACF) House no. 4, Street 38, F 8/1, Islamabad Tel: 0092-51-2250212 www.actionagainsthunger.org/countries/asia/pakistan	International NGO (INGO) Working since 1978 Key Donors: ECHO, EC, Royal Norwegian Embassy (RNE)SIDA, ERF, DFID	Emergency response	Responded to both emergencies while continuing existing programmes in nutrition, food security and water and sanitation.	Head Office Islamabad Programs in nutrition, food security and water and sanitation across Pakistan. Emergency response in Northwest Pakistan to neighboring provinces, including Khyber Pakhtunkhwa (KP).	Efforts save hundreds of thousands of lives each year Improved access to water and sanitation, nutrition treatment, food security and livelihoods, and cash for work programs	Approach in the country is holistic, integrating the prevention and treatment of severe malnutrition with food security and livelihoods programmes designed to ensure access to food and income for the long term. Responses to both emergencies while maintaining prior programs in nutrition, food security and water and sanitation across Pakistan.
Focus Humanitarian Assistance (Focus) Serena Business Complex Khayaban-e-Suharwardy Islamabad PAKISTAN Working Tel: +92 51 2072500 - 30 Fax: +92 51 2072551 www.akdn.org/focus	INGO Private, denominational development organisations. Working since 1998 Donors: core		Affiliate of the AKDN (Provision of emergency relief)	Focus Humanitarian Assistance is an affiliate of the AKDN. GB, Chitral, parts of Sindh and Punjab Province	It helps people in need reduce their dependence on humanitarian aid and facilitates their transition to sustainable self-reliant, long-term development	World-based organization that broadly supports the physical, social, and spiritual health and wellbeing of our world's children Facilitates transition to sustainable self-reliant, long-term development

	funds DFATD, RNE					
International Rescue Committee (IRC)	INGO (1980 in Pakistan)	International Rescue Committee IRC has worked in Pakistan since 1980	Providing emergency relief, health care, education, job training and other essential services in communities affected by conflict and natural disaster.	All over Pakistan	IRC emergency teams aided 230,000 people, treated thousands of the sick and injured, and worked alongside survivors to rebuild their lives.	Work with disaster management authorities and other humanitarian organizations Providing emergency relief, education, and other essential services in communities affected by conflict and natural disaster
International Rescue Committee (IRC)		IDP Vulnerability Assessment and Profiling project (IVAP) International Rescue Committee (IRC) has implemented IVAP since mid-2010. www.ivap.org.pk	Gather data on the location, humanitarian needs and vulnerabilities of people displaced due to the complex emergency in Khyber Pakhtunkhwa (KP) and the Federally Administered Tribal Areas (FATA), Pakistan.	Initially piloted by the United Nations Office for the Coordination of Humanitarian Affairs (OCHA), the International Rescue Committee (IRC) has implemented IVAP since mid-2010.	IVAP is strongly supported by the provincial government and the Humanitarian Regional and Country Teams. IVAP was originally recommended and approved in 2010 by the KP-based Policy and Strategy Meeting (comprised of humanitarian community, government and military). This helps to root IVAP within the humanitarian community, and to increase buy-in and use of the data, simultaneously paving the way to ensuring the sustainability of IVAP by building a pool of staff trained in IVAP surveying in KP.	IVAP is an inter-agency initiative, which has firm commitments in terms of human resources, technical assistance and logistical support from UN, international and national NGOs and Government. Partners: (ACTED, bright future organization, IRC, IOM.OIM, Oxfam, Norwegian Refugee Council (NRC), Unicef, SC, ACF, Help Age International, Care.

<p>National Humanitarian Network (NHN) House no 46, street 15 F-11/2 Islamabad</p>	<p>Network of National NGOs (NNGOs) in Pakistan Since 2010</p>	<p>National Humanitarian Network</p>	<p>Independent and vibrant voice to engage with stakeholders throughout Pakistan for promotion of humanitarian values by influencing policies and building capacities to ensure right based humanitarian response.</p>	<p>Central Executive Committee nationally, with provincial/regional chapters in five provinces (Punjab, Sindh, Baluchistan, Khyber Pakhtunkhwa/FATA, Azad Jammu Kashmir) while Gilgit-Baltistan chapter is in the stage of establishment.</p>	<p>NHN is representing Pakistani Civil Society in Humanitarian Country Team (HCT), Pakistan Humanitarian Forum (PHF), and Accountability Learning Working Group (ALWG) and having significant role in humanitarian architecture in Pakistan. NHN has 167 members across Pakistan and it is open for all national and local organizations engaged in humanitarian assistance or disaster management advocacy Key stakeholders - disaster management authorities, PHF, OCHA and seats at policy and operational forums.</p>	<p>National secretariat disseminates the final updates with NDMA, PHF, UN and various humanitarian forums and stakeholders in Pakistan. Promoting DRR and Humanitarian Principles Humanitarian Advocacy strategy guided by humanitarian principles i.e Humanity, Neutrality, Impartiality Operational Independence by the values of network shared leadership, Inclusiveness, Neutrality, Accountability and Transparency.</p>
<p>World vision Pakistan</p>	<p>INGO</p>	<p>WVI</p>	<p>Longer-term projects on maternal and child health Flood response Malnutrition issues in the flood-affected areas of Punjab and Sindh and a key role in</p>	<p>World Vision has initiated long-term development initiatives in Peshawar, Lower Dir, Rawalpindi, Kasur, Muzaffargarh, Sukkur and Galliat.</p>	<p>World Vision responded to different large scale humanitarian emergencies in Pakistan including the 2005 Earthquake in Khyber Pakhtunkhwa (KPK) and Kashmir, Floods of 2007, 2010, 2011 and 2012 in parts of KPK,</p>	<p>Convert child protection centers into Child Protection Learning Centers, where these children benefit from accelerated learning and integration into formal schooling. Transitioned from delivery of primary health care services to strengthening the primary health care system, repairing & maintaining Basic Health Units (BHU) in flood-affected areas, filling</p>

			assisting under-nourished children		Sindh, Punjab and Balochistan. Twenty-four Child Protection Centers in KPK, Punjab and Sindh Child protection committees In coordination with UNICEF, Community-based Management of Acute Malnutrition sites	material resource gaps and human resource gaps.
Response International (RI)	INGO	RI	Signatory to the ICRC Code of Conduct and conforms to relevant SHERE standards regarding the treatment of refugees & displaced people, minorities, disabled etc	Punjab, Sindh, KPK and Kashmir	RI policy is informed by ICRC Code of Conduct SHERE Standards UN Convention against Torture Bangkok Rules Declaration on the Rights of Disabled Persons	
Response International (RI)		Locked up and forgotten-prevention of torture in prisons FATA Child Health Promotion FATA Mine Action and Victim Assistance FATA Mine Action and Victim Assistance	NWFP, Pakistan			
Response International		WASH	Muzaffargard and Dera Ghazi Khan- Punjab, Thatta , Sindh			

		Permanent Shelter	District Shikarpur, Sindh.			
Care International House no. 10, Street 37 F-8/3 Islamabad Pakistan Tel: +92-51 285 5924-5 Fax: +92 51 285 5926 mail@careinternational.org.pk	INGO Working since 2005 Key Donors: EU, ECHO, DFID, CIDA, IHA, DEC, BMZ, MOFAs of Care		Empowering marginalized women to exercise their rights in formal and informal decision-making process at all levels.	All over Pakistan	Relief, as well as recovery and rehabilitation support to millions of Pakistanis affected by disastrous floods, cyclones, earthquakes, and displacement.	Engage with partners to promote self-help and influence public opinion and practice by bringing together wisdom based on sound analysis and field practice
Care International		MUMKIN (Maaur Maamta kay Liye ik Naveed)	Sexual and Reproductive Health	Kambar Shahdakt District, Sindh	Raising awareness about SRH issues, and improving the target community's access to quality SRH services. Amid various challenges.	CARE employed a two-pronged strategy to achieve the overall objective of addressing sexual and reproductive health (SRH) needs and rights Implementing partners: Takhleeq Foundation (TF) Health and Nutrition Development Society (HANDS)
Care International		Mitigate Sexual and Gender-based Violence (SGBV)	To enhance local capacities of community and state institutions in of to prevent, detect and respond to SGBV cases	Two union councils (UCs) of Quetta District	Prevent, detect and respond to SGBV cases	Awareness raising Advocacy through the ongoing Gender Justice through Musalahit Ajuman Project (GJTMAP) in Baluchistan
Women Association Struggle for Development (WASFD)	NGO	Women Association Struggle for Development	Economic uplift of women in the area	Mardan and Swabi, KPK	Rights for social and economic development	Social organization
CHPS	Centre for Health & Population Studies		Public health teaching and research facility	All over Pakistan	Capacity building, teaching and Research Providing input to the formulation of research	Funding and fundraising for research Lobbying/advocating Conducting research projects Dissemination of results to

					proposal Conduct health research Collecting data for research projects Facilitating access to research participants	other stakeholders, used to inform governments
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5.1.1. Re-appraisal of GTF and its Activities.

The GTF in Pakistan has successfully undertaken various activities to address multi-dimensional issue of GBV since 2009. It is National forum that advised HCT and serve as a link with provincial GHTFs and DMAs through UN Women and UNOCHA offices. There are total of 23 regular members while 7 co-opted members, however, the strength of participating members have been different in each meeting (detail at Annex A). The GTF is working closely with GCC of NDMA since 2011. A total 20 meetings of the representatives and experts have been held at different locations. The summary of the issues discussed /project undertaken in the last 12 meetings are:

- Development and sharing of MIRA as a natural disaster assessment tool.
- TOR on gender mapping and drawing linkages with other alliances.
- Development of SOPs for activities and priorities of GTF during emergency and on- emergency periods and its link to DRR strengthening.
- Value addition and knowledge for gaps in gender specific humanitarian work.
- Development and sharing of Gender Marker and its review.
- GTF support training and enlisting a joint assessment roaster in all provinces.
- Cluster level data analysis, review and suggestion.
- Networking for collaborative capacity building at GTF with OCHA, NDMA, and capacity building project at district with cluster.
- Develop opportunities for women to directly participate in the development and implementation of humanitarian agencies.
- Ensure that monitoring and reporting captures gender specific indicators.
- Need for accurate recording of age, sex aggregated data especially in disaster prone districts. It was noted TDPs casualties data was inaccurate.
- Main streamed gender in trainings and documents.
- Formulation of policies, humanitarian tools and assessments.
- Advocate with Humanitarian Coordination Team:
 - Gender concerns highlighted in the two GTFs.
 - Develop and share a draft of IASC Gender Alert with GTF members and then with HCT.
 - Globally and request fund mobilization by donor / HCT for a RGNA with participation of some GTF members.

6. Analysis

Despite the fact that the government has developed a number of policies and initiatives, implementation continues to be weak and progress slow due to the lack of real interest and commitment over time, as well as insufficient technical and human capacity to translate policy into practice. As a result, Pakistan Government could not achieve desired success in improving the gender inequalities that persist in the country in terms of equal access to basic health and education services as well as resources, opportunities and decision-making powers. Other contributory factors for this low result are illiteracy especially in women, socio-cultural traditions and religious miss-norms. These aspects are more pronounced in far-flung mountainous areas of Khyber Pakhtunkhwa, Gilgit-Baltistan and AJ&K. However, with efforts of GTF members, success achieved in certain areas viz-a-vis challenges as follows:

6.1. Success Factors

- Some work has been done at Government level in gender mainstreaming frameworks, for example CEDAW, ratified in 1996; NPA by Ministry of Women and Development, September 1998. NPDEW by Ministry of Women and Development, 2002; GRAPs- National and Provincial GRAPs (2004); Decentralization Support Program (UNDP-2003); GSP - Gender Support Programme (2003-2008).
- Gender Support Programme (GSP) has been a significant step towards genderresponsive governance in which 11 projects have been executed. However a lot more is required to be done in implementation of these policies/plans.
- OCHA plans^x, indicators, assessment tools like UNAIDS Gender Assessment Tool^{xi}, and gender sensitive humanitarian processes^{xii} which are implementable.
- Capacities of National/Provincial disaster management authorities are better than before with reference to gender sensitivity.
- Success highlighted by NNGOs in their indigenous mechanisms of inclusion of women communities in assessment and design of humanitarian response^{xiii} adoption of gender responsive budgeting,^{xiv} gender analysis and gender assessment of humanitarian projects.^{xv}
- NRSP, ILAP and Oxfam are supporting NDMA for gender mainstreaming in DRR advocacy components. Aurat foundation has implemented some gender mainstreaming projects in humanitarian scenarios in Pakistan.
- National humanitarian network of NNGOs is based on promotion of humanitarian values and rights based response in disasters. IVAP of IRC is another example of vulnerability assessment.
- Media is playing positive role in highlighting GBV issues with advocacy programs.

7. Successful Best Practices Models for adoption in Pakistan

7.1. Checklist for Gender Sensitivity of Relief and Reconstruction (Rozaan, WHO 2006)

Rozaan Pakistan with support of WHO, developed the Checklist for all stakeholders including federal, provincial, and district governments, ERRA, FRC, UN, non-government agencies, and private groups involved in humanitarian (relief, early recovery, reconstruction etc) assistance. It is especially directed towards camp field workers, camp management authorities, heads and members of humanitarian assistance clusters in field hubs. It aims to facilitate gender integration with specific reference to six major areas including Education, Water and sanitation, Protection, Shelter and camp management, Health and nutrition, early recovery and rehabilitation. This checklist must be utilized in humanitarian response for ensuring gender sensitivity.

7.2. IVAP- IDP Vulnerability Assessment and Profiling Project (IRC-2010)

IRC through support of KP provincial government, and the Humanitarian Regional and Country Teams implemented IVAP. Main aim of the project is to gather data on the location, humanitarian needs and vulnerabilities of people displaced due to the complex emergency in KP and FATA. This helps to root IVAP within the humanitarian community, and to increase buy-in and use of the data, simultaneously paving the way to ensuring the sustainability of IVAP by building a pool of staff trained in IVAP.

7.3. Oxfam's CBDR management and livelihood (CBDRML) in Pakistan (Oxfam 2010)

Oxfam implemented CBDRML program where local CBOs/NGOs were established and registered as Citizen Community Boards (CCBs) with active decision-making participation of women. Its main interventions targeted at the grassroots level include; Disaster risk reduction training and village disaster management planning; Construction of raised emergency shelters, culverts, water harvesting ponds, and "flood friendly" pit latrines; Livelihood, agriculture, animal husbandry training; Distribution of goats and hand pumps to exceptionally vulnerable households.

8. Challenges in Gender Mainstreaming in Humanitarian Response

- Sex and age disaggregated data is still not the norm and resultantly adequate information for targeting most vulnerable, children, women, elderly, disabled, minorities is difficult.
- INGOs highlighted shrinking humanitarian space linked with delayed and denied NOCs for projects and traveling for humanitarian response.
- Need for gender sensitized training and facilitation of civil-military coordination as they are often the first responders along with the affected communities. The baselines need to be compiled to understand the contextual difference between the populations of NWA and its surrounding districts, which are frequently displaced. There is a need for mapping of actors already engaged in response even in absence of an official call for humanitarian action; finance should be allocated for a Rapid Gender Needs Analysis
- Capacity building of partners including their staff to undertake improved gender analysis.
- Less initiative for women with disabilities. Children with disabilities have also different needs as per their gender orientation. Older women and men concerns are least highlighted.

8.1. Identified Structural Gaps

Capacity Building of the Governmental Institutions: Government Institutions in general and NCSW and Women Development Division in particular need to build their capacity for dealing with the gender related issues. Unless qualified and committed women are posted at key appointment, the implementation of gender related policies would remain a dream.

Adequate Use of Media: Media is a double edged weapon. If not used adequately and professionally, it can create disinformation. It is observed that highly biased and stubborn ladies from NGO community keep harping their point on TV without sufficient logic against Islam and two-nation theory, proving Pakistan to be a secular state. In this way instead of winning the public opinion for the women cause and highlighting GBV, they end up their bag full with heartedness against the working women especially in NGOs.

Economic Justice for Women: Economic justice for women is one of the most important rights of the women in Pakistan. There is lot of improvement in provision of job to women but provision of inheritance right in the property is still long outstanding issue still not implemented in most part of the country. There is a need to implement this law in all part of the country.

Governance and Women's Empowerment: Governance and implementation of law is still far below the desired standard. Women empowerment especially in rural areas is also short of desired level. Unless, women related laws are implemented in letter and spirit down to sub division / union council level, the women related issues would remain alive.

Organization of Gender Based Census: According to the constitution, the census is to be held after every 10 years in Pakistan but the census has not been held since 1998 due to political reasons. The census is now planned in 2016 but their schedule is not issued. In the absence of a recent census, mostly, for gender related planning is carried out on UN database / working. There is a need not only to have a new census in the country but gender based disaggregated data needs to be collected.

Gender mainstreaming in disaster management policies: Gender related issue in the development, disaster risk reduction and disaster management is newly introduced. Therefore, considerable commitment is required to mainstream it.

Poverty Incidence by Demography: There is growing evidence that women-headed households are not only increasing in Pakistan but they are also at severe disadvantageous economic condition. These women are amongst the poorest of the poor belonging to what may be termed a "Fifth World". The women headed households are especially vulnerable to poverty because of the marital status, their lack of access to productive resources and income. Dependency ratio, dependents (Female and children) as the proportion of working age (15-64) population, shows the demographic pressure on a society or concerned households. However, there is a variation in the dependency ratios across the provinces and regions; about one-third of households are in the high category of dependency ratio while close to a quarter households are grouped into the medium category. The remaining households are in the low category of dependency ratio. Household and age of the head of household - by province/region are shown by the table given below^{xvi}

Table 3: Dependency Ratio in Pakistan

Dependency Ratio	Punjab	Sindh	KP	Balochistan	GB	Islamabad	FATA	AJK
High	36.40	65.21	53.28	57.13	39.49	19.47	70.14	31.07
Medium	23.58	48.00	40.38	49.22	29.84	10.94	52.55	22.26
Low	9.06	22.49	18.35	26.30	10.48	2.81	25.70	7.43
Gender of the head of household								
Male	20.41	45.88	36.40	44.25	26.39	9.02	56.28	18.42
Female	23.74	38.91	39.16	40.78	25.26	9.21	55.89	16.76
Age of the head of household								
<30 years	13.82	29.74	25.14	28.71	19.63	6.58	43.58	10.40
30-39 years	24.98	46.04	37.49	41.25	26.54	10.90	60.41	17.71
40-49 years	27.26	52.57	46.61	51.42	31.20	12.38	64.07	24.25
50-55 years	17.47	43.72	35.74	47.27	25.57	6.72	55.31	17.01
60-69 years	13.02	38.66	28.25	41.45	21.38	4.73	50.11	12.70
>70 years	16.95	41.17	3.67	43.73	26.48	6.34	55.57	15.99

9. Conclusion

Gender mapping effort of GCC of NDMA in Pakistan is an institutionalized approach towards synergizing UN Agencies, International NGOs and National NGOs into a Gender sensitive Humanitarian response in Pakistan. Since socio-cultural traditions, illiteracy, poverty and conservative norms are major impediments typical to our society, the absence of relevant data base, proper training for women representatives and gender planning and its mainstreaming in disaster related policies are also much short of desired level. While requisite legislation, institutional gender related framework and coordinated approach is a call of the day, thematic role of media for gender equality is likely to play pivotal part.

10. Recommendations

Pakistan as society is coming up well. Participation of the women in electoral process, higher education opportunities for the girls and above all number of INGOs and NGOs working for women rights is quite encouraging. Nevertheless, in order to catch developed world, there are numerous areas and many milestone required to be achieved. Some of them are: -

Legislation

There is a need to draft new legislation to ensure women's economic rights and addressing the trafficking of women for prostitution. Also law must ensure that women can control inherited land.

Implementation of Policies

Devise the ways and means to implement recently passed laws that strengthen women's rights. Improvement of knowledge about their rights and enforcement of laws will pave the way for a responsible society.

Women Empowerment down to UC Level Ladies elected in Provincial / National Assembly and Senate on women seats are mostly the relative of the political elite. Opportunities to genuine lady workers and human activist in different political parties should be provided. Similarly, empowerment of women down to district, tehsil and UC level need to be re-looked. Women CBO at UC/Village level be encourages with incentives.

Role of Media

Media role should play positive role and it should develop gender sensitive environment. Moderate and well-educated religious scholars should be invited on media to condemn the injustices and GBV in our society. Only those representatives of the NGOs are allowed to debate on TV who has full knowledge of Islam and our socio-religious environment. These representatives should present the point of vie with concrete logic.

Gender Based Census

Basic data is the need of all planning. With the help of UNO, new census be organized in the country highlighting separately sex and age disaggregated data. The census should also map out the most vulnerable groups like children, women, elderly, disabled and minorities. Gender Mainstreaming (GMS) in disaster management policies and plan GMS in disaster management policies and plan will pay rich dividends in taking care of the women's rights. Development of SOP and checklists for GMS will be practical. GMS be ensured during pre-disaster policy conditions, engaging rural women for EWS and DRR at community level during implementation stage and enabling environment where women participation is encouraged. Proper monitoring and accountability should be ensured. Monitoring and reporting should captures gender specific indicators as per Tip Sheet guidance validated by GTF.

Women Institutionalized Training

National level workshop should be organized under NDU, NDMA or UNWOMEN to train the women representatives from different walks of the life. Women legislators, working women, women human right activist, female NGO's staff and women CBO's / Girls Guide representatives be identified and invited.

12. REFERENCES

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Annex-A

LAST 12 GHTF MEETINGS

Date	GTF Meeting	Chaired By	Held at	Major Issues Discussed
9 Sep 2010	9 th Meeting	Gender Equality Advisor, OCHA, Fareeha Ummar	HCC, OCHA, Serena Hotel, Islamabad	<ul style="list-style-type: none"> • Application of gender marker (GM) to the appeal by reviewing the appeal. • Guideline and format were shared for quick review. • Mr. Aziz (UNIFEM) was asked to coordination details of GM focal persons of different Orgs.
May 2012	10 th Meeting			<ul style="list-style-type: none"> • Gender priority assessment teams to have women members. • Sex and Age Disaggregated Data still not completed. • GBV SC and GTF to work closely with Protection Cluster. • GTF rep at HCT to play advisory role on humanitarian actions. • NDMA and provincial and state authorities cap to be built in GMS
15 Dec 2012	11 th Meeting			<ul style="list-style-type: none"> • Creating greater cmt to gender mainstreaming (GMS) at Inter-agency and HCT level. • Gender Marker M&E needed. • Gender Guidelines to be dev clusters/agencies and with HCT • Understanding the nuances of marginalization within vulnerable women and creating cap. • Having local Gender Advisors for response periods. • GTF to have funding facility like clusters. • Preparedness and DRR to have a well-resourced GMS pillar

31 Jan 2013	12 th Meeting			<ul style="list-style-type: none"> • Revision of GTF TORS • Draft TGG work plan shared as homework for GTF members • Circulation of link for IASC course on gender • AOB: Share the Urdu translation of IASC gender guideline
28 Feb 2013	13 th Meeting			<ul style="list-style-type: none"> • Sharing Geneva Gen Cap tech workshop highlights • TOR for GTF Mapping • Work plan and Strategy dev timeline • Intro to Adapt and Act-C methodology! • Discussion on ERF Review Board
29 May 2013	14 th Meeting	OCHA Hadia Nusrat	UNOCHA Conference Room, Level 2, Serena Business Complex, Islamabad	<ul style="list-style-type: none"> • Cluster based presentations to NDMA Chairman • Challenges faced by the GHTF and success achieved highlighted • Chairman address highlights: <ul style="list-style-type: none"> ❖ Need for accurate data on sex and age disaggregation among the TDPs. ❖ Need for inclusion of psychological and mental health concerns of humanitarian responders as well as the affected communities. ❖ Narrowing recommendation of how NDMA can facilitate given the security related limitation
12 DEC 2013	15 th Meeting		Oxfam GB House 202, Street 10, E- 7, Islamabad	<ul style="list-style-type: none"> • The need for recognition of GTF, through publicity, branding, and possibly funding. • The need for shared ownership and proactive coordination. • Joint monitoring of projects compliance to gender commitments. • Identification of 1-2 concrete objectives or priorities for ongoing focus of work.

21 Feb 2014	16 th Meeting		Oxfam GB House 202, Street 10, E-7, Islamabad	<ul style="list-style-type: none"> • A revisit to the TORs: Mapping and linking with other alliances, dev of SOPs and GTF support training. • Update on the GenCap Deborah Clifton's visit and her suggested ways fwd like cluster-level data analysis, ERF review and research proposal • A look at the 5 areas Pakistan Joint Action Plan: cap bldg, sex and age disaggregated data, sex and age disaggregated data, Develop opportunities for women and ensure monitoring and reporting.
14 April 2014	17 th Meeting		Oxfam GB House 202, Street 10, E-7, Islamabad	<ul style="list-style-type: none"> • Revision of GTF TORs • ERF review Board membership • SRP OPS gender Marker • Joint Assessment Roster(JAR)- how can you help • Tharparkar HANDS Rapid Assessment • Joint Action Plan UN Women and OCHA
26 June 2014	18 th Meeting	OCHA Hadia Nusrat	Oxfam GB House 202, Street 10, E-7, Islamabad	<ul style="list-style-type: none"> • Dev & share IASC Gender Alert to flag to the HCT and humanitarian actors • Sharing of MIRA tool with GTF members. • fund mobilization by donor / HCT for a RGNA
17 Apr 2015	19 th Meeting		Oxfam GB House 202, Street 10, E-7, Islamabad	<ul style="list-style-type: none"> • MIRA Natural Disaster Assessment Tool presented drew extensive comments. • Training female enumerators, logistics and resources on MIRA. • Change of ERF name to PHPF: (Pakistan Humanitarian Pooled Fund)

Annex B

LIST OF GHTF MEMBERS / PARTICIPANT

UN AGENCY	FOCAL PERSON/PARTICIPANT
UN OCHA	*Hadia Nusrat, Fatima Iqbal, Madeeha Seyed, Joe Crowley
UNWOMEN	Fareeha Ummer , Jamshed Kazi
UNFPA	Ann Marie Leal ,Hira Hashmey
UNWFP	Ruth Ferreras , Sultan Mehmood
UNFAO	Nomeena Anis Saifa Asif, Mehnaz Piracha, (IPC)
UNDP	Zahra Lodhi
UNICEF (RHWG)	Dr Nashmia Mehmood
UNAIDS	Fahmida Khan
UNDSS	Naima Hassan
UN HABITAT	Rizwana Kausar
INGOs	FOCAL PERSON/ PARTICIPANT
IRC	Ivana Chapcakova Leema Khan,
Oxfam	Nazoor Ali, Jamila Nawaz, Zohra Bano, Uzma Batool, Saleema Munir, Arif Jabar
NHN/CHPS	Saman Y. Khan
GenCap	Deborah Clifton
CARE Intl	Najma Khan
ADF	Nazia Raja
SC	Shahida Arif
NCA	Rabia Waqar, Durre Shehwar, Ihsan Ullah
RSPN	Sadaf Dar

NHN	Sana Zulfiqar, Saman Yazdani
IVAP	Stephannie Matti
ACF	Jennifer, Shehzad Ajmal
ProCAP	Devana De Lapuente
NFWWD	Abia Akram
NRSP	Salma Khalid
IND	Sobia Kapadia, Dr Rakhshanda Parveen
I-LAP	Nazia Ansari, Sajid Ishaq
PODA	Navida
NNGOS	FOCAL PERSON / PARTICIPANT
Aurat Foundation	Ibtesam Qaiserani, Uzma Zarar, Shamaila Tanvir
Doaba	Tahira Rafiq
CHEF-disabilities	Amaan Khan
SC-education	Zahra Fatima
FIDA	- Ziad Ahsan
STEP	Uzair Sattar, Ali Sharar
HANDS	Sumera Javed
FOCUS INTL	Nusrat Nasab
Nat. Forum for Women with Disabilities	Abia Akram
NHN National Humanitarian Network	Sana Zulfiqar

Annex – C

Inventory of GTF NGOs and INGOs

Name	Acronym	Type	Phone	Head Office	Other Locations	Website
ActionContre laFaim (Action Against Hunger)	ACF	International NGO	0092-51-2250212	Islamabad	Makli, Peshawar	www.actionagainsthunger.org/countries/asia/pakistan
Aurat Publication and Information Service (Aurat Foundation)	AF	LocalINGO	0092-51-2831350-2	Islamabad	Karachi, Lahore, Quetta	www.af.org.pk
Care International	CARE	International NGO	0092-51-2855924-5	Islamabad	Dadu, Mardan, Multan	www.careinternational.org.pk
Catholic Relief Services	CRS	International NGO	0092-51-2656181	Islamabad	Besham, Quetta, Sukkur	www.crs.org
International Organization forMigration	IOM	International NGO	0092-51-2831061-65	Islamabad	Hyderabad, Kashmore,, sukkur	www.iom.int
International Rescue Committee	IRC	International NGO	0092-51-2822214-6	Islamabad	Mirpurkhas, Peshawar, Shikarpur	www.rescue.org/where/pakistan
National Commission forHuman Development	NCHD	LocalINGO	0092-51-9216200	Islamabad	Karachi, Karachi, Muzaffarabad	www.nchd.org.pk
Oxfam Pakistan	Oxfam	International NGO	0092-51-2653342	Islamabad	Deralsmail Khan, Hyderabad, Mardan	www.oxfam.org.uk
Plan International Pakistan	PIP	International NGO	0092-51-2609435-40	Islamabad	Badin, Chakwal, Multan, Sanghar, Vehari	www.plan-international.org
RootWork Foundation	RWF	LocalINGO	0092-22-2102595	Hyderabad		www.rwf.org.pk
Savethe	SC-Pak	International	0092-51-	Islamabad	Badin,	www.savethechildren.org

Children-Pakistan		NGO	2653401-6		Haripur, Islamabad, MirpurKhas, Peshawar	
Societyfor Protectionof theRightsof theChild	SPARC	LocalNGO	0092-51-2291553	Islamabad	Hyderabad, Lahore, Peshawar, Quetta	www.sparcpk.org
Trustfor Voluntary Organizations	TVO	LocalNGO	0092-51-9211399	Islamabad	Deralsmail Khan, Faisalabad, Hyderabad, Karachi, Khuzdar, Lahore, Larkana, Multan, Muzaffarabad ,Peshawar, Quetta, Sargodha	www.tvo.org.pk
TheUnited Nations Children's Fund	UNICEF	United Nations	0092-51-2097700	Islamabad	Karachi, Lahore, Peshawar, Quetta	www.unicef.org/pakistan
United Nations Officeforthe Coordination of Humanitarian Affairs	UNOCHA	United Nations	0092-51-8355600	Islamabad	Peshawar	www.unocha.org/pakistan
WorldHealth Organization	WHO	United Nations	0092-51-9255184-5, 0092-51-9255323	Islamabad	Karachi, Lahore, Peshawar, Quetta	www.who.int
WorldVision International	WVI	International NGO	0092-51-2287126-32	Islamabad	Kasur, Muzaffargarh, Rawalpindi, Sukkur	pakistan.worldvision.org

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