

Women Shattering the Glass Ceiling

When there's no ceiling, the sky is the limit



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UN Women- Theme for International Women's Day 2019

Pakistan Vision 2025

Putting People First: Developing Social & Human Capital

Pakistan Vision 2025 seeks a society in which every citizen has the opportunity to transform their quality of life

Gender Equality and Women's Development

- The legislative framework to protect women's rights shall be strengthened and enforcement machinery will be made gender sensitive to improve implementation
- Practices based on gender discriminatory cultural patterns will be discouraged



Pakistan Vision 2025

- To increase women's participation in decision making, affirmative action will be taken in all public spheres
- Women will be protected from harassment at work through strict enforcement of the legislation. Economic empowerment of women through ensuring access to education and enterprise shall be promoted
- Day-cares will be provided at offices to facilitate women and enable them to work even after marriage



Pakistan Vision 2025 & SDGs



‘Putting People First: Developing Social & Human Capital’ element of Vision 2025 is linked to the following SDGs:



World Economic Forum's Global Gender Gap Report 2018

- Pakistan ranked 148 of 149 countries
- Bangladesh ranked 48
- Sri Lanka ranked 100
- Nepal ranked 105
- India ranked 108

108 years needed on average to close economic gender gap worldwide





World Economic Forum's Global Gender Gap Report 2018

- Pakistan ranked 78th with respect to strength of women in Parliament
- Pakistan ranked 144th with respect to strength of women in ministerial positions

Women Around the World - Global Facts

62 million girls denied education all across the world (World Education Blog)

Women's unemployment rate is 33% and for men it is 7% in Saudi Arabia (Saudi Gazette)

40 – 60% experience street based sexual violence (Multi Country Study from Middle East and North Africa)

1 in 10 women in EU report having experienced cyber harassment since age of 15. (EU Agency for Fundamental Rights - 2014)

Women Around the World - Global Facts

4 out of 5 victims of human trafficking are girls (Malala Fund Report)

At least 100 honor killings occur each in Pakistan and India annually (Encyclopedia Britannica)

1 in 3 women worldwide have experienced violence in their lifetime (WHO)

Around the world, only 32% parliamentarians are women (UN)

Women in Pakistan- Facts

- Highest overall hourly average gender pay gap of 73 countries – 34% which is more than double the global average (ILO's global wage report 2018-19)



Women in Pakistan - Facts

- 21% girls in Pakistan marrying before age of 18 (UNICEF Report)
- 5 million primary school age children are out of school, most of them girls (Human Rights Research Watch)



Impediments which turn down Socio - economic Women Empowerment in Pakistan

Lack of domestic support to women

Limited social engagement

Limited economic empowerment

Impediments which Turn Socio - economic Women Empowerment in Pakistan

Low participation of women in politics

Lack of access to basic education and health

Lack of household decision making power

Impediments which turn down Socio - economic Women Empowerment in Pakistan

Badla-e-Sulha, Wani, or Sawara

Different kinds of gender-based violence

Child Marriages

Depriving women of their inheritance

Supportive Laws in Pakistan

Muslim Family Laws Ordinance, 1961

Muslim Personal Law of Sharia (bill recognized a woman's right to inherit all forms of property)

National Commission on the Status of Women was formed through a Presidential Ordinance, 2000

Women's Protection Bill, 2006

Supportive Laws in Pakistan

The Protection against Harassment of Women at Workplace Act, 2010

Prevention of Anti Women Practices Act, 2011

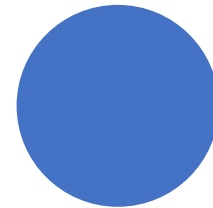
The Acid Control and Acid Crime Prevention Act, 2011

Domestic Workers (Employment Rights) Act, 2013

- **Home-Based Workers Act 2018 for Sindh**

- Informal estimates indicate that there are 20 million home-based workers in Pakistan of which 12 million are women (www.paycheck.pk)
 - A UN Women Report 2016 indicates that home-based workers contributed almost Rs. 400 billion through their wages to the economy, 65% by women
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Pro - Women Laws in Pakistan



Anti Women Laws in Pakistan

Hudood Ordinance, 1979

Qisas and Diyat Laws

Global Movement for Women's Rights

Women's Suffrage Movement 19th and early 20th Centuries

The Right to Vote

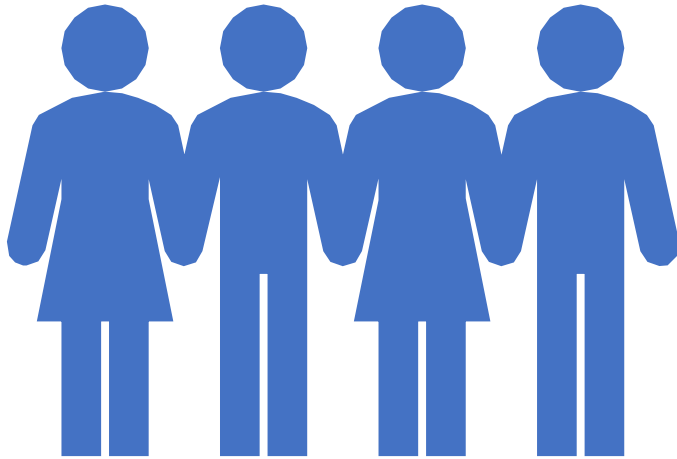


- Denmark granted women's **suffrage** in 1915
- The Representation of the People Act 1918 saw **British** women over 30 gain the **vote**
- Dutch women won the vote in 1919
- American women won the **vote** on 26 August 1920 with the passage of the 19th Amendment (the **Voting Rights** Act of 1965 secured **voting rights** for racial minorities)

The Right to Vote

Pakistan

Women were granted the right to vote in 1947 with provision of reserved seats in the Parliament existing throughout the constitutional history of Pakistan



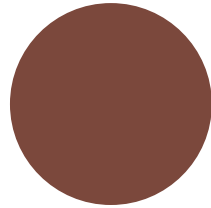
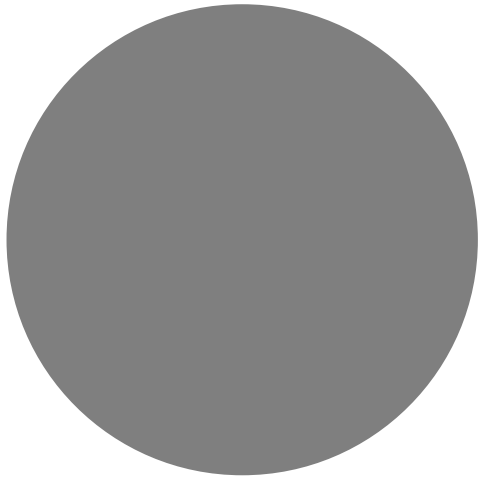
**Universal Declaration
of
Human Rights
1948**



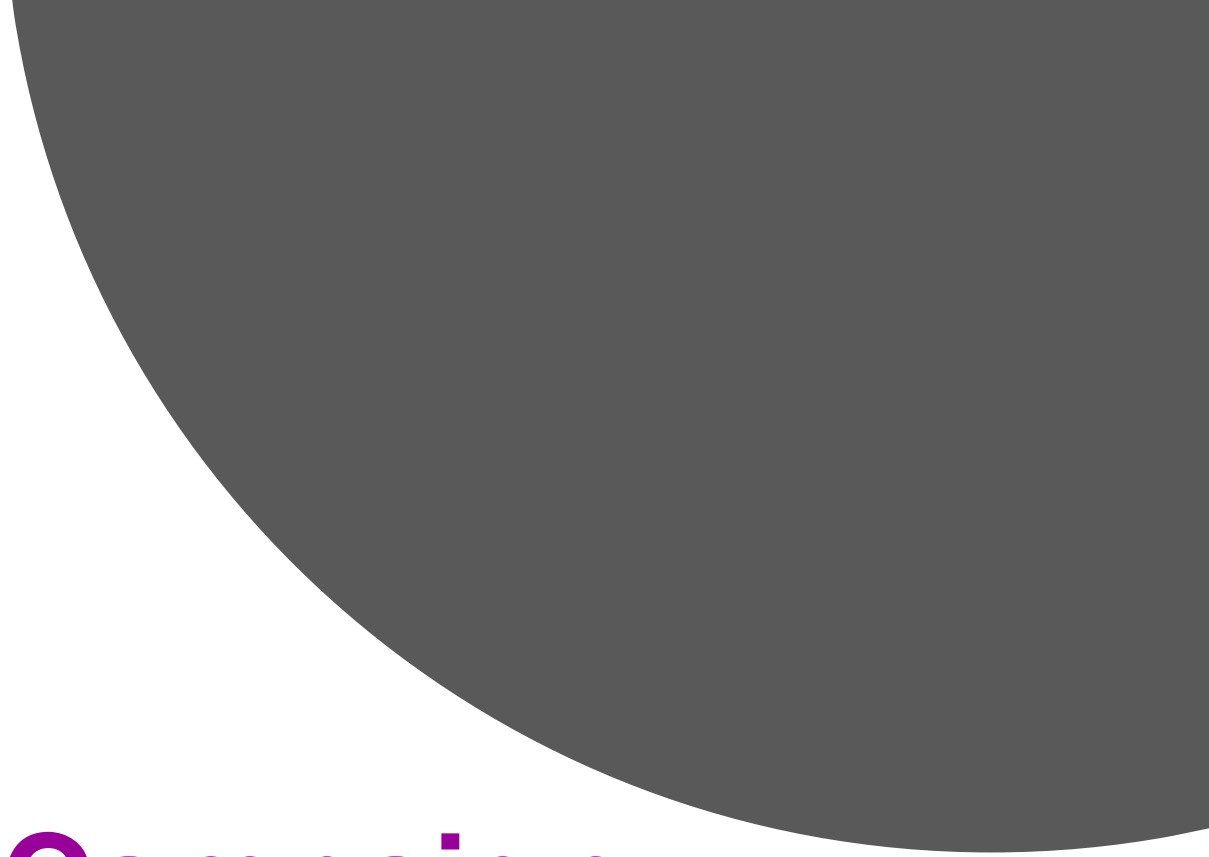
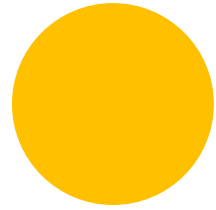
Eleanor Roosevelt, widow of American President Franklin D. Roosevelt, chaired the UDHR drafting committee.

Universal Declaration of Human Rights, 1948

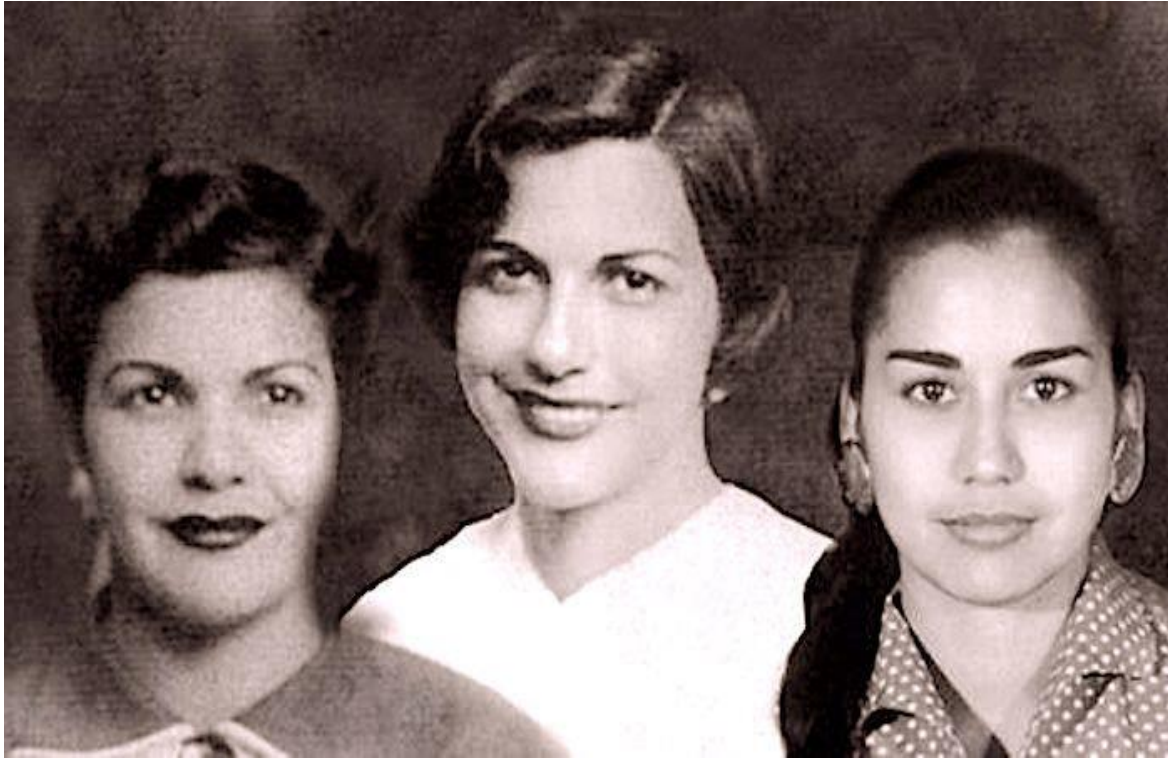
CEDAW
and
International Women's Day
8th March



The Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), 1979



16 Days of Activism Campaign



16 Days of Activism Campaign

November 25, 2018 - International Day for the Elimination of Violence against Women and marks day one of the 16 Days of Activism

Each year, from 25 November to 10 December, World Human Rights Day, the 16 Days of Activism campaign calls for action against one of the world's most persistent violations of human rights – violence against women



16 Days of Activism Campaign

The Mirabal Sisters, political activists whose deaths were commemorated with the establishment of The International Day for the Elimination of Violence Against Women.

Global #MeToo Campaign

- The campaign has taken the battle for women's rights to "where we have never been before"
- "The challenge for you and me now is to keep it going," **Dr Phumzile Mlambo-NGCUKA**, executive director of **UN Women**, said, calling the movement a "stage in the ongoing journey to fight for gender equality"



Every Women Treaty
Aiming for passage in UN by 2030

- **Every Woman Treaty is a coalition of women's rights activists around the world that is advancing a campaign for a global treaty to end violence against women and girls**
- **The treaty is being developed with an unprecedented level of women's leadership and global inclusivity, with more than 2,000 experts representing more than 125 nations contributing**
- **Every Woman Treaty is led by a core group of 12 advocates**

Pakistani Women's Day
12th February



**Women's Movement
12th February 1983**

Pakistan's National Women's Day

**Women's Movement
12th February 1983**

**Pakistan's National
Women's Day**



**Women's Movement
12th February 1983**

**Pakistan's National
Women's Day**



Aurat March 2019

Aurat March 2019 Held in Pakistan's Major Cities



Islamabad



Lahore

On March 9, 2019 Aurat March Held in Pakistan's All Major Cities



Karachi



Peshawar

Pakistan Every Woman Treaty

- 15 women's rights activists launched the Pakistan chapter of the "Every Woman Treaty" campaign, a global treaty to combat the worldwide pandemic of violence against women and girls
- Cofounded in 2013, Every Woman Treaty is a non-governmental organization (NGO) representing more than 1,700 women's rights advocates, including 840 organizations, in 128 countries



The World's Most Powerful Women Today

Forbes 2018 – World's Most Powerful Women



Angela Merkel

Germany

Politics



Theresa May

United
Kingdom

Politics

Forbes 2018 – World's Most Powerful Women



Christine Lagarde

France

Economy



Mary Barra

United
States

Automotive
Sciences

Forbes 2018 – World's Most Powerful Women



Isabelle Kocher

France

Energy



Emma Walmsley

United
Kingdom

Healthcare

Forbes 2018 – World's Most Powerful Women



Melinda Gates

United
States

Philanthropy/NGO



Oprah Winfrey

United
States

Media &
Entertainment

Pakistani Women Icons



Fatima Jinnah

Powerful Woman of Pakistan Movement

Powerful Women of Pakistan Movement



Begum Shaista Ikramullah



Begum Jahanara Shahnawaz

Powerful Women of Pakistan Movement



Begum Salma Tassaduq Hussain



Begum Rana Liaquat Ali Khan

Inspirational Women Who Changed the Face of Pakistan

“It is not easy being a woman
anywhere. Moreover, for
women leaders, the obstacles
are greater, the demands are
greater, the barriers are greater,
and the double standards are
greater”

Benazir Bhutto



Arfa Karim

Inspirational Women Who Changed the Face of Pakistan



Malala Yousafzai



Sharmeen Obaid

Inspirational Women Who Changed the Face of Pakistan



Bilquis Edhi



Zahida Kazmi



Samina Baig



Muneeba Mazari



Pakistan Poverty Alleviation Fund (PPAF)



*Restoring Hopes
Securing the Future
Ending Poverty*



Compassion of PPAF

Women at the Heart of PPAF's Work

- PPAF's core values of inclusion, participation, accountability, transparency and stewardship are reflected within internal processes, external programmes and operations
- PPAF has mandated the equal inclusion of women in all PPAF interventions

PPAF's Commitment to Women Inclusion

WOMEN SHARE IN PPAF INTERVENTIONS



of
8.4 million
given
microcredit
loans



of
442,623
provided
interest free
loans



of
16.26 million
individuals
accessing
infrastructure
and water
facilities



of
112,098
individuals
provided
assets



of
2.37 million
members of
community
organisations
/credit group



of
428,694
individuals
imparted
enterprise
and skills
trainings



of
14.69 million
medical
consultations
provided by
PPAF
supported
health facilities



of
378,400
(female
students)
enrolled in
primary/
secondary
schools

**Cumulative September 2018*

- Amtul Raqeeb Awards is presented by PPAF to enterprising and courageous women from communities every year on International Women's Day
 - The award has been presented to 40 women thus far, while two men have also received
-

PPAF – Towards Women Empowerment



PPAF's Awards & Recognitions

- PPAF won Diversity and Inclusion Outstanding Achievement Award at the Global Diversity and Inclusion Benchmarks Conference in 2016, 2017 and 2018
- PPAF has also won two awards for Gender in 2014 (IFAD Gender Award - Asia Pacific Region, for addressing gender through microfinance) and Dawood Global Foundation's award as one of the best workplace environments in Pakistan for women



Are these innovations for change?

Countering Gender Roles in Society

Reducing Gender Gaps

Striving for Equal Rights

Gender Justice



Thank You!

