



*Pakistan*

## Inclusive Governance for Gender Equality

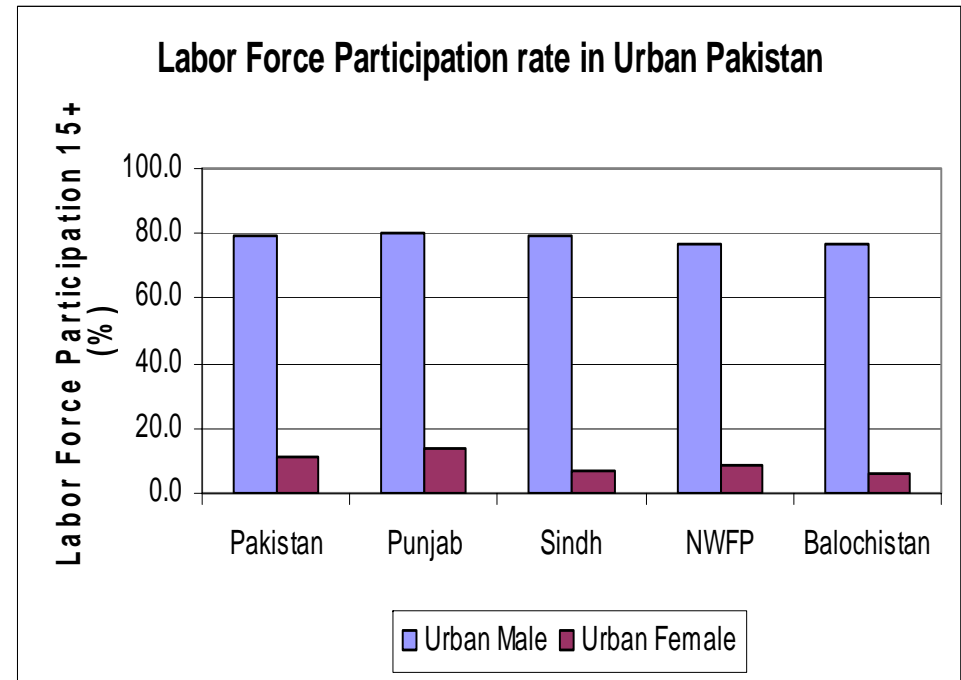
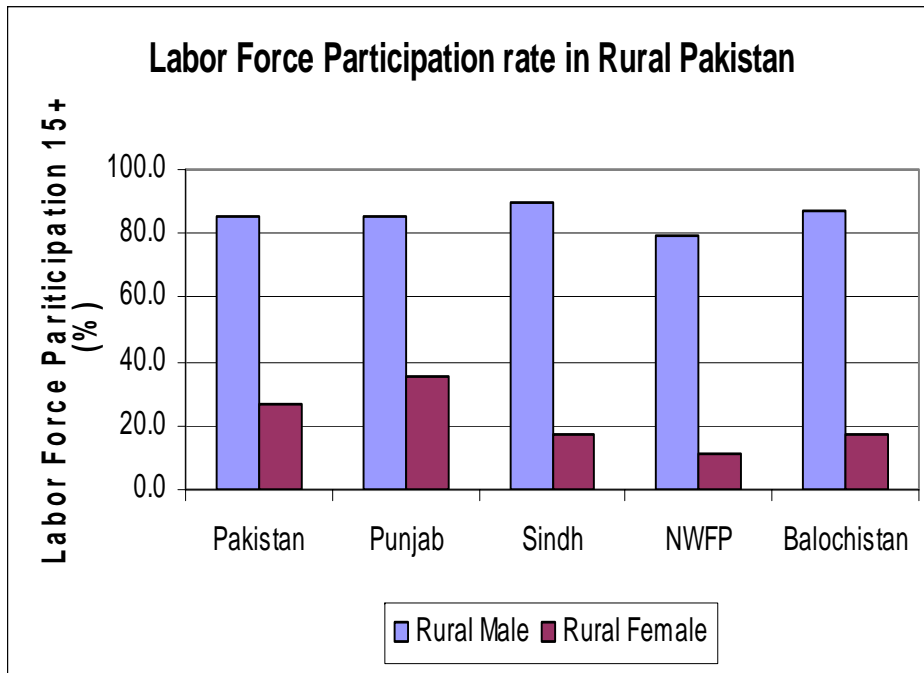
Date: 19 August 2008

# Consequences of Exclusion

## The Gender Disparity Continuum

- Gender Disparity in labor force participation
- Gender Disparity in educational achievement
- Gender Disparity in health outcomes

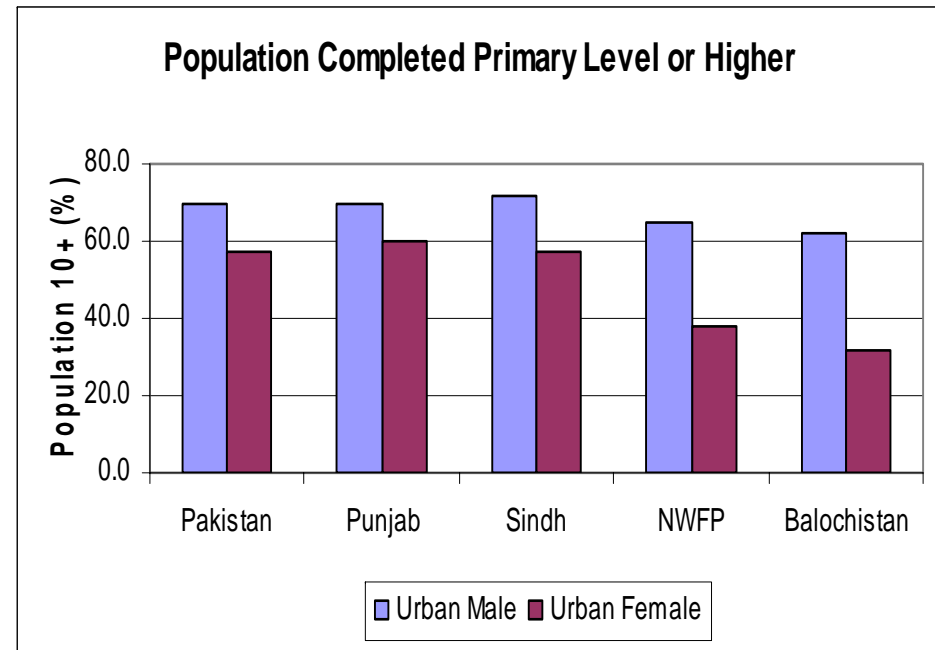
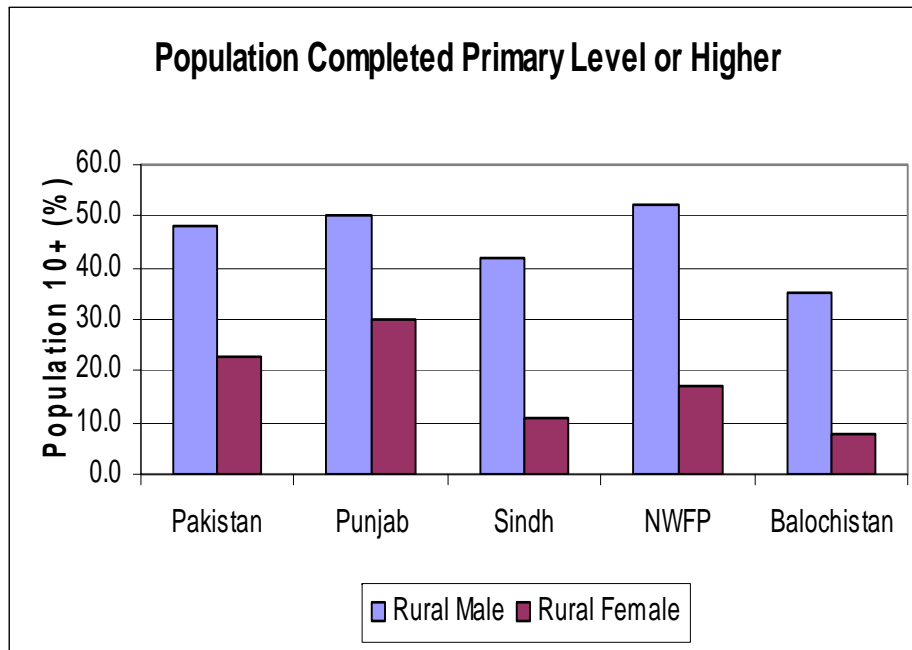
# Gender Disparity in Labor Force Participation



Source: Labour Force Survey 2006-07

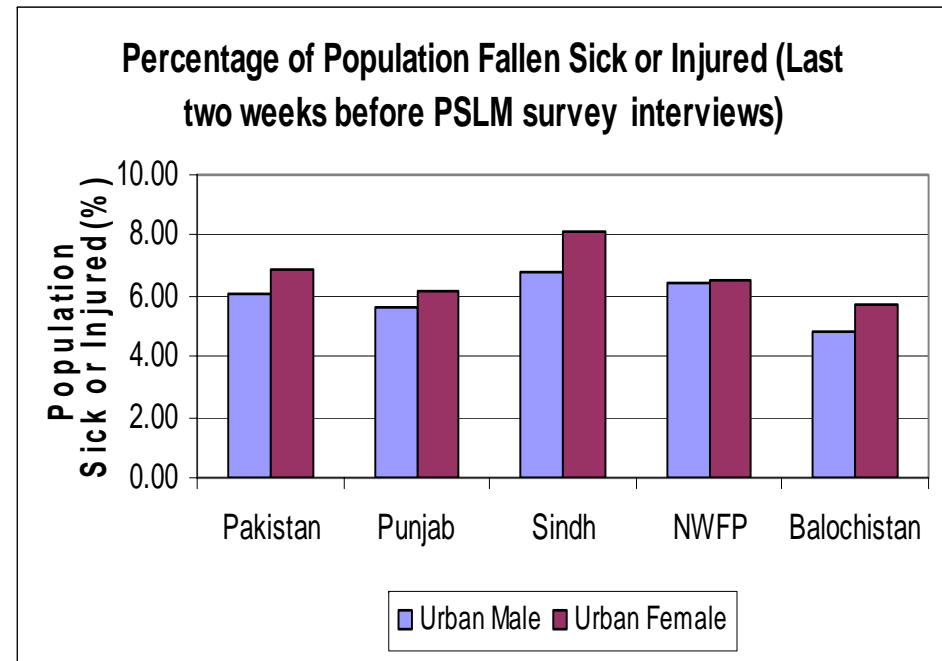
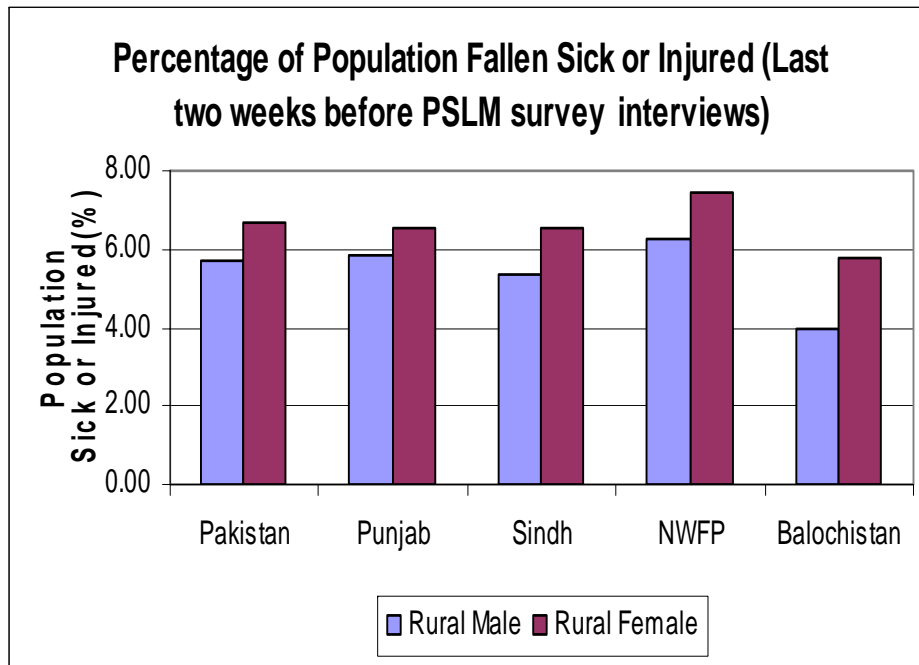
- Women’s participation significantly less than men’s
- Significant variation in women’s participation across rural-urban areas and across provinces

# Gender Disparity in Education



Source: PSLM 2006-07

# Gender Disparity in Health



Source: PSLM 2006-07

# 4 Roads Blocks to Inclusive Governance

- **Laws Based on Interpretation of Faith**
- **Institutional Processes**
- **Limited or no representation of women at higher levels of decision making**
- **Culture (often to subjugate and dominate through patriarchy)**

# Laws Disfavoring Women



- Offence of Zina (Enforcement of Hudood) Ordinance, 1979.
- The Protection of Women (Criminal Laws Amendment) Act, 2006.
- The Provisions of Qisas and Diyat in the Pakistan Penal Code disadvantaging women in cases of honour killings and vani.

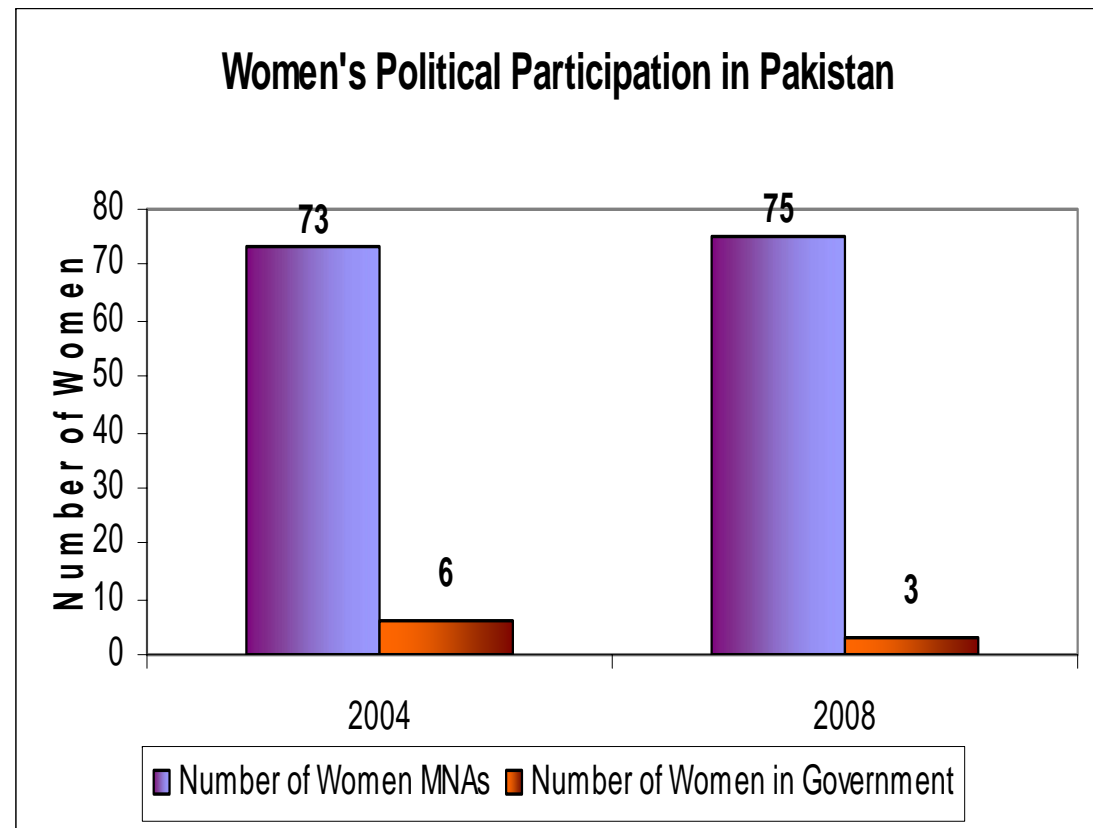
# Institutional Processes – Women in the Bureaucracy

<b>Gender Imbalance in Federal Employment</b>	
<b>Basic Pay Scale</b>	<b>% age of female employees</b>
All scales (BPS 1-22)	5.40%
Officers Category (BPS 16-22)	8.70%

*Source Gender Support Programme, UNDP*

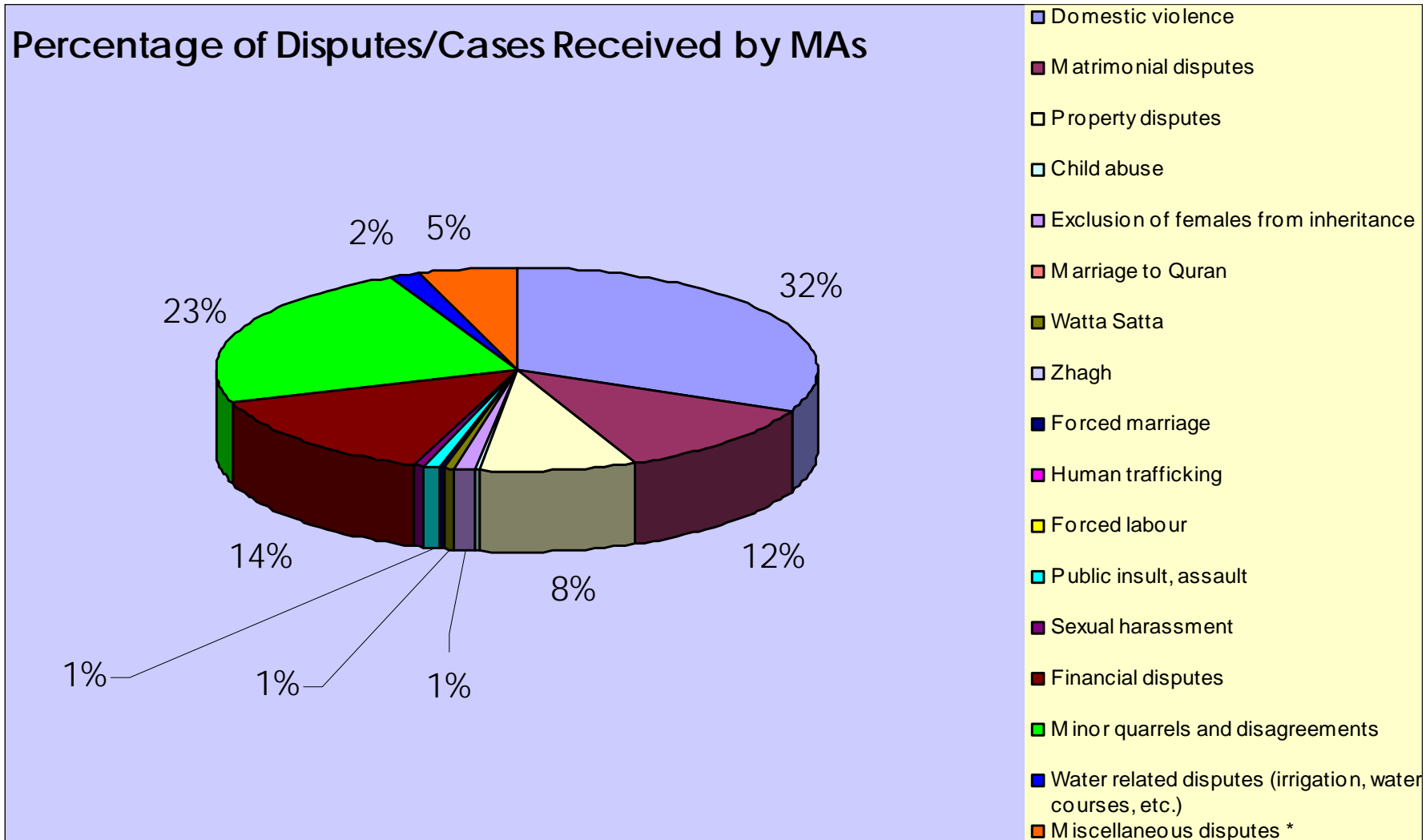
# Women Representation in Decision Making

- Large number of women in legislature and local government but few in government or decision making positions
- Barriers to participation are lack of knowledge and political party hierarchy



*Source Gender Support Programme, UNDP*

# Culture



# Towards an Inclusive Governance Agenda

- Inclusion through legal identity
- Inclusion through Self Help and Collective Organization
- Inclusion through Policy Champions
- Inclusion through Accountability
- Inclusion through Political Systems