



National Assembly's Standing Committee on Women's Development



National Assembly of Pakistan

National Assembly's Standing Committee
on
Women's Development
Annual Report 2009



National Assembly of Pakistan

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Acronyms

CEDAW	Convention on Elimination of All Forms of Discrimination Against Women
FWBL	First Women's Bank Limited
GCC	Gender Crimes Cell
GoP	Government of Pakistan
GRAP	Gender Reforms Action Plan
IDPs	Internally Displaced Persons
MDGs	Millennium Development Goals
Mol	Ministry of Interior
MoWD	Ministry for Women's Development
NASCWD	National Assembly Standing Committee on Women's Development
NCSW	National Commission on Status of Women
NPA	National Plan of Action
NPWE	National Policy for Women's Empowerment
NRB	National Reconstruction Bureau
P&D	Planning and Development
SBBWCCs	Shaheed Benazir Bhutto Women Crisis Centers
SC	Standing Committee
WDDs	Women's Development Departments

SPEAKER'S MESSAGE



Pakistan has recently entered a new phase in its political system. After yet another turbulent decade, an elected vision of democratic development is now underway. This vision is committed to creating a system of equality, voice and accountability that would transcend traditional modes of governance and allow all constituents to have a platform for collaborative expression. This Parliamentary system holds great potential to realize the challenges of a developing nation such as Pakistan.

Within this Parliamentary System, lies a means of outreach and oversight, that is imperative for the efficient functioning of Government. With a range of priorities being spearheaded, it is vital that they be provided with the correct legislative guidance and support.

The National Assembly Standing Committees are exactly those mechanisms that allow elected representatives or Parliamentarians, to provide such guidance and support. This is why there is a Standing Committee for each key Ministry and executive issue within the federal Government that individually outlines the priorities and targets of that Ministry.

Women's Development is one such area, which requires more than adequate support for the realization of its priorities. The National Assembly Standing Committee for Women's Development is the keystone to guiding and strengthening Pakistan's national vision for women's rights and development.

Over the last one year, this Standing Committee has proven to be one of the most active of its predecessors and has faced several obstacles with determination. It has brought to the attention of Parliament, several important areas of legislation, including on domestic violence against women that had so far been ignored. It has pursued and continues to pursue issues of working women's conditions and their status in society, and strengthen the Ministry of Women's Development.

It is such determination and commitment to the cause of women that allows this Standing Committee to stand apart from its contemporaries. I would hope that it continues to do so in the years that follow and prove to be an example to the Parliamentary system of Government that this democracy is committed to see flourish.

Dr. Fehmida Mirza
Speaker, National Assembly of Pakistan

PREFACE



Pakistan is a country faced with a plethora of political, economic and social challenges. It is also currently faced with the mammoth task of stabilizing itself politically within the region. Such urgencies tend to overshadow existing needs within the country, one of them being women's development.

For several decades now and despite several attempts, women in Pakistan still remain under the shadow with the threat of being further marginalized. They have no clear legal rights, economic support or social recognition. The National Assembly Standing Committee on Women's Development, has in the past year, attempted to reverse this course by delving into several key areas which can be a starting point in providing women with the recognition they deserve.

The key achievements of the Standing Committee include the revision of legislation regarding domestic violence and harassment of women, providing them with economic support through collaboration with institutions such as the First Women's Bank and security through properly equipped Crisis Centers and Gender Crimes Cells. Efforts to involve civil society at the policy level and isolate the weaknesses of the Ministry have also been a priority in the last year.

However, while the Standing Committee has done much to highlight women's issues to Parliament, this is still only a dent on the surface. Several challenges still remain to be faced, including adequate support to the Committee and its recognition within the system as a vital partner for national development. It is hoped that this report will be able to encourage others within the Parliament to recognize these challenges and accept the Committee's priorities as a shared responsibility.

The past year cannot go unnoticed without acknowledging the support of several key stakeholders, primarily the Ministry of Women Development and the staff of the Standing Committee Secretariat which has under limited conditions provided unending support to the Committee and its members. Thanks must also be given to external partners within civil society who have worked with the Committee in realizing its plans.

Above all, the Committee is thankful to all its members for being the pillars that have supported it thus far. Their commitment to the cause of women remains unaltered and we hope will remain so in the future that lies ahead.

Ms. Bushra Gohar, MNA
Chairperson, NASCWD

Executive Summary

The NASCWD which is the Standing Committee for the Ministry of Women Development (MoWD), began its tenure under the present government in January 2009, almost one year after the elected government came into power.

Over the past year, the NASCW has also constituted the following sub-committees':

- i. To consider and examine pending Women's Rights Legislation
- ii. To analyze problems faced by elected representatives in Local Government and to take recommendations to NRB
- iii. To review the Gender Reforms Action Plan
- iv. To visit the Women Crisis Centres to review progress, functions and problems and make comprehensive recommendations for their effectiveness
- v. To resolve the problems and challenges faced by the First Women's Bank Limited and make recommendations for its effectiveness
- vi. To review and strengthen the Gender Crimes Cell with the Mol and review the legislation on Harassment at the Workplace

Since its inception, the NASCWD has provided several recommendations and action points on a number of issues. These recommendations have been focused on interventions that have been tabled in front of the Committee and are the responsibility of the MoWD. These include:

- Strengthening and review of the MoWD and amending the National Plan of Action and the National Policy for Women Empowerment in consultation with relevant stakeholders.
- Inviting civil society members to present their shadow reports for CEDAW, as well as to constitute a working group to review the progress and content of the Fourth Periodic Report for CEDAW.
- Review the operations of the First Women's Bank for easy access to micro-credit. It subsequently recommended that the FWBL should prepare a 5 year business plan and gender balance sheet to submit to the Committee for further consideration and support to the Bank.
- Ensuring gender disaggregated data in the forthcoming General Census, especially
- A detailed review of the Federal Budget to ascertain where amendments and inclusions should be made to reflect women's specific needs as specified in the (revised) NPA, as well as with MDGs.
- Review the pending legislation including the Domestic Violence and Harassment at Workplace Bills. The Committee also took steps in trying to pursue the Government in expediting the NSCW Ordinance.
- Undertake a consultation with the Ministry of Law and Justice and Human Rights to establish family courts and legal aid for women at the district level.
- Constitute an independent Commission to review the civilian casualties and human rights violations within the conflict areas in Swat and FATA and ensure adequate compensation and rehabilitation of the IDPs, as well as future reconstruction.
- Further visits to Women Crisis Centres around the country and to review their progress on the PC-1 for the creation of further centers and to enhance the funds allocated in the next financial year.

While the NASCWD has been involved in seeing to fruition several important milestones in women's development, its performance and efficiency have been curtailed by certain challenges that have had to be faced during the past year. These include:

Inadequate Human Resources: The NASCWD is entitled, as all such Committee's are, with a functioning Secretariat. However, the quality of these human resources is very weak, as has been evidenced by the Committee and its Secretariat since its inception. There is no support for administration and even less for research and documentation.

Role and workings of the MoWD: The NASCWD is in existence purely to support the MoWD. However, the MoWD is plagued with a plethora of issues. The most important of this is that the post of the Minister has been lying vacant for over one year now. The direction of the MoWD has become vague over the years and recommended that an urgent review of its roles and responsibilities, programs and structure be undertaken. There is also a serious discontinuity between the Ministry's on-going and its new projects, as well as within its overall mission and mandate, the National Policy for Women's Empowerment, the National Plan of Action and international commitments.

Collaboration with other Committee/Ministries: One of the main challenges that face the Committee is to bring together other Ministries to collaborate with on common areas. Attempts have been made, particularly in regards however there is still a need to encourage other Ministries to come forward and participate in joint efforts.





Introduction

1. An Introduction to the Standing Committee

1.1. Background

National Assembly Standing Committee's are a constitutional body within the Federal Government. A Standing Committee provides legislative guidance and oversight to the relevant Ministry at hand. As per the Rules of Procedure and Conduct of Business of the National Assembly, "in addition to the Standing Committee's on Public Accounts, Rules of Procedure and Privileges, House and Library, Government Assurances and Business Advisory, there shall be a Standing Committee of the Assembly for each Ministry of the Government". There are currently approximately 51 National Assembly Standing Committee's (SC).

An SC is responsible primarily for examining and proposing amendments to any Bill pertaining to the relevant Ministry, and also to examine the expenditures, administration, public petitions and policies of the Ministry concerned and forward its findings and recommendations to the Ministry.

The Committees have also been empowered to go into all matters of the Ministry. A matter can be remitted to a Standing Committee by the Speaker or the Assembly suo moto and without moving any motion. The Committees have also been empowered to invite or summon before it any member or any other person having a special interest in relation to any matter under its consideration and may hear expert evidence and hold a public hearing.

1.2. Structure and Functions

An SC's composition consists of the Chairperson, 17 members belonging to all major political parties holding office and one ex-officio member, represented by a current Minister-in-Charge. The Chairperson is elected by the Committee from amongst its members and is empowered to take evidence, call for papers or records and examine witnesses before the Committee for the discharge of its duties. The members themselves are elected by the National Assembly within thirty days after the ascertainment of the Leader of the House. A Secretary is designated by the Committee to maintain all records and manage the daily operations of the Committee.

An SC is designated to hold a series of monthly meetings in order to discuss, deliberate and present reports on the various legislative, administrative and policy related issues of the Ministry at hand. If required, the SC can also call for an extraordinary session to discuss an outstanding issue.

In addition to the Committee itself, there are additional sub-committee's appointed for separate issues. A Committee may appoint one or more Sub-Committee, "each having the powers of the whole Committee, to examine any matter that may be referred to them".

1.3. The National Assembly Standing Committee on Women's Development (NASCWD)

The NASCWD which is the Standing Committee for the Ministry of Women Development (MoWD), began its tenure under the present government in January 2009, almost one year after the elected government came into power. The Chairperson of the Committee, Ms. Bushra Gohar MNA, was elected unanimously by the Committee members and has led the Committee since (See Annex 1 for List of Committee Members).

Since its formal beginning, the NASCWD has taken up a number of pertinent issues, most notably, the various proposed legislation pertaining to women's rights and violence against women. In addition, the Committee has also raised a number of other pressing issues regarding women's rights, including public sector employment, and more importantly, focusing on improving the efficiency of the MoWD.

Over the past year, the NASCW has also constituted the following sub-committees:

- i. To consider and examine pending Women's Rights Legislation
- ii. To analyze problems faced by elected representatives in Local Government and to take recommendations to NRB
- iii. To review the Gender Reforms Action Plan

- iv. To visit the Women Crisis Centres to review progress, functions and problems and make comprehensive recommendations for their effectiveness
- v. To resolve the problems and challenges faced by the First Women's Bank Limited and make recommendations for its effectiveness
- vi. To review and strengthen the Gender Crimes Cell with the MoI and review the legislation on Harassment at the Workplace



Key Milestones Achieved

2. Key Milestones Achieved

In the past one year, the NASCWD has addressed a number of issues that serve to both highlight Pakistan's role internationally, as well as improve the social and political status of women in the country. While the Committee is neither mandated nor equipped to deal with the plethora of issues that plague women in Pakistan, it has never-the-less begun on a very positive note by tackling some key issues at both the policy and practical grassroots level that have so far been given scant attention.

2.1. National Policies on Women and National Women's Machineries

The Government of Pakistan (GoP) has demonstrated its commitment to improving the status of women both domestically and internationally. It is signatory to and has ratified several international conventions such as the Paris Declaration (now succeeded by the Accra Declaration) and CEDAW. Domestically, these commitments are the responsibility of the Ministry of Women Development. Two key policies, The National Policy for Women's Empowerment (NPWE) 1998 and the National Plan of Action (NPA) 2002, a follow-up to the Beijing Convention, have also been developed by the MoWD.

In addition to the MoWD, other national women's machineries have been set up, most notably, the National Commission for the Status of Women (NCSW), in 2000 by the Federal Government. The main objective of the Commission is to examine the policy, programs and other measures taken by the Government for women development and gender equality to assess implementation and make suitable recommendations to the concerned authorities where considered necessary for effective impact.

However, despite these attempts, women still remain largely marginalized and under-represented. The MoWD has been plagued with several inefficiencies which have prevented it from properly implementing its policies and programs. Similarly, the NCSW has been without the leadership of a Chairperson since January 2009, leading to stagnation in work and a serious lapse of funds.

In light of these discrepancies, the NASCWD has been of the view that both the NPWE and the NPA should be re-visited in consultation with all stakeholders and necessary changes be made in order to meet present challenges, as both these policies are now outdated. Subsequently, the Committee requested the MoWD to start a process of reviewing the NPA and the NPWE. This review has now begun and is currently in process.

The Committee has also stressed on encouraging the GoP to seriously consider passing a legislation for autonomy of the NCSW and that this Bill be brought before the Assembly without any further delay. In this regard, letters regarding the proposed amendments of NCSW have been written to all the relevant Secretaries.

Box 1: Women's Employment Concerns in the Public Sector

Box 1: Women's Employment Concerns in the Public Sector

The public sector in Pakistan is a weak drawer of female employees, due to its patriarchal structure and bias. As a result, the ratio of male to female employees in the public sector is much skewed towards men.

In order to reverse this trend and encourage more women to join the public sector, the GoP announced a 10% employment quota reserved for women in the public sector. The Committee has expressed its grave concern over the non-observance of this employment quota since its inception, as it is still biased in the favour of men. Moreover, in order to attract more women to join the public sector, the Government also needs to consider the provision of special incentives for women such as separate facilities in organizations, security measures, transport and maternal leave. All these incentives help to create a conducive work environment for women in the public sector and may help in increasing their number.

Issues are not just faced by women in terms of lack of opportunities in the public sector, but also a lack of resources for them. The Committee has also taken into consideration the problems faced by female elected representatives of the Local Government in Pakistan. Female Union Councilors in particular, have had to face several harsh conditions in both urban and rural areas and have virtually no resources or power with which to dispense their duties. Many also face harassment and discrimination in their constituencies by elected male representatives. The Committee plans to take its recommendations to the National Reconstruction Bureau (NRB) and the Gender Reform Action Plan (GRAP). A sub-committee was also constituted for this purpose.

Women's representation at the Federal level is also a major cause for concern. The Committee has been very active in highlighting the absence of female MP's on the Parliamentary Committee on Constitutional Reform, a key decision-maker in the Federal Government which can have a major impact in bringing women's issues to the National Assembly. As a result, some political parties have included women on committee's constituted for working on the party's position on constitutional amendments. Similarly, women have been nominated by the main political parties as substitute members to the Constitutional Reforms Committee as the initial composition notified could not be changed. The Chairperson of the NASCWD is a member of the party's internal committee on Constitutional Amendments.

2.2. Women's Rights Legislation

Perhaps the most important and influential impact of the NASCWD during its first year, has been the approval of key legislation for women's rights by the Parliament. The Committee has been acting on five bills referred to it over the past year:

1. The Women's Honour Bill 2009 (Private Members Bill)
2. The In-house Working Protection Bill 2008 (Private Members Bill)
3. The Working Women (Protection of Rights) Bill 2008 (Private Members Bill)
4. The Women in Distress and Detention Fund (Amendment) Bill 2008
5. The Prevention of Anti-Women Practices (Criminal Law Amendment) Bill 2008 (Private Members Bill)

The first three Bills were returned to the movers, the fourth was referred to the MoWD for redrafting, while the last was unanimously passed by the Committee and referred to the House for re-enactment.

There have been two other very important pieces of legislation that the Committee has been actively pursuing:

i) Prevention of Domestic Violence Bill 2008: A sub-committee formed for this purpose after full deliberation, changed the entire format of the Bill including the preamble, and recommended that it be called

the “Domestic Violence (Prevention and Protection) Act 2009. The original Bill contained 17 Clauses, however after a detailed review, the sub-committee added 11 new Clauses. Unfortunately, this Bill recently lapsed in the senate due to lack of political expediency within the system, to not place it on time before the House. This was despite the fact that the Bill was ready for implementation and only required the official seal of the Parliament. Moreover, the Bill was also victim to some controversy due to disagreements between civil society organizations and the Government over certain clauses. As per rules, the Bill has been sent to a Mediation Committee constituted with eight members from the National Assembly and the Senate, who will soon meet to iron out any concerns. The revised Bill will then have to be placed in both the houses for voting. Until this is done, the NASCWD continues to keep pressure on the Mediation Committee to complete its work as soon as possible.

li) The Protection Against Harassment at the Workplace Bill 2009: Following the experience of the Domestic Violence Bill, the Committee spent an equal amount of time re-drafting and deliberating this particular Bill as well, due to its importance for working women and their concerns. The Committee made sure that this Bill was taken to the highest level in the Parliament so that there would be no obstacles along its way. As a result, the Harassment Bill was signed into an act by the President in March 2010.

2.3. Budget Review

This is the first time a Standing Committee on Women's Development has addressed the issue of women's needs within the Federal Budget. The NASCWD has observed several discrepancies within the Budget which are not in line with policies for women's development such as the NPA. For instance, the priorities of the NPA require budgetary alignment with several other Ministries such as Health, Education, and Labour which overlap with women's development. The Committee has recommended a detailed review of the Federal Budget to ascertain where amendments and inclusions should be made to reflect women's specific needs as specified in the (revised) NPA, as well as with MDGs.

2.4. CEDAW Report and the MDGs

The NASCWD picked up key issues around the two major international commitments of the GoP towards women's development; Pakistan's commitment to the Committee on Elimination of All Forms of Discrimination Against Women (CEDAW) and the Millennium Development Goals (MDGs). Pakistan is a signatory to CEDAW and is responsible for providing the CEDAW Secretariat with an annual report on the GoP's progress towards women's development. The Fourth Periodic Report was due in April 2009 and was being developed by the MoWD with assistance from external consultants due to a dearth of human resources within the MoWD itself.

While reviewing the draft report, the Committee noticed that there were several flaws concerning the Hudood Ordinance and the Citizenship Act among others. These concerns, including some on process and content development of the report, led to the Committee constituting a working group to look into reviewing

Box 2: Use and Availability of Gender Disaggregated Data

One of the major reasons attributed to women's non-existent share in overall national resources, is the lack of gender-disaggregated data. This pertains to collection of statistics relating to both men and women separately, as opposed to being clubbed together. Lack of data on women in several sectors, most notably agriculture, the informal employment sector and their representation in the formal sector, has led to a misrepresentation of their needs and actual status, which in turn, has led to them being discluded in the planning process.

Taking up this issue, the Committee directed the MoWD to ensure the collection of gender disaggregated data in the forthcoming General Census, especially with regards to women's contribution to the economy in general and agriculture in particular. The Committee was of the view that the figures portrayed by the Ministry, especially vis-à-vis the status of the MDGs implementation, were not presenting an accurate picture. It was recommended that the Planning Commission also be included in this process as accuracy in data is the basis for all future planning and resource allocation, especially as regards to women's unmet needs.

the report in more detail. This group consisted of members of the NASCWD, MoWD, NCSW and members of women's organizations. The latter were already involved in producing shadow reports for CEDAW which were encouraged by the Committee for inclusion to improve the main report. Recognizing the challenges being faced by the MoWD in the implementation and reporting of CEDAW, the Committee also requested for a proposal from the Secretary MoWD, as to how CEDAW implementation can be institutionalized and what levels of support the Ministry would require in this regard.

The Millennium Development Goals (MDGs) are a key global indicator to which Pakistan is bound. MDG goals 2, 3, 4 and 5 pertain exclusively and/or generally towards women and children. The Chief of the Planning and Development Division early in the year, briefed the Committee on the achievements and challenges of the MDGs for Pakistan. In light of this presentation, the Committee expressed its concerns that the Planning Commission was basing its assessments on out-dated poverty statistics, which did not take into account the current status of women. The Committee also felt that the MoWD needs to play a pivotal role in monitoring the MDGs in liaison with other key Ministries.

2.5. GRAP Third Party Review

The Gender Reform Action Plan (GRAP) is a GoP initiative to promote women's access to economic, political and social empowerment, at the national, provincial and district levels. Its key reform areas are institutional restructuring; policy, budgeting and public expenditure mechanism, women's employment in public sector, political reforms. GRAP has been active at a national level and in the provinces since 2005 and comes under the purview of the MoWD.

The MoWD is under the process of conducting a third party review of GRAP to measure its performance for the period 2005-09 in line with its four key areas of reform. In regards to this, the Committee has been instrumental in including civil society members in the process, to comment on and provide their input into the review. This review is currently in progress and a first draft is estimated to be completed by the consultants in February 2010.

The Committee also noticed that donors were trying to establish a parallel system to the existing GRAP which would impede the process of the former and create duplicity. The Committee has asked the MoWD to discourage such systems before they are fully established. Furthermore, the MoWD was also asked to involve provincial Women Development Departments (WDDs) and stakeholders from Balochistan and NWFP in particular in the GRAP review process.

The Committee has also recommended that GRAP requires a monitoring mechanism for timely and appropriate use of funds. In this regard, the Committee suggested that a proposal be developed to transfer GRAP and CEDAW projects from the development to non-development funds, eventually becoming part of the MoWD's regular activities and streamlining women's activities under the umbrella of the Ministry.

2.6. First Women's Bank Limited

One of the mandates of the MoWD is the economic empowerment of women through skill development programs such as *Jafakash Aurat*. The First Women's Bank Limited (FWBL), is the only Bank in Pakistan that caters exclusively to women and provides them with easy access micro credit for enterprise development. It was thus suggested to bring them on board to support the MoWD in this area. The President of the FWBL was invited by the Committee to make a presentation about the objectives and scope of the FWBL. Despite having provided assistance to thousands of women in rural and urban areas across the country, the FWBL enjoys limited support from the Government due to its inclusion on the privatization list. In light of this, and the FWBL's outstanding commitment to empowering women, the Committee recommended urging the GoP to remove the Bank from the privatization list so as to provide it with the Rs. 1 billion needed for its restructuring.

A sub-committee constituted for this purpose recommended that the FWBL prepare a five-year business plan and gender balance sheet for further consideration and support by the Government. It also suggested that the FWB extend its network to district and *tehsil* levels to facilitate access of rural women to the Bank's financial services.

Ultimately, in September 2009, the FWBL received official notification from the State Bank of Pakistan to receive the shares of banks including ABL, MCB, UBL and NBP. This would help solve the quandary of the institution's future, creating further jobs, expansion of services to more rural areas and a more secure structure.

2.7. Women's Crisis Centres

The GoP set up 25 Women Crisis Centres in major cities of the country in 2005. The purpose of these centres, known as the Shaheed Benazir Bhutto Women Crisis Centers (SBBWCCs), is to provide support and rehabilitation to survivors of violence including free legal aid, psychological counseling and temporary shelter. The Committee has asked for a third party evaluation report on these centres and has recommended that a process of handing over these centres to the Provincial Governments should be initiated to ensure a high standard of operation.

The Committee also constituted a 3 member sub-committee to review the effectiveness of these centres. The team visited centres in Islamabad, Quetta, Lahore, Karachi, Vehari, Bhawalpur and Multan. The group highlighted the poor functioning of the centres due to inadequate staff and funds. The Centres visited had a committed staff mostly managing on a self-help basis and with the support of some local NGOs. In light of these findings, the Committee recommended that the MoWD must not set up any new centres until the condition and quality of the existing centres be improved, adding that trained and experienced staff should also be provided for security, legal-aid, psycho-social counseling to women in distress. Since the general public is not even aware of these Centres, the Committee recommended that the MoWD should also take steps for launching an awareness campaign to meet this purpose.

During the financial year 2009-2010, an amount of Rs. 60 million has been allocated for 25 centres. The Committee proposed that this be increased to Rs.100 million for the next financial year with another 30 centres to be established, seven in each province and two in the Northern Areas. A PC-1 has already been submitted to the P&D in this regard. A tripartite MoU has also been signed by the MoWD, ERRA and the Government of NWFP for the establishment of 9 centres in the earthquake affected areas of NWFP and AJK.

A very important step taken by the Committee in this regard, was taking note of the high number of sexual harassment cases of women in the workplace, especially large national institutions. A Sub-Committee has been set up to probe these cases.

2.8. Women in Conflict

The year 2009 has been witness to a bitter armed conflict between militants and the armed forces in the northern tribal regions of Swat and FATA. This has led to the displacement of thousands of civilians from the area, into refugee camps around Peshawar and adjoining areas. Unable to deal with IDPs on such a massive scale, the camps have been prone to bitter conditions which have directly affected women and children in particular.

The Committee showed grave concern over the deteriorating law and human rights situation, especially of women and children in the militant affected areas of Swat and FATA. The absence of women, especially women parliamentarians and rights activists in peace negotiation and consultation process, was a major deterrent in recognizing the rights abuses of women and children. Similarly, lack of adequate facilities and outreach for the huge numbers of displaced persons was also a major issue.

The Committee has directed the Government towards constituting an independent Commission headed by a former judge of the Supreme Court to review the civilian casualties and human rights violations within the conflict areas and to ensure adequate compensation and rehabilitation of the IDPs, as well as future reconstruction. The Committee has also urged the Government to form a separate women parliamentarian jirga to visit Swat and other affected areas.

Key Emerging Issues and Challenges

3. Key Emerging Issues and Challenges

While the NASCWD has been involved in seeing to fruition several important milestones in women's development, its performance and efficiency have been curtailed by certain challenges that have had to be faced during the past year.

3.1. Inadequate Human Resources

The NASCWD is entitled, as all such Committee's are, with a functioning Secretariat. Human resources are provided to the Chairperson in the form of an Assistant, a Secretary, Naib Qasid and a Driver. However, the quality of these human resources is very weak, as has been evidenced by the Committee and its Secretariat since its inception. Out of this staff, the Committee has only managed to retain a Secretary and an Assistant (both shared with other departments). There is no support for administration and even less for research. Weak documentation plagues the workings of the Secretariat, which has tried hard to maintain a reasonable level of written documentation such as recording of Minutes for meetings and sub-committee reports.

Many believe, that "if the real work of the Parliament takes place in the Standing Committee's then it requires good support". Without adequate investment in human and capital resources, the standing Committee's will not be able to function at an optimal level.

3.2. Role and workings of the MoWD

The NASCWD is in existence purely to support the MoWD, which is the main implementing body for all women's development intentions. However, the MoWD is plagued with a plethora of issues. The most important of this is that the post of the Minister has been lying vacant for over one year now. At present, the Prime Minister holds this charge.

The Committee has highlighted the fact that at least 71 additional posts are required within the Ministry for achieving better results. It has also raised the issue that the direction of the MoWD has become vague over the years and recommended that an urgent review of its roles and responsibilities, programs and structure be undertaken.

The Committee while reviewing the MoWD's PSDP for 2008-09, also noted a serious discontinuity between the Ministry's on-going and its new projects, as well as within its overall mission and mandate, the National Policy for Women's Empowerment, the National Plan of Action and international commitments.

One of the key challenges is to get the MoWD to understand the role of the key policies surrounding women's development, especially the NPA. There is still no autonomy for the NCSW and no proper mechanism whereby the MoWD can institutionalize its pockets of learning. A review of the NPA by the MoWD is currently in process to bring more focus into the Policy and bring together all the various action plans for women under one umbrella.

3.3. Collaboration with other Committee/Ministries

One of the main challenges that face the Committee is to bring together other Ministries to collaborate with on common areas. Attempts have been made, particularly in regards to gender crimes, to collaborate with the Ministry of Interior (See Box 3). However there is still a need to encourage other Ministries to come forward and participate in joint efforts. Ministries such as Education, Health and Population Welfare, as well as Human Rights and Justice, can play a very important role in harmonizing the policies being developed so that their policies can pay equal attention to issues of both men and women.

Box 3: Gender Crimes Centre

The Gender Crimes Centre (GCC) is an initiative of the Ministry of the Interior (MoI). The purpose of this centre is to allow women to register complaints as pertaining to their well-being and criminal offenses. In a review of the GCC, the NASCWD has expressed its dissatisfaction over the functions, institutional arrangements and performance of the Gender Crimes Centre operating under the National Police Bureau. It has also highlighted the fact that there is no separate data base for complaints filed by Minority communities.

A sub-committee was comprised to review and strengthen the GCC which recommended that the MoI also set up Gender Crime Complaint Cells in Police Stations at the district levels, with facilities to receive complaints through telephone and the internet, in addition to personal complaints. The Committee also suggested that adequate staff and sufficient budget be allocated to the centres.



Key Recommendations and Action Points

4. Key Recommendations and Action Points

Over the course of the last year, the Committee has raised several important concerns regarding a number of issues which have been outlined in Section 2. Some of these issues, such as the strengthening of the MoWD, require more long-term support, while others, such as support to CEDAW and other international commitments, are on-going. Others are more immediate and one-off such as support to women and children in conflict in FATA and Swat (See Annex 2 for a detailed list of Recommendations and Actions Taken). Some of these recommendations and concerns can be highlighted as follows:

- The Committee has placed most emphasis on the **strengthening of the MoWD** by recommending several actions that are currently underway. These include; priority to filling the post of Minister, present a detailed log frame vis-à-vis staffing needs, review and amend the National Plan of Action and the National Policy for Women Empowerment in consultation with relevant stakeholders and providing regular provide the implementation status reports on NCSW, GRAP, CEDAW, MDGs.
- The most important recommendation remains the **review of the MoWD**, the Ministry's mission and mandate to prioritize and strategize its efforts. The MoWD must put on hold any restructuring till then.
- The Committee has worked extensively with external partners, including civil society organizations. It recommended **inviting civil society members** to present their shadow reports for CEDAW, as well as to constitute a working group to review the progress and content of the Fourth Periodic Report for CEDAW. Both these recommendations were also subsequently acted upon.
- Similarly, the Committee also brought the FWDL on board to **review the operations of the First Women's Bank** for easy access to micro credit. It subsequently recommended that the FWBL should prepare a 5 year business plan and gender balance sheet to submit to the Committee for further consideration and support to the Bank.
- The Committee highly recommended **ensuring gender disaggregated data in the forthcoming General Census**, especially in regards to women's contribution to the economy in general and agriculture in particular.
- The Committee also proposed **a detailed review of the Federal Budget** to ascertain where amendments and inclusions should be made to reflect women's specific needs as specified in the (revised) NPA, as well as with MDGs.
- The Committee made several recommendations regarding **legislation**, including setting up sub-committee's to review the pending legislation including the Domestic Violence and Harassment at Workplace Bills. The Committee also took steps in trying to pursue the Government in expediting the NSCW Ordinance.
- The committee recommended the MoWD to undertake a **consultation with the Ministry of Law and Justice and Human Rights** to establish family courts and legal aid for women at the district level. It also accorded priority to awareness on legislation regarding women's rights, especially in rural areas.
- On an immediate basis, the committee recommended that Government must **constitute an independent Commission** to review the civilian casualties and human rights violations within the conflict areas in Swat and FATA and ensure adequate compensation and rehabilitation of the IDPs, as well as future reconstruction. It also suggested that the Government must form a separate women parliamentary jirga to visit Swat and other affected areas.
- Regarding Women Crisis Centers the Committee recommended **further visits to Women Crisis Centers around the country** and to review their progress on the PC-1 for the creation of further centers and to enhance the funds allocated in the next financial year. It also emphasized stringent transparency and accountability mechanisms, including a third party review of the Centers.

Future Plans

5. Future Plans

Over the course of one year, the NASCWD has achieved several milestones that have the potential to be developed further in the years to come. Oversight towards the MoWD has been strengthened; the Committee has pioneered several firsts, including bringing cases of harassment against women to the forefront through legislation, as well as provision of support through crisis cells. It is also the first time that the National Budget has been viewed in terms of gender inputs.

Given the limited financial and human resources at the disposal of the Committee, it has never-the-less, managed to maintain a reasonable level of documentation, as compared to other Standing Committees. It has also continued to put pressure on the Government to stand by their various commitments, in particular, the drafting and approval of legislation for the protection of women. Through the members on the Committee, the political parties are now also aware of the various national and international commitments that Pakistan is a signatory too, paving the way for the issue to be taken far more seriously than before.

But challenges still pave the way, the most important being raising the standard and perception on the MoWD within the Federal and Provincial Governments, as a functioning and authoritative body, willing and able to work with other Ministries in bringing the agenda for women's development front and center. The MoWD must also have a proportionate share in the Federal resources, to be able to maintain its standard and abilities.

Until this occurs, and there is an acceptance of women's issues as a national priority, the NASCWD needs to continue pursuing its objectives of oversight and legislative support.

Annexes

Annex 1: Key Recommendations

Since its inception, the NASCWD has provided several recommendations and action points on a number of issues. Some of these have been acted upon, while others have yet to be followed-up, but remain on priority. A summary of these is presented below.

Date	Recommendation/Action	Status (as of January 2010)
January 2009	1. The Government must constitute an independent Commission to review the civilian casualties and human rights violations within the conflict areas in Swat and FATA and ensure adequate compensation and rehabilitation of the IDPs, as well as future reconstruction.	The recommendations of the Standing Committee have been forwarded to the Chief Secretary, NWFP, Secretary SAFRON and FATA for further compliance. Presently, the District and Session Judges are performing the duties of Director Human Rights in their respective districts.
	2. The Government must form a separate women parliamentarian jirga to visit Swat and other affected areas.	Action by Secretary, National Assembly Standing Committee.
	3. The MoWD must provide the implementation status reports on NCSW, GRAP, CEDAW, MDGs.	Relevant information was forwarded to the Secretary, Standing Committee.
	4. Priority must be given to awareness on legislation regarding women's rights, especially in rural areas.	Awareness campaign will be started on approval of the project to be approved by the CDWP.
	5. The MoWD must present a detailed log frame vis-à-vis staffing needs.	Matter was discussed with the committee on 4 th May, 2009.
	6. The Government must be urged to expedite the process of appointing a Minister and Women Secretary for the MoWD.	Secretary, Women Division has been appointed. Appointment of female Minister is discretion of the Prime Minister.
February 2009	7. To review and amend the National Plan of Action and the National Policy for Women Empowerment in consultation with relevant stakeholders.	The NPA and NPDEW review is under process.
	8. To translate all CEDAW related documents in Urdu.	Translation of documents in Urdu is in process.

Date	Recommendation/Action	Status (as of January 2010)
	9. To ensure gender disaggregated data in the forthcoming General census, especially in regards to women's contribution to the economy in general and agriculture in particular. 10. Visits of the Sub-Committee to be arranged to the Benazir Bhutto Women's Crisis Centres.	This issue has been taken up with the Population Census Organization (PCO), Statistical Division. Efforts are underway to develop strategies for clear definitions of "work" and "economic activity" in order to accurately reflect Female Labour Force participation and therefore, women's contribution to the National Economy. The PCO is also committed to improving the quality of census data, especially in narrowing down the differential quality of data on gender during the population census. Visits have been made by Sub-Committee members to Centres in 7 cities. The first phase is now complete. A report is awaited from the Sub-Committee of these visits.
March 2009	11. To form a sub-committee to review the "Prevention of Domestic Violence Bill 2008". 12. Detailed presentation to be provided by the P&D Division on the seven critical areas directly concerning women and children in the MDG goals. 13. Request a detailed presentation from the Social Sector Coordinating Committee through the Deputy Chairman, to address efforts for engendering the MDG targets for Pakistan. 14. To jointly review with the MoWD, the Ministry's mission and mandate to prioritize and strategize its efforts. The MoWD must put on hold any restructuring till then. 15. To invite civil society members to present their shadow reports for CEDAW.	Report reviewed by the Committee and Bill amended accordingly. Committee may call the P&D Division for presentation. Meeting will be arranged on the request of the Committee. Planning and Development Division is the focal point for MDGs. Members of the National Assembly Standing Committee visited MoWD on 4th May, 2009 during which a detailed presentation was given. Recommendations are being followed. The CEDAW report has been completed with the consultation of all stake holders.

Date	Recommendation/Action	Status (as of January 2010)
April 2009	16. To constitute a working group to review the progress and content of the Fourth Periodic Report for CEDAW.	Working group constituted; report reviewed and completed.
May 2009	17. To review the DFID Social Audit Report 2005. This was not released by the Government due to political considerations and to make public after the review. 18. To undertake a consultation with the Ministry of Law and Justice and Human Rights to establish family courts and legal aid for women at the district level. 19. To develop a proposal through MoWD to institutionalize and transfer GRAP and CEDAW projects from Development to non - Development funds under the MoWD. 20. To strengthen skill development projects under the mandate of MoWD.	A copy has been obtained and submitted to Dr. Attiya Inayatullah, the Honorable Member of the standing Committee. The matter was forwarded to M/o Law and M/o Human Rights. The reply from M/o Law regarding establishment of family courts at district level is still awaited. The process has been initiated with Establishment Division. MoWD has approved 14 projects for economic empowerment of women which includes strengthening of existing skill development centres of provincial Women Development Departments.
June 2009	21. To review the operations of the First Women's Bank for easy access to micro credit. 22. To bring the "Women in Distress Fund" under the MoWD.	A sub-committee has been constituted to review the overall performance of the FWBL and a report is awaited. The fund has not been transferred yet to the Ministry of Women Development by the Human Rights Division. (Verbally rejected by the MoHR)
August 2009	23. The FWBL should prepare a 5 year business plan and gender balance sheet to submit to the Committee for further consideration and support to the Bank.	FWBL will submit 5 -year business plan and financial balance sheet to the Committee.

Date	Recommendation/Action	Status (as of January 2010)
	24. To make an adequate addition in numbers of female representatives on the Parliamentary Committee on Constitutional Reforms. 25. To expedite the consultation and preparation process of the CEDAW report. 26. To conduct a Third Party Evaluation of the GRAP.	Action by Secretary National Assembly Standing Committee. Report has been completed and submitted to the Ministry of Foreign Affairs. Third Party Review has been completed. Copy of the report has been submitted to all members of the National Assembly Standing Committee on 20-03-2010.
December 2009	27. To immediately begin the process of formation of a Mediation Committee by the National Assembly to resolve the matter of the lapsing of the Domestic Violence Bill in the House. 28. To strengthen the National Assembly Website to reflect more accurately the workings of the Committee. 29. The MoWD should club together the review of all major government and donor-funded development projects. 30. To review the major Bills pending in the sub-committee. 31. To prepare for a budget review of all the key Ministries outlined in the NPA. 32. To collaborate with the Mol to set up Gender Complaint Cells in Police Stations at the District level; to compile separate data sets for monitoring gender crimes in Minorities; to involve external stakeholders in the GCC strengthening process.	The Bill is under the review of Mediation Committee formed by the Speaker of National Assembly. MoWD has no bilateral donor funded project. Currently, there is no major Bill pending in the sub-committee. Matter is being taken up with the concerned Ministries. A Sub-Committee was setup to review the overall performance of National Police Bureau, Gender Crime Cell, Ministry of Interior. The subject has been taken up with the Mol to establish such centers at district level.

Date	Recommendation/Action	Status (as of January 2010)
January 2010	33. To translate the CEDAW report into Urdu and prepare an Executive Summary for public distribution.	Combined initial, second and third CEDAW Report and Articles has been translated.
	34. To follow up through the MoWD, the delay in the finalization of amendments to the NCSW Ordinance.	Letters regarding proposed amendments of NCSW have been written to all the relevant Secretaries. The Finance Division has regretted the proposed amendments of NCSW.
	35. To visit further women Crisis Centers and review progress on the PC -1 for the creation of further centers and to enhance the funds allocated in the next financial year.	Sub-committee of the National Assembly Standing Committee is reviewing the issue.
	36. Stringent transparency and accountability mechanisms, including a third party review of the Centers.	Action will be initiated on receipt of final report by the Sub-Committee.
	37. The Committee will visit the other Women Crisis Centres and in this respect directed MoWD to provide break up about funds allocated, progress on PC-I and also steps taken to convert the Dar -ul-Amans in to WCC due to space problem.	The Ministry will arrange the visits of Members of National Assembly Standing Committee on Women Development to other centres as and when schedules are received from the National Assembly Secretariat. Dar-ul-Amans have been established by Provincial Social Welfare Departments and are working under their financial and administrative control. MoWD has availed shelter facilities of Dar -ul-Amans for clients of Shaheed Benazir Bhutto Centre for Women (SBBCW). The Government is committed to establishing at least one SBBCW at the district level.
	38. MoWD may not set up new	A comprehensive Standard

Date	Recommendation/Action	Status (as of January 2010)
	centres till the condition and quality of the existing centres are improved, recommending that the financial allocations be increased to provide trained and experienced staff and provide security, legal aid, psycho-social counseling to the women in distress. 39. It is proposed that the amount in next financial year 2010 - 11 be enhanced up to Rs. 100 million, however, the Committee recommended stringent transparency and accountability measures with an inbuilt third party review of the Centres.	Operating Procedure (SOP) has been prepared in consultation with all stakeholders. The SOP is meant to improve service delivery. The recommendations of National Assembly Standing Committee on Women Development would be followed for improvement of working of SBBCW. Budgets are prepared on the basis of requirements of each centre. However, during the last two years SBBCW has been facing financial constraints due to cuts on the development budget by the Finance Division. The MoWD has already requested for allocation of Rs.126.601 million for the year 2010-11. MoWD has been working on the transfer of SBBCW from Development to Budget in consultation with Planning & Development Division and Finance Division. For transparency and accountability of accounts, there are three signatories appointed to sign the cheques for the expenditure of the centre.

List of Standing Committee Members

#	NAME	PARTY	CONSTITUENCY #
1.	Ms. Bushra Gohar, Chairperson	ANP	RS(Women)
2.	Mrs. Sumaira Malik	PML	NA-69
3.	Mrs. Tehmina Daultana	PML(N)	NA-169
4.	Mr. Muhammad Moazzam Ali Khan Jatoi	PPPP	NA-179
5.	Ms. Faryal Talpur	PPPP	NA-207
6.	Mrs. Khush Bakht Shujaat	MQM	NA-250
7.	Sardar Al-Haaj Muhammad Umar Gorgage	PPPP	NA-260
8.	Mrs. Shakeela Khanam Rashid	PPPP	RS(Women)
9.	Dr. Zil-e-Huma	PPPP	RS(Women)
10.	Malik Mehrunnisa Afridi Advocate	PPPP	RS(Women)
11.	Qudsia Arshad	PML(N)	RS(Women)
12.	Begum Ishrat Ashraf	PML(N)	RS(Women)
13.	Mrs. Nisar Tanveer	PML(N)	RS(Women)
14.	Miss Shaheen Ishfaq	PML(N)	RS(Women)
15.	Dr. Attiya Inayatullah	PML	RS(Women)
16.	Mrs. Zubaida Jalal	PML	RS(Women)
17.	Mrs. Fauzia Ejaz Khan	MQM	RS(Women)
18.	Minister In-charge		Ex-Officio Member

Profiles of Members of the National Assembly Standing Committee on Women's Development

Bushra Gohar

Ms. Bushra Gohar is the Central Vice President of the Awami National Party (ANP), Pakistan and was elected as a Member of Parliament on reserved seats for women in the Pakistan's 2008 National elections. She was elected as the chair of the National Assembly's Standing Committee on Women's Development and is a member of the Working Council of the Women Parliamentary Caucus. She is also a member of the National Assembly's Standing Committees on Finance and Revenue, Interior and Kashmir Affairs.

Ms. Gohar has a Master of Science in Human Resources Management from USA, with over 19 years experience in policy design and influence, development design and plans, projects evaluation and in implementing human rights and development programmes in Pakistan and the region. She has been a member of the National Commission on the Status of Women (NCSW), National Council on Social Welfare, Chair of the South Asia Partnership-International (SAP-I), Regional and Global Vice President of the International Council of Social Welfare (ICSW) and a member of a number of Provincial and Federal Government's advisory committees on women and children's rights. She has represented the civil society and the Government of Pakistan in the United Nations and other International forums on several occasions. During the course of her professional career, Ms. Gohar has had the opportunity to work with a number of local and International NGOs and donor agencies on a number of large multi sector projects.

Attiya Inayatullah

Attiya Inayatullah, is a holder of a doctorate in social demography and has worked tirelessly for underserved women, disadvantaged children and vulnerable people. She is the founder of SOS Children's Village of Pakistan and was instrumental in bringing this service to the orphans of our country. She is currently engaged in establishing Family Health Hospitals which provide holistic reproductive health care services to women. As a Parliamentarian her initiatives are numerous in legislation, particularly in removing discriminatory laws against women and taking forward child specific matters. During periods she has held Ministerial office and international positions her contribution in policy, planning and implementation was substantial and she known as an achiever, a person who leads by example. Her contribution in the fields of international relations, human rights and social development have both globally and in the country earned her high recognition, amongst others she is the recipient of the prestigious UN Ceres Award for Women, Jean Haris Global Award by Rotary International, Kashmir Human Rights Gold Medal and HRSP Human Rights Gold Medal.

Faryal Talpur

Faryal Talpur, (Urdu: تالپور فریال) wife of Mir Munawar Talpur, is a politician in Sindh, Pakistan. Faryal Talpur is sister of Asif Zardari, daughter of Hakim Ali Zardari and sister-in-law of Benazir Bhutto. She is a member of Pakistan Peoples Party. She participated in the Pakistani presidential election, 2007 from the platform of Pakistan Peoples Party and is a Member of Pakistan's National Assembly. Her constituency number is NA-207, Larkana-cum-Shikarpur-cum Kamber-Shahdakt and she belongs to the PPP party.

Fauzia Ejaz Khan

Fauzia Ejaz Khan, wife of Ejaz Mohammad Khan, is a politician and Member of the National Assembly. She was born on April 13, 1942 in Hyderabad (India). Her constituency number is NA-317, Women Sindh XI. She belongs to the MQM party.

Begum Ishrat Ashraf

Begum Ishrat Ashraf, daughter of Mohammad Ashraf. She was born on 31st December 1956 in Rahim Yar Khan. Her constituency number is NA-273, Women Punjab I. She is a Member of the National Assembly and belongs to the PML (N) party.

Mehrunnisa Afridi

Mehrunnisa Afridi, wife of Umar Nasir Khan, is a politician and a Member of National Assembly. She was born on 4th July 1943. She belongs to the PPP party. Her constituency number is NA-326, Women NWFPV.

Khush Bakhat Shujaat

Khush Bakhat Shujaat, wife of Shujaat Ali Baig, is a politician and Member of National Assembly. She was born on 1st November 1948. She belongs to the MQM and her constituency number is NA-250, Karachi-XII.

Muhammad Moazam Ali Khan Jatoi

Muhammad Moazam Ali Khan Jatoi, son of Saddar Saeedullah Khan, is a politician and Member of National Assembly. He is a member of Pakistan Peoples Party. His constituency number is NA-179, Muzaffargarh-IV.

Shakeela Khanam Rashid

Shakeela Khanam Rashid, wife of Sheikh Muhammad Rasheed (late), was born on 2/4/1935 in Hisar, India. She is a Member of the National Assembly and belongs to the Pakistan Peoples Party group. Her constituency number is NA-297, Women Punjab, XXV.

Nisar Tanveer

Nisar Tanveer, wife of Chaudary Tanveer Akhtar is Member of the National Assembly and belongs to the PML (N) party. She was born on 7/1/1972 in Rawalpindi. Her constituency number is NA-286, Women Punjab XIV.

Sardar Al-Haaj Muhammad Umar Gorgaje

Sardar Al-Haaj Muhammad Umar Gorgaje, son of Sardar Mulla Abdul Qadir, is a Member of National Assembly and was born on 1/7/1952. He is a member of Pakistan Peoples Party. His constituency number is NA-260, Quetta-cum-Changai-cum-Nushki.

Qudsia Arshad

Qudsia Arshad, wife of Muhammad Arshad Chaudhary, is a Member of the National Assembly and belongs to the PML (N) party. She was born on 15th March 1933 in Kallundhar. Her constituency number is NA-275, Women Punjab III

Tehmina Daultana

Tehmina Daultana was born in October 1950. She is a Pakistani politician and former Member of the National Assembly of the Pakistan Muslim League (N) party. Daultana joined the PML in 1987, becoming General Secretary of Women and Youth Wing of the PML and then Vice President of that wing. She was an MNA under the platform of PML from 2002 to 2007, and a former State Minister for Women Development, Social Welfare and Special Education under Prime Minister Nawaz Sharif. Ms. Daultana holds an M.A in History from the University of Punjab. Her constituency number is NA-169-Vehari III.

Syeda Shaheen Ishfaq

Syeda Shaheen Ishfaq, daughter of Syed Ashfaq Hussain, was born on 21st February 1956. She is a Member of the National Assembly and belongs to the PML (N) group. Her constituency number is NA-287, Women Punjab, XV.

Sumaira Malik

Sumaira Malik, wife of Malik Tahir Sarfraz Awan, was born on 12/19/1963. She is a Member of the National Assembly and belongs to the PML party. Her constituency number is NA-69, Khushab-I.

Dr. Zil-e-Huma

Dr. Zil-e-Huma, wife of Dr. Muhammad Suleman Qazi, was born on 29th January 1973 in Quetta. She is Parliamentary Secretary for Women Development and is a member of the Pakistan Peoples Party. Her constituency number is NA-331, Women Balochistan II.

Zubaida Jalal

Zubaida Jalal, wife of Mir Changez Kurd, was born on 31st August 1959. She is a Member of National Assembly and the PML party. Her constituency number is NA-330, Women Balochistan-I.

Razia Sultana

Razia Sultana is a Secretary to Standing Committees on Women Development and Youth Affairs. She began her carrier as a Legislative Researcher in the National Assembly and then became a Senior Researcher and Director Research. She holds a Master in Political Science and LLB Degree. She has also worked with United Nation in East Timor and Kosovo, as a Deputy Head, Housing and Property Directorate (HPD), Regional Court Administrator, Head of Human Resource Management Division & Court Administration, International Registration Supervisor and Registration Supervisor, Election Officer in East Timor. She is also one of the Pioneer of the Research Center Established in 1989 in National Assembly of Pakistan.





National Assembly of Pakistan

National Assembly's Standing Committee on Women's Development

