

Country WID Profile

(Pakistan)

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Country WID Profile

(Pakistan)

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List of Abbreviations and Acronyms

ADB	-	Asia Development Bank
AEPAM	-	Academy of Educational Planning and Management
AIDS	-	Acquired Immune Deficiency Syndrome
AIOU	-	Allama Iqbal Open University
BLCC	-	Bunyad Literacy and Community Council
BPA	-	Beijing Platform of Action
BPWO	-	Business & Professional Women's Organisation
CHW	-	Community Health Workers
CIDA	-	Canadian International Development Agency
CWCD	-	Centre for Women's Co-Operative Development
DAMEN	-	Development Action for Mobilisation and Emancipation
DWHP	-	Development of Women Health Professional
ESCAP	-	Economic and Social Commission for Asia and the Pacific
EU	-	European Union
FAO	-	Food and Agricultural Organisation
FGM	-	Female Genital Mutilation
FPAP	-	Family Planning Association of Pakistan
FPHC	-	Frontier Primary Health Care
GADA	-	Gender and Development Action
GDP	-	Gross Domestic Product
GOP	-	Government of Pakistan
HTD		Harmful Traditional Practices
ICN	-	International Council of Nurses
IFAD	-	International Fund for Agriculture Development
ILO	-	International Labour Organization
INC	-	Information Network Centre
ITTA	-	International Institute for Tropical Agriculture
JICA	-	Japan International Co-operation Agency
JOCV	-	Japan Overseas Volunteer Cooperation
LGRDD	-	Local Government and Rural Development Department
MCH	-	Maternal/Child Health
MFETU	-	Mobile Female Teacher Training Unit
NFE	-	Non-formal Education
NGO	-	Non-Governmental Organisation

NPA	-	National Plan of Action
NRSD	-	National Rural Support Program
NWFP	-	North West Frontier Province
OPP	-	Orangi Pilot Project
P&DD	-	Planning & Development Department
PHED	-	Public Health Engineering Department
PIHS	-	Pakistan Integrated Household Survey
PIMS	-	Pakistan Institute of Medical Sciences
RDD	-	Rural Division Department
SME	-	Small-Medium Enterprise
SPDE	-	Social Policy & Development
SPO	-	Strengthening Participatory Organization
SRSC	-	Sarhad Rural Support Corporation
SSE	-	Small-Scale Enterprise
STD	-	Sexuality Transmitted Diseases
TBA	-	Tradition Birth Attendant
UNDP	-	United Nations Development Programme
UNESCO-		United Nations Educational Scientific and Cultural Organisation
UNICEF-		United Nations Children's Fund
UNIFEM-		United Nations Development Fund for Women
USAID	-	United States Agency for International Development
WB	-	World Bank
WID	-	Women In Development
WHO	-	World Health Organisation

1. Basic Profile

1-1 Socio-Economic Profile

Socio-Economic Profile						Ref.
Economic Indicators	GNP/Capita	Growth rate of real GDP		Inflation Rate*	Gini coefficient*	6
	US\$443('99)	4.5%		6.1%(00)	-0.21 -0.14	1,2
Public Sector(1999)	Health	Education	Social Welfare	Defense	Others	
Expenditure to sectors	0.75%	2.20%		%		2
Population('98)	Total	% of urban population		Population growth rate('97-)		
	Total	137.5million	32.5%	2.20%		1,4
	Women	66 million				
Industry/GDP(1999)	Agriculture	Industry(Manufacture/Industry)		Service		
	24.50%	26.80%		48.80%		2,6
Proportion of workers('95)	Agriculture	Industry	Service	Aid/GNP		
	44.10%	15.60%	14.60%	15.60%		6
	Women	19%	3.50%	6.70%	2.10%	3
Labour Indicators	Total No.	Unemployment R.	Minimum wage	Women/Total*		
	Total('95)	million	%			6
	Women	26%	16.70%			3
Decision-making	Women/Total		Women/Total()			
	Member of parliament	%		Managers	3%	
	Ministries(1995)	1%		Technicians	1%	5
	Deputy ministries('95)	%				
Law for Women	Year		Details			
	Marriage Law	1962	Registration of marriage, Dowary evidence			
	Election Law					
Ratification and signature of international law for women				Ratification	Year	
	CEDAW	drafted in1999		Yes	1999	
Policy of WID	Not yet drafted					
	Domestic Violence Law					
	Employment Equality Law					
Governmental organization of WID						
	National Machinery	The Federal Ministry of Women Development, Social Welfare and Special Education ; MOWD				
	Set up	Permanent Commission on the status of women (2000)				

References

- 1) UNDP 1999
- 2) Economic Survey Finance Division, Government of Pakistan 1998-99
- 3) Labour Force Survey 96-97 FBS Statistic Division
- 4) Provisional Results of 5th Population and Housing Census(1998)
- 5) Pakistan Engineering Council 1997
- 6) Human Development Report 1994

1-2 Health Profile

Health Profile					Ref.
Life expectancy('99)	Male 62 Female 62		Population growth rate	2.2%(2000)	1
Expansion of health service	Population /Doctor ('98)	1587	Population/Nurse and Midwife	3822	2
Government expenditure to health (% of GDP)('98-'99)		0.75%			2
Infant mortality rate(per1,000)*			% of the vaccinated 1-year-old children		
Total	91 persons('99)		BCC('90-'95)	91%	1
Female	84 persons		DPT('90-'95)	71%	
Under-5 mortality rate(per1,000)*			Polio('90-'95)	71%	
Total	persons('97)		Measles('90-'95)	70%	3
Family planning	Contraceptive rate('99-'00)	27%	Total fertility rate('97)*	4.90%	1
Births attendance rate*	%		Age at first marriage	20	5
Maternal anemia rate*	%		% of infants with low birth weight*	25%(1999)	6
Maternal mortality rate	340 persons per 0.1million('90)				1
Nutrition			Oral rehydration therapy use rate*	%	
Iodine deficiency	households consuming iodized salt %		Malnutrition('89-'95)	40%	7
Community health service(-)					
Access to safe water	urban 88% rural 69%		Access to adequate sanitation	urban 77% rural 22%	
HIV/AIDS	HIV infected		AIDS cases		
Statistics()	% of pregnant women		%		

1-3 Education Profile

Education Profile					Ref.
Education system	Compulsory education (0 year),		Primary education (5 year)		
Public expenditure on education		%()			
% of GNP(1995)	2.20%				2
Adult literacy rate('99-'00)	male 59%, female 35.4%				1
by race					
Primary education(1999)	Net enrollment ratio		Female ratio of higher education		
Male	94%		education	%	4
Female	68%		humanities	%	
<Educational Issues>	training level of teachers has dropped		social sciences	%	
Middle education (classes VI-VIII)	Net enrollment ratio*		natural sciences engineering	%	
Male	70%		medical	%	7
Female	42%				
<Educational Issues>					
Higher education('95)	Enrollment ratio				
Total	39%				
Female('99)	29%				7

References

- 1) UNDP 1999
- 2) Economic Survey Finance Division, Government of Pakistan 1998-99
- 3) The progress of Nations, Human Development Report
- 4) Ministry of Education, Government of Pakistan Provincial Bureau of Statistics, Provincial Governments
- 5) Women and Men in Pakistan, FBS 1995
- 6) National Health Survey of Pakistan, 1990-1994
- 7) Human Development Report 1994

2 General Situation of Women and Government Policy on WID/Gender

2-1 General Situation of Women

General Situation of Women in Pakistan

- Women in poor families and in rural areas who account for 70% of the women population especially are forced to live inferior lives due to the double discrimination of poverty and discrimination against women.
- Inequality based on gender is a big characteristic of the social and economic environment in Pakistan even today.

Although the population increase rate in Pakistan is 2.4% which is higher than that of the average for developing countries (2.0%), its economy has grown satisfactorily in recent years and income per capita increased from 1980 to 1991 at the rate of about 3% a year.

Absolute poverty decreased from the middle to late 1980s, but still a third of the total population is classified as the poverty stratum and the rate of population below the poverty line is 31% in urban areas and 35% in rural areas (1990~1991). The present situation in rural areas is that the ratio of the poverty stratum is swelling even now but sufficient social services do not permeate sufficiently due to undeveloped traffic networks and a great shortage in infrastructural facilities, etc.

[Women's Status]

The standing of Pakistani women is regarded to be lower than that of women in other South Asian countries. Women in poor families and in rural areas who account for 70% of the women population especially are forced to live inferior lives due to the double discrimination of poverty and discrimination against women.

Women's educational level is lower than that of men since sufficient food, health and medical care services, and educational and training opportunities aren't provided to women and girls and their lives are being exposed to danger because of chronic malnutrition, etc.

Furthermore, social prejudice against women's labors, women's low educational and skill level, and women's aggravated burdens in families are the main causes that impede their employment opportunities.

Although Pakistan finally acceded to the Convention on the Elimination of All Forms of Discrimination against Women by the UN in 1996, laws discriminating against women which had been established under the military administration are still being enforced*. Women are deprived of basic human rights even now including the fact that women's testimonies at courts of justice are considered to have half the value of men's testimonies. Domestic violence against women, sexual harassment, and women trafficking occur frequently under the tradition that deems women as men's subordinates. Also, women's participation in decision-making processes are extremely limited both privately and at official levels. As mentioned above, discrimination against women still survives in Pakistan but activities to promote equal opportunity of the sexes by the Federal Ministry of Women Development, Social Welfare and Special Education, NGOs, etc. are gradually being implemented.

*There is the "Hudood Ordinance" as an example of discriminatory laws. This is one of the Shari'a (Islamic law) acts. Under this ordinance which stipulates about rape, adultery, prostitution, larceny, drinking, and infringement of property rights, women's testimonies are not accepted but only the testimonies of Islamic male adults are accepted as witnesses. This means, if a woman was raped and even if she appeals to the law, the woman who appealed will be, on the contrary, incriminated for conducting out of marital sexual relations unless she has the witnesses of four adult male Muslims.

Moreover, since this law is applied to adults which are above 18 for men and after the beginning of menstruation for women, cases have occurred where even girls 12 or 13 years old who were

raped, were put in jail. In these cases, the men who raped them were often acquitted of charges because of insufficient evidence.

[Cultural and Social Background]

In Pakistan, discrimination against women has been carried out a long time under feudalism, patriarchy and "purdah", the traditional and social norm to socially segregate women. Inequality based on gender and so on is a big characteristic of the social and economic environment in Pakistan even today (Ikeda-Larhed, 1997).

There is a strong concept of dichotomizing, "inside and outside", in Pakistan and women are covered by veils which is traditional for Islamic societies and restricted to stay in their homes, "inner space", and their labor outside the home has been regarded in a negative way in general. Women's labor in the informal sector is rare, therefore, and their production activities are accepted as a part of their duties as wives rather than as an economic contribution (World Bank, 1996).

Recently, there has been a movement to try to conform the existing laws to the most conservative interpretation of Islam and it is increasing the discrimination against women and affects the standing of women as equal citizens (Country Medical Care Cooperation File, 1996). Furthermore, the idea of the fundamentalistic organizations to deem activities for women as "things which to change the traditional relationship between men and women" is strong and they have considerable influence. It is necessary, therefore, to pay due attention to this movement when activities intended for women in Pakistan are carried out (World Bank, 1996).

2-2 Government Policy on WID/Gender

Government Policy on WID/Gender

- Equal rights for both sexes and prohibition of discrimination based on sex are guaranteed in the 1973 constitution.
- The Eighth Five-Year Plan appropriated 2,146,000,000 rupees in the budget for new programs for women.

[WID/Gender Policy]

Equal rights for both sexes and prohibition of discrimination based on sex are guaranteed in the 1973 constitution. The Eighth Five-Year Plan (1993~1998) appropriated 2,146,000,000 rupees in the budget for new programs for women under the control of the Federal Ministry of Women Development, Social Welfare and Special Education (MOWD). Among which, 1,618,000,000 rupees were distributed to the development programs in public sector and 528,000,000 rupees for the support program of NGO (Non-governmental's Support Programme: SWAP) which was to be implemented by MOWD. Incidentally, MOWD has distributed budgets for about 1,000 projects up until now.

[Key potential policy measures]

Isolated policy measures are available from diverse sources. These are potential measures in that they have provided little or no frame work to the programme/projects, advocacy and research guideline of the national machinery and other government ministries, departments, etc.

▲ *Draft reports on the Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) – Sept. 1999*

This is the first report prepared by Ministry of Women Development Social Welfare and Special Education in consultation with NGO's CBO's and the government departments at the federal and provincial levels.

▲ *National Plan of Action, NPA Beijing Follow Up – Sept. 1999*

The strategic goals of NPA await translation into tangible programmes and projects in 12 areas set in the plan.

▲ *Report of the Working Group on Women Development for Ninth Five Year Plan (1998-2003) – Aug. 1997*

Gender is a crosscutting issue in the Ninth Five Year Plan (1998-2003 AD). In addition to the recommendations proposed in the Working Group Report on WID for the plan, Planning and Development Division on the recommendation of the Ministry of Women Development Social Welfare and Special Education, women experts and activists has included gender concerns in all other working groups. The Ninth Five Year Plan (1998-2003) has not come out yet.

▲ *Report of the Commission of Inquiry for Women – Aug. 1997*

The report which was produced by the Ministry of Law, Justice, and Parliamentary affairs, has been reviewed by the Ministry of women Development, Social Welfare, and Special Education. The latter ministry has taken up the recommendations with the concerned government ministries, divisions department and NGO's

2-3 National Machinery

Federal Ministry of Women Development, Social Welfare and Special Education

- The Federal Ministry of Women Development, Social Welfare and Special Education (MOWD) was established in the end of 1989 to improve women's position.
- Projects being implemented by MOWD are; establishment of community centers for women, building literacy rate improvement centers, and organizing cooperative associations, etc.

The Women's Division was founded in 1979 as the Women's Division of the Pakistani government. At the time of the United Nations Decade for Women, the Pakistan Government, which realized the necessity for the improvement of women's position, upgraded the Women's Division to the Federal Ministry of Women Development in 1989. It was merged with the Ministry of Social Welfare and Special Education and reorganized as the Federal Ministry of Women Development, Social Welfare and Special Education in the end of 1989. Among projects being implemented by MOWD, there are the establishments of community centers for women and the organizing of literacy rate improvement centers and cooperative associations, etc. In order to promote women's participation in the development and to strengthen their roles by promoting equal opportunities for both sexes, etc. as urged in the Eighth Five-Year Plan, it is necessary for MOWD, as the supervisory organization, to enforce its organizational capability and provide the policy framework for promoting integration from the point of view of gender in the development processes from now on (Ikeda-Larhed, 1997).

Federal Ministry of Women Development, Social Welfare and Special Education

Number of Staff: 154

Budget Ratio: 100 million Rupee (1996-97)

Purpose and Functions:

- 1) To Formulate public policies and to make laws to meet specific needs of women.
- 2) To register and to assist women's organizations.
- 3) To undertake and promote research on the conditions and problems of women.
- 4) To undertake and promote projects for providing special facilities for women.
- 5) To represent the country in international organizations dealing with problems of women and promote such bilateral contacts with other countries.
- 6) To ensure that women's interests and needs are adequately represented in formulations of policies by various organs of government.
- 7) To ensure equality of opportunity in education and employment.

【Other Relevant Organization】

Government Ministries Implementing Women-related Activities

Ministry	Activities/ Programs
Ministry of Population and Welfare	<ul style="list-style-type: none"> • Training and allocation of 12,000 community based promoters of family planning within 5 years.
Ministry of Health	<ul style="list-style-type: none"> • Improvement of child and maternal health care in villages, and utilization of health care centres. • Execution of basic programs in Health Service Planning Bureau which aims for expansion of human resource and facility utilization.
Ministry of Education	<ul style="list-style-type: none"> • Improvement of girls' enrollment rate in rural areas • Increase of women teachers who have received teacher training • Expansion of nonformal education with the cooperation of NGOs
Ministry of Rural Development	<ul style="list-style-type: none"> • Promotion of regional development through training women to forestry and fishery.

3. Current Situation of Women by Sector

3-1 Education

Education

- Adult literacy rate for women is 25.4%, which is approximately half of men's literacy rate.
- Educational opportunities are considerably limited in rural areas, where girls' enrollment rate in secondary education is one seventh of that for girls in urban areas.
- Cultural customs such as purdah and early marriage obstinately remain in poor households, and have become the prime factors for blocking women's education.
- Increase of women teachers, which is 34% of men teachers for primary education and 41% for secondary education, is an urgent necessity for the improvement of girl's enrollment rate.

[General Information]

The education system is a 10-year system consisting of elementary school (5 years), middle school (3 years) and high school (2 years).

Elementary schools are not compulsory at present but the Compulsory Education Bill was passed by the congress in 1996 and compulsory education is scheduled to be promoted from now on. Aside from this, there are secondary vocational schools, colleges, universities and mosque schools to conduct education regarding Islam. As to colleges which students go on to after graduating from high schools, there are a 2-year system for general education and a 3-year system for specialized education about agriculture, engineering, medical science, etc. Students can attend universities after graduating from colleges.

In Pakistan, the rate of defense expenditures in the national budget is as high as 31% but, on the contrary, that of education expenditures is as low as only 2% and it does not reach the 4% which has been recommended by UNESCO. Shortage of educational facilities is continuing, therefore, and elementary school facilities for receiving nearly 1,000,000 new students are necessary in order to enroll all the 6-year old children. The necessity for improving the quality of education, treatment of teachers, curriculums, textbooks, etc. has been pointed out. The government has realized the importance of the educational sector and formed a policy to invest in the development of the education of the nation. Furthermore, education has been stipulated as one of the important sectors in the Eighth Five-Year Plan (1993~1998) and the Social Action Programme (SAP, 1993~1998).

[Primary, Secondary and Higher Education]

Improvement of education in Pakistan is behind and there are also big gender and geographical gaps in educational environment and literacy rate. The total enrollment rates in primary education are 66.6% for girls and 90.7% for boys (1996~1997) which are lower than the average of South Asian countries (80% for girls and 102% for boys), and half of the girls who entered elementary school drop out (Government of Pakistan, 1997).

Girls attendance rate in primary education is only 25% in Pakistan while the average of low-income countries is 96% (World Bank, 1996).

The total enrollment rates in secondary school is 13% for girls and 28% for boys (State of the World Children 1997) and girls' enrollment rate in higher education further declines to one seventh of that for boys (Government of Pakistan, 1995). Furthermore, the net enrollment rates of girls both in primary and secondary education in rural areas are considerably lower than those in urban areas (see Table 1).

Adult literacy rates are 54.8% for men and 25% for women (Labour Force Survey 1996-97) and, especially, the literacy rate of women in rural areas (15%) is less than a third of that of women in urban areas (50%). Moreover, regardless of whether in cities and towns or farm villages, the older the

age group is, the lower the literacy rate (see Table 2).

The following things are pointed out for the reasons of such a gender gap in educational opportunities: 1) Many families do not send their daughters to school in order to have them help with housework, 2) Families give priority to the education of boys when their finances are tight, 3) When there are no girls' schools near, parents do not let their daughters attend distant girls' schools*. Although the receiving of an education without any difference of men and women is spreading among rich families in cities and towns, cultural customs such as purdah and early marriage obstinately remain in poor households, which account for the majority of the population, and have become the prime factors for blocking women's education.

The importance of women's education has begun to be recognized in recent years and the improvement of girls' enrollment rate in primary education was stipulated as the most important task of the nation in the Social Action Plan (SAP, 1993~1998) started in 1993.

The Social Action Plan aims at: 1) Improvement of girls' enrollment rate in rural areas, 2) Increase of women teachers who have received teacher training, 3) Expansion of nonformal education with the cooperation of NGOs, and 4) To broaden society's understanding of the importance of girls education, and so on (Ikeda-Larhed, 1997).

* In the country side, schools are few in number and, especially schools with women teachers are few. Furthermore, there are no girls' classes or schools which have women teachers in the country side due to inveterate customs of purdah and many parents do not send their daughters to schools. Moreover, where there are no girls' schools near, parents often do not send daughters to school because of concern for their safety.

[Teachers]

Although the number of women teachers increased to more than double during 1981 to 1997, the rate of women teachers is 34% of men teachers for primary education, 41% for secondary education and it further decreases to 31% for higher education (Economic Survey, Government of Pakistan, 1997-98). The problems related to teachers are their shortage and low quality in rural areas. Regardless of whether men or women, teachers who received training to be a teacher do not like to be assigned to rural areas and, consequently, teachers who were not trained account for three quarters of the total number of teachers in rural areas (Hafeez, 1997). Furthermore, there is a large shortage of women teachers for science and mathematics.

In Pakistan, there is a cultural restriction on girls taking lessons from men teachers after the second or third grade in primary education and when there are no women teachers, many girl students are, therefore, obliged to leave school as they advance to higher grades and dropout rate for girls is especially high in rural areas. Since girls' enrollment rate is greatly affected by the existence of women teachers as is mentioned above, increase of the number of women teachers in rural areas as well as the improvement of the quality of the training for women teachers are urgent necessities for the improvement of girls' enrollment rate (Government of Pakistan, 1995).

[Literacy Education]

Literacy programs for adult women are being implemented utilizing books and posters, cassette tapes, radios, etc. by NGOs. Also, literacy education training for adult women and girls has been implemented with the support of UNESCO since 1988.

[Vocational and Technical Training]

Vocational and technical training for women tended to increase lately and training schools in nontraditional fields such as electric technology, computer technology, etc. are also increasing. However, many of the training programs by the government still cling to traditional fields such as

sewing and embroidery where wages are low and employment opportunities are few and opportunities for management

capability training for women are limited. Although entrepreneur, marketing and management capability training, etc. for women is being implemented by some small scale private organizations and NGOs, the truth is that these opportunities lean one-sidedly toward big cities and towns. Furthermore, there are almost no opportunities for vocational and technical training for women and girls with physical or mental disorders (Government of Pakistan, 1995). In addition, situations show that there are shortages in personnel, materials and equipment and financial resources for the implementation of training in most organizations (Ikeda-Larhed, 1997).

Table 1 Enrollment ratio by Gender / Region (%)

	Urban		Rural		National Average	
	Male	Female	Male	Female	Male	Female
Primary Education	80	70	68	25	71	31
Secondary Education	55	35	20	5	na	13

Source :World Bank, 1996

Table 2 Women's Literacy Rate by Age and Area (%) (Year:1991-92)

Age	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-	Total
Urban	73.4	71.9	60.5	50.4	42.4	37.8	30.0	28.4	17.0	20.4	11.1	50.3
Rural	33.6	29.1	18.0	11.2	7.9	7.7	4.8	4.5	4.0	3.0	2.4	15.3
Total	47.3	44.1	31.7	22.8	18.1	17.1	12.2	12.0	7.7	8.2	4.6	26.3

Source: Federal Bureau of Statistics, 1995

3-2 Health

Health

- Women's access to medical care services is especially difficult because of the under developed traffic networks and the cultural background which makes it difficult for women to go out easily.
- Main causes for the mortality rate of the pregnant women are childbirth at young age, repeated childbirth with short intervals, unhygienic delivery assistance and insufficient medical care facilities.
- Promotion of the family planning policy is in a difficult situation due to the lack of social understanding towards unmarried or infertile women.

[General Information]

In Pakistan, population increase rate is high in comparison with neighboring South Asian countries while under-five mortality rate is the highest among India, Bangladesh and Pakistan, and there is a tendency toward high birthrate coupled with high mortality rate.

Health care policies are implemented by provinces with no nationwide control and no large improvement has been observed yet (Country Medical Cooperation File, 1996).

Although the number of medical care facilities increased in 1991 to double that of 1970, it is not sufficient to meet the demand at the nationwide level and, especially, the unbalance in sickbed distribution is a problem. The number of registered doctors in 1998 is one for 1,590 people, that of dentists is one for 38,185 and that of nurses is one for 3,992, and there is a shortage of medical care personnel in every case. Also, the shortage of personnel in the primary health and medical care facilities is serious because of the mal-distribution of medical care personnel in large medical care facilities in big cities and towns, etc. In Pakistan, women's access to medical care services is especially difficult since traffic networks have not been developed sufficiently yet and bears of the difficulty for women to go out easily in the cultural background (Country Medical Care Cooperation File, 1996).

[Child and Maternal Health Care]

Infant mortality rate is 95 (per 1,000 births) which is higher than in neighboring countries, 76 in India and 85 in Bangladesh.

Unhygienic environment, malnutrition, low vaccination percentage, etc. are in the background. The main causes for death are diarrhea, acute infectious diseases of respiratory organs and infections that could be prevented by vaccination such as measles. Furthermore, an infant's health is also dependent on the situation of the mother's health and the delivery environment. Many women fall into anemia and malnutrition because of early marriage, short childbirth intervals and too much childbirth resulting in the increase of the birth of premature infants. Moreover, many infants die since they cannot obtain sufficient immunity because of problematic breast-feeding (Country Medical Care Cooperation File, 1996).

The mortality rate of pregnant women and nursing mothers is 340 (per 100,000 births) on the national average. Childbirth at a young and repeated childbirths where childbirths are repeated at short intervals are common in Pakistan and these are the basic causes for mothers' exhaustion, anemia and the occurrence of complications related to pregnancy and delivery. Furthermore, more than 70% of the pregnant women and nursing mothers have not received medical examinations before delivery nor vaccination for tetanus, 85% of the babies are delivered at home, and, in almost all of these deliveries, they depend on the attendance of untrained traditional midwives.

Puerperal sepsis which was one of the main causes of the death of pregnant women and nursing mothers has considerably decreased these days because of the "safe childbirth" policy which was promoted by the government. However, not so large of an improvement has been observed in pregnancy-related toxemia, anemia, excessive bleeding, etc. and they are the main causes for the death of pregnant women and nursing mothers at present. As to reasons why health and medical care

services have not been utilized so much, it can be pointed out that women traditionally do not want to go to male medical care personnel, unhygienic delivery assistance and insufficient medical care facilities.

[Family Planning]

The "Population Welfare Program (1993~1998)" has been planned by the government together with the Eighth Five-Year Plan with the target of decreasing population increase rate from 3.3% at present to 2.7% by completion of the program. Furthermore, family planning is one of the important tasks also in the Social Action Plan (1993-1998) and the government is striving to change the society from "high birthrate and high mortality rate" to "low birthrate and low mortality rate" (Country Medical Care Cooperation File, 1996).

However, the way society look at unmarried, infertile and divorced women is harsh and there is a cultural and social background that the standing of women who have borne many sons is secure, and the promotion of the family planning policy aiming at population control is in a difficult situation (Country Medical Care Cooperation File, 1996). The contraception diffusion rate in Pakistan in 1996-97 was 23.7% (National Institute of Population Studies, Pakistan, 1996).

Moreover, although artificial abortion is illegal in Pakistan, it is nevertheless often carried out among women in the poverty stratum with a low social standing and women of a low education level, old and with large families (Country Medical Care Cooperation File, 1996). However, it is difficult to obtain official and accurate figures of artificial abortion since it is illegal.

[AIDS]

The first AIDS patient was confirmed in 1987 in Pakistan and there are 830 reported at present. It is presumed that the number of HIV positive patients is considerably high and that it will increase further from now on (Government of Pakistan, 1995).

Pregnancy and delivery related indicators(%) (1990-91)

Birth attendant	Trained Health personnel	35%
	Traditional Birth Attendant	52%
Place of Birth	Medical Facilities	13%
	Home	85%
Vaccination of Tetanus	None	23%
	More than 2 times	70%
No prenatal care	Rural areas	83%
	Urban areas	40%
	National	70%

Source: Kunibetu-Iryo File (Country Health Profile), 1996

The cause for under 5 years mortality(%) (1985-90)

Diarrhea	26.6%
Vomiting	15.0%
Pneumonia	3.1%
Cough	10.8%
Fever	39.0%
Convulsion	8.2%
Measles	11.1%
Others	30.1%

Source: Kunibetu-Iryo File (Country Health Profile), 1996

3-3 Agriculture, Forestry and Fisheries

Agriculture, Forestry, Fisheries

- Equal property rights for land is legalized for both men and women, however men normally execute the right to manage the land and women rarely have the right of decision.
- In spite of the lowest level of wages in the agricultural sector, the rate of people who engage in agricultural wage work is 7% for women which is high compared with 3% for men because it is difficult for women to take up other types of work besides agriculture.
- There are many trained women agriculture diffusers who cannot continue with their work due to lack of safe sleeping accommodations, lack of promotion opportunities, etc.

[General Information]

Agriculture is the main industry in Pakistan and accounted for 64% of the GDP in 1998 (Economic Survey, Government of Pakistan 1999). The main agricultural products are wheat, cotton, rice and sugarcane. In the distribution rate of the labor force population by industry in 1995, agriculture, forestry and fisheries accounted for 56%, more than the half of the total, but the labor force population in the agricultural sector recently has shown a trend toward decreasing. Moreover, the country has been confronting problems such as flooding in September, 1992 and the cotton slump for two consecutive years. The rates of men and women who are engaged in agriculture, forestry and fisheries in the labor force population are 40% for men and 66% for women with the rate for women being high (Federal Bureau of Statistics, 1996-97).

[Land ownership]

Equal property rights for land is legalized for men and women in Pakistan*. However, women rarely have the right of management for land in reality and men normally execute the right of decision for the use, purchase and sale, and transfer of land. The survey conducted on 1,000 households living in villages in Punjab Province in 1995 reports that only 36 women had ownership of land and only 9 had the right of management (Hafeez, 1997).

* The Pakistani constitution (1973) stipulates that "all citizens shall be equal under the law" and "discrimination based the sex shall not be allowed" in Article 25. However, the Shari'a (Islamic law) exists parallel with this and sometimes takes priority over the common law. In regard to the inheritance of property, Islamic law stipulates that a daughter is entitled to inherit, after the death of parents, a half of a son and wife is entitled to inherit, after the death of her husband, one eighth when she has children. Aside from these, the common law often priority, and in the case of the Pakhtun (Pathan), many of them who live in the northwestern marginal areas, where property is sometimes inherited by brothers when the wife has no sons and she and her daughters do not inherit anything.

[Agriculture]

Almost all of the women in rural areas engage in agriculture as unpaid family workers and their participation rate in wage work is extremely limited. Wages in the agricultural sector are the lowest level of wage work of all the sectors but the rate of people who engage in agricultural wage work is 7% for women which is high compared with 3% for men. The reason is, it is thought, that it is difficult for women to choose other types of work besides agriculture (Government of Pakistan, 1995).

Many women seasonal workers are engaged in cotton agriculture in the southern region. Men are often obliged to migrate to the northern region looking for employment opportunities in the non-agricultural sectors for the reason that cotton production alone is not sufficient to make a living. Because of this, women workers' responsibilities in agriculture have increased as a result. Since migration work in the Gulf countries has increased lately, the labor force participation rate of women in

the agricultural sector has further increased. Furthermore, the delay in the modernization of farm work is also one of the reasons for needing the women labor force.

[Agricultural Extension]

Training of women agricultural diffusers by the administration is implemented only for poultry projects in urban areas and their suburban towns and the number of women agricultural diffusers are absolutely in shortage in rural areas. Reasons why women in rural areas are not able to obtain diffusing services and information are:

1) Cultural regulations against women working together with men diffusers, 2) Women do not have the right to management of resources and land, 3) Almost all agricultural diffusion programs focus on the types of farm work in which mainly men participate and diffusion is not implemented on farm work in which mainly women participate, etc.

In The Federal Ministry of Women Development, Social Welfare and Special Education (MOWD), 38 women field assistants received technical training about household vegetable gardens, fruit and vegetable culture, food preservation methods, production processes of jam, etc. and were employed in 38 projects of the Village Development Center in the Punjab region. However, in accordance with the survey of the World Bank, only two out of the women who were employed, actually carried out an assignment and the other women did not substantially take assignments for the reason that the Centers were too far from their homes. As to the reasons why women were not able to continue working, a lack of safe sleeping accommodations and traffic networks, unfriendly attitudes of government officers and local leaders for women, lack of promotion opportunities, etc. were enumerated (Hafeez, 1997).

[Access to Micro Finance]

It had traditionally been difficult for women to obtain financing in comparison with men in Pakistan. The main reasons are; 1) Banks are not interested in micro financing, 2) Women do not have mortgages, 3) There are no women personnel who are able to contact women and encourage them to receive financing, 4) Many women are illiterate and cannot prepare the necessary documents and take procedures for financing, and 5) Men have controlled financing, etc. (Hafeez, 1997).

Lately, public organizations and NGOs have started to implement financing programs for women. The First Women Bank was founded in 1989 by the Pakistani Government as the first financing organization for women. The promotion of financing for women is linked with the founding of small-to-medium sized enterprises and the improvement of income, and is contributing to the elevation of women's economic and social situation. The First Women Bank also implements training for the management of small-to-medium sized enterprises for illiterate women. In addition, it implements financing programs in areas far from urban areas cooperating with local NGOs. Moreover, small scale financing programs for low income women have been started in rural areas by public banking facilities such as Regional Development Finance Corporation and Agricultural Development Bank of Pakistan.

Loan recovery rate is more than 90% and the reliability of financing for women has been substantiated (Ikeda-Larhed, 1997).

[Forestry]

(No information is available.)

[Fisheries]

In Pakistan, many women are engaged in the production of fish nets, decorations from fish bones and skins, etc. In accordance with the survey of FAO in 1994, the number of women engaged in fisheries was 260,000 in 1990. However, women have no appropriate technologies and facilities in regard to fisheries since programs for aquatic cultivation are rarely implemented in Pakistan and, even when they are implemented, women are often excluded. It is necessary to provide opportunities for women to acquire technology in the aquatic cultivation sector, etc. from now on (Hafeez, 1997).

3-4 Economic Activities

Economic Activities

- Sectors where women's employment population rate is high are agriculture(66%), social services(20%), and manufacturing(10%).
- Only 5% of women labour force are employed in the formal sector. Most women are engaged in irregular, low wage and unskilled labor in informal sector.
- Main barriers for women's employment are discrimination against women's labor, low education levels, low skill levels due to lack of training opportunities, and women's domestic aggravated workload.

[General Information]

Employment rate by industry in 1995 in Pakistan was 56% for agriculture, forestry and fisheries, 20% for the manufacturing industry and 50% in the service industry with the employment rate for the agricultural sector accounting for half. However, the structural changes in the employed population from 1960 to 1990 showed a 9% decrease in agriculture, a 1% increase in the manufacturing industry and 9% increase in the service industry, and the current employment absorbing sector in Pakistan has changed from agriculture to the service industry (Human Development Report 1996).

The number of employed persons in Pakistan in 1994 was approximately 32,980,000 (9,260,000 in urban areas and 23,720,000 in rural areas) and unemployment rate was about 5.7% for the whole country (6.5% in urban areas and 5.5% in rural areas). The creation of employment is one of the priority fields and a program to create employment for 1,000,000 people is planned in the Social Action Plan (1993~1998) for the development of the society (However, the detailed program is unknown.).

[Participation in Labor]

The rate of women in the employed population in Pakistan is 26% (1995) and is considerably low even compared with 39%, the average of developing countries (Human Development Report 1996). However, most of the women engaged in agriculture are considered as unpaid family workers and many of the women workers in cities and towns are working in the informal sector, and, therefore, it cannot be said that statistics of the government regarding these have accurately grasped the participation of women in the labor force (Ikeda-Larhed, 1997).

In Pakistan, women's work outside their house is regarded negatively in general due to the conservative cultural and traditional norm and women who works in the formal sectors are few.

Many men and women believe that it is men's role to work to support their family and, therefore, women working tends to be regarded as men's inability to support their family. Furthermore, women's labor force participation rate is low in urban areas compared with rural areas and the reason for this is, it is thought, because women's working opportunities are limited in urban areas since opportunities for vocational training for women are scarce (Ikeda-Larhed, 1997).

[Employment Labor Population]

Sectors where women's employed population rate is high are agriculture, the manufacturing industry and the social service industry (see Table 1). The rate of women working in professional jobs (many of them are teachers and medical care personnel) among the women labor force in urban areas in the period of 1984~1992 increased from about 16% to 20%. Due to the rapid development of the industry, the number of employed women workers in the industrial sector has increased (Government of Pakistan, 1995). However, most women are engaged in low wage and unskilled labor because of no freedom in the selection of occupation, discrimination against women's labor, women's low educational

and skill levels and women's domestic aggravated work load, etc. Incidentally, women's average income is 900 rupees compared to men's average income of 2,050 rupees (Hafeez, 1997). The rate of women who have been employed in the formal sector in public and private sectors in the women's labor force population is only 5% (Ikeda-Larhed, 1997) and, on the other hand, their unemployment rate is three times more than that of men on the national average.

Although the rate of people who are living under the poverty line is more than 30% of the population in Pakistan, women's income has a big role in household finances since many men of low income families are day laborers and engaged in irregular work. It is necessary to create employment opportunities in the formal sector so that women can earn sufficient wages (Ikeda-Larhed, 1997).

[Informal Sector]

More than three quarters of the women working in cities and towns are making a living in the informal sector. Four-fifths of them are working in homes as unpaid workers and independent subcontract workers. The biggest reason for many women being engaged in housework is the cultural background as mentioned already (Government of Pakistan, 1995).

Since protection rules are not stipulated in the present labor act for women working in the informal sector, many of those women are forced to engage in irregular work or are exploited by employers and intermediators. It is planned, therefore, in the Eighth Five-Year Plan, to review the present labor law to exclude discriminatory treatment towards women and make sure women can work in a safe environment, and to promote labor education for women workers and employers in order to provide information regarding women's rights and protection of women's labor.

Table 1 Employment Ratio by Gender and Sector (%)

Major Industry Division	All Areas		Rural Areas		Urban Areas	
	Women	Men	Women	Men	Women	Men
Agriculture, forestry hunting and fishing	66.4	40.7	79.9	57.3	7.2	5.6
Mining and quarrying	0.0	0.1	0.0	0.1	0.0	0.1
Manufacturing	10.0	11.3	7.1	6.7	21.9	20.9
Electricity, gas and water	0.1	1.1	0.0	0.7	0.4	1.9
Construction	0.5	7.7	0.5	8.0	0.4	7.2
Wholesale and retail trade and restaurants and hotels	2.8	16.5	1.8	10.9	6.8	28.2
Transport, storage and communication	0.4	6.5	0.3	4.8	0.8	10.1
Finance, insurance, real estate and business services	0.1	1.1	0.0	0.4	0.4	2.7
Community, social and personal services	19.9	15.0	10.3	11.0	62.2	23.1
Activities not adequately described	0.1	0.0	0.0	0.0	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source:- Labour Force Survey 1996-97, Federal Bureau of Statistics, Statistics Division Government of Pakistan.

4 . WID/Gender Projects by Other Donor

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
Not Specified	Kalinger Union Council District with a view of moving into needy areas in Pakistan	Action AID, UK (International NGO)			Sectoral Focus is assessed on the basis of community needs aimed towards poverty alleviation.
Not Specified	National but presently coverage is concentrated in Sindh, the Northern Areas and NWFP.	The Aga Khan Foundation International NGO			Primary Health Care, Primary Education, Rural Development, Cross Cutting Interests. Women and Development, International Development, Environment.
Not Specified	National	Asian Development Bank (Multilateral)			Environment, Women and Development, Population, Water, Sanitation
Not Specified WID/GAD Projects	National	Australian High Commission (Foreign Diplomatic Mission Australia)			Women and Development, Health Rights, Environment, Agriculture, Live-stock, Human Resource Development, Health, Population, Culture and Development, Water and Sanitation, Institutional Development, Credit and Banking
Co-financing of UNFPA Family Planning Information, Education and Communication Project.	Ministry of Population Welfare.	Australian International Development Assistance Bureau			
Pakistan Medical Research Centre University of Melbourne Women's Health Training.	Pakistan Medical Research Centre.	do			
Support to Master Trainers for Public Health students:	Health Services Academy.	do			
Primary Teacher Education Centre:	Allama Iqbal Open University.	do			

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
United Nations World Conference on Women, Beijing (Sep. 1995): A us AID Support to National Media Strategy on Violence against Women.	Ministry of Women Development.	do			
Training on the Management and Skills Development for Women Project Managers:	Pakistan Voluntary Health and Nutrition Association (NGO).	do			
Creative Communication Project: Health Education and Literacy Programme (NGO)	Health, Education and Literacy Programme (NGO).	do			
Mother and Child Health in Urban Squatter Settlements: St Thomas	St. Thomas Church's Community Health Network, (NGO).	do			
Marketing and Credit Management Training Workshop;	National Association of Business Professional and Agricultural Women (NGO).	do			
Women's Skills Training: Income Generation through Poultry Production for Afghan Refugees:	Adghaon Women's Resource Centre International Women's Development Agency	do			

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
Analysis and Dissemination of the Findings of a Survey of Women's Status and Fertility in Various Agro Climatic Zones in Punjab.	P I D E, Islamabad	The Canadian High Commission The Canada Fund (Bilateral)			Provide information relating to women's status and fertility to the Planning Commission, other government agencies, NGO's international agencies and research organizations that are involved in planning and implementing the government WID strategy related to rural women. Enhance the capacity of the WID section of PIDE to undertake action research projects.
Gender, Reproductive Health and Sanitation Programme.	SUNGI Development Foundation (NGO)	do	04/08/96 to 03/08/97		Develop a sustainable and replicable community based communication and training package, aimed at improving health practices, particularly of women and children; enhance project analysis and management skills within the CBOs, Village organizations and women's organizations at the village level; Follow up and consolidate achievements of previous Gender and Reproductive Health Programmes.
Reproductive Health	Mario Stapes Society, Karachi	do	14/11/96 to Aug. 1998	Not specified	Pioneering a gender sensitive reproductive Health Advocacy Programme, Developing MA/SS by: a) improving fund raising capability; b)training senior, middle and clinic managers; c) strengthening communication capacity of MSS; d) increasing gender awareness among MSS managers.
International Aspect FPHC's Training Programme	Pakistan Nursing Federation		23 Feb. 1997 to Feb. 1998	Not specified	Participation of Six Nurse Leaders in sharing the Health Challenge, International Council of Nurses (ICN)'S 21st Quadrennial Congress being sponsored by the ICN and the Canadian Nurses Association held in Vancouver, Canada June 15-20, 1997.

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
Implementation of FPHC's Training Programme	Frontier Primary Health Care (FPHC), MARDAN	do	27 FEB. 1997 TO FEB.2000	Not specified	Training of Traditional Birth Attendants (TBAs); training of Community Health Workers (CHWs); Training of FPHC Staff on Mental Health; and Gender Sensitization Training of FPHC Staff.
Participation of one DWHP Faculty in Safe Motherhood Workshop, Indonesia, April 6-11, 1997	DWHP, Karachi	do	19/03/97	Not specified	Establish linkages with LHV's and other health workers at the international level; share information and experience of other organization/ agencies working in Asia for provision of maternal and child health services
Development of Women Health Professional (WWHP) Programme	The Aga Khan University Pakistan and MC Master University, Canada	do			Concerns Women Health Professionals
Conference on Islamic Laws and Women	GIANT Forum, Islamabad	do	07/08/96		Increase Awareness within Pakistan about the status of women; highlight Islam's normative character underlying the descriptive forms visa-vis women. Workshop with scholars from the Muslim world.
Political Awareness Raising for Women	WID Network, Peshawar	do	09/01/97		Motivate Women to cast their votes and educate women on, how to cast their vote
Community Theatre and Creative Expression for Women's Development	Tehrik-e-Niswan, Karachi Aurat Foundation , Lahore	do	21/12/96to 20/12/97		Create awareness and change attitudes related to attainment of women's rights; provide a platform for self expression and group mobilization; promote cultural expression at a community level
Establishing 1000 Information Network Centres (INCs) throughout Pakistan		do	17/12/96 TO 31/03/1997		Empower women by; (a) increasing their knowledge; (b) enhancing their access to resources and institutions; and (c) enabling them to participate in Government within their homes and communities.

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
Voters Education Project	AGHA Legal Aid Cell, Lahore	do	24/12/96		Bring the issue of women's right to the forefront of the political agenda in a non-partisan manner by; (a) increasing and improving the involvement of women in the electoral campaign and in voting; (b) increasing the importance of gender in the elections; and (c) making women conscious of their political rights and aware of the power of their votes.
Centre for Empowerment through Information	WADA, Karachi	do	14/03/07 to 14/03/99		Improve the status of women in society by: a) raising awareness among women on female health, constitutional rights, environment, employment and commerce/business; b) enabling WADA to extend its outreach through dissemination of booklets; c) exposing young girls and women to information considered tabooed in society, e.g. reproductive health.
Ye Duniya Hamari Bhyi Hai (It is our world too)	The Himmat Society Lahore and ECL, Karachi	do	17/03/97 to 16/05/98		Eliminate discriminatory attitudes in the way of women's development by; <ul style="list-style-type: none"> a) identifying the determinants leading to discriminatory practices; b) analyzing and discussing them with a view to designing strategies to deal with them; c) bringing the discussion to the national agenda through the television docu-dramas; and d) enabling currently active gender trainers to use audio-visual material more effectively in their training.

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
Putting Women on the Political Agenda of Pakistan	Aurat Foundation Lahore	do	07/01/97		Raising awareness among women about their political rights, bringing women's issues on the manifestos and agendas of political parties and producing and disseminating information on the importance of women's vote and the procedure of elections.
Human Rights Training in Canada	Ministry of Human Rights, Simorgh (NGO) Lahore	do	12/06/96 on-going	Training	Development of the capacity of the participants to undertake work on the advancement of human rights in Pakistan which would include women's human rights as well.
Training in Human Rights, Community Participation and Teaching Methodologies	Society for the Advancement of Education, Lahore	do	15/10/96 Oct. 1998	Training	To make sustainable, gender sensitive improvements in the quality of education context through; (1.) improving the teaching skills of teachers; (2.) creating a cadre of teachers in women's rights, human rights and children's rights issues, community participation and teaching methodologies, etc.
Phulkari Women's Development Complex, Haripur	Family Planning Association of Pakistan (FPAP), Lahore	do	30/11/96 to Nov. 1999		Provide MCH and reproductive health services to women; improve women's access to information on education and income generation; mobilize the community, particularly women for collective decision making.
Training of Trainers for Gender and Development	Sarhad Rural Support Corporation (SRSC), Peshawar	do	29/01/97		Participation of two of SRSC's Rural Development Professionals in a Training Course on Training of Trainers for Gender and Development in Ahmedabad, India on 10th February 1999.
Not Specified	Required NGO's	Embassy of Sweden (Embassy)	Not Specified		Education, Environment, Women and Development

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
Not Specified	Any of the NGO where registration laws are applicable, number of beneficiaries affected.	Food and Agriculture Organization (Multilateral)			Agriculture, Farm income generation Rural Development, Women and Development in the Rural Sector
Not Specified	NGOs, Government of Pakistan.	Friedrich EBERT Stiftung (International NGO)			Labour, Human Resource Development Policy Analysis on Labour and Manpower Issues, South Asia Cooperation
Not Specified	do	Friedrich EBERT Stiftung (International NGO)			Human Resource Development, Institutional Development, Advocacy, (Awareness) Publications Workshops
Not Specified	do	German Agency for Technical Cooperation Bilateral			Environment, Vocational Training, Public Health, Power Generation, Rural Development. Livestock
Not Specified	NGO's	Hanns Seidel Stiftung (International Organization)			Labour, Human Resource Development, Participatory Institutional Development
Not Specified	NGO's Employer Organizations and Government	International Labour Organization (Multilateral)			Labour and Employment, Labour Standards and Tripartism Employment related Training, Human Resource, Development, Labour, Administration, Workers Education Organizations, Management Training, Industrial Relations, Women's Employment, Child Labour.
Not Specified Target Group: Rural Poor, Urban Poor	Not Specified	The German Embassy (Bilateral)	Not Specified	Not Specified	Health, Education, Human Rights, Income Generation Forestry, Agriculture, Women and Development, Environment
Not Specified	NGO's	Inter Cooperation Switzerland (International NGO)	Not Specified	Not Specified	Sustainable Land Use, Urban Development, Small Micro Enterprise, Human Rights
Not Specified	NGO's	International Union for Conservation of Nature and Natural Resources (Association of Members)	Not Specified	Not Specified	Education, Communication, Business Law, NGO support, Institutional Development Training, Strategy Development Implementation and Monitoring

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
Education-Nursing	College of Nursing Islamabad	JICA	Established in 1986 Technical Cooperation for 5 years July 1987 June, 1992		Introduced 7 Disciplines for nurses
Teacher's Training	Education Department Government of the NWFP	do	Establishment in 1996		Pre-service Training for 200 Students
Mother and Child Health Centre at Pakistan Institute of Medical Sciences (PIMS)	Ministry of Health	do	Completion by 1999 in Two Phases Technical Cooperation for 5 years June 1996 May, 2001	Rs. 832 million	1. Reduction of Maternity Health Problems. 2. Training of Female Health Personnel 3. Development of a Sound Referred System.
Supply of Baby Weighing Scales for PM's Programme on Family Planning and Primary Health Care.	Ministry of Health	do	1996-97		5,632 Scales to LHV's under training.
Hair Dressing Japan Overseas Volunteer Cooperation (JOCV) Programme	Ministry of Women Development, Social Welfare and Special Education		4 April, 1997 to 3 April, 1999		Practical Training to Women in skill development
Special Seminar for on Female Police Officers		do	25 February, 1997 to 16 March, 1997		Five Women police officers were sent to Japan for training in FY 1996-97. Two more groups of five officers each dispatched to Japan in FY 1997 and FY 1998
<p>Approximately 180 Group Training Course, Counterpart Training Courses Individual Courses, Youth Programme are offered to Pakistan for which women too are eligible for selection. However, the percentage of women who are actually dispatched for training to Japan is very small. In FY 1996-97 for instance two senior instructors from Education Department, Government of the NWFP were selected for three months training in science education.</p>					
	No limitation, presently in Punjab, Northern Areas and Afghanistan	Konard ADENAUER STIFTUNG (International NGO)			Political liberal democracy, social market economy including small business cooperation and structural policy, institution building including administrative support, e.g. support to village organization resources and problems, work with issues regarding women, youth and social sector, scientific cooperation and inter cultural dialogue

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
		Norwegian Agency for Development Cooperation (Bilateral)			Education, Human Rights, Women and Development Gender, Environment, Institutional Development
		Overseas Development Administration, U.K.			Health, Education, Population, Irrigation, Drainage, Community Development, Power Generation, Technical Training. Teacher Training for NFE Non-formal Education, Saving and Credit
Not Specified		Royal NETHERLANDS EMBASSY Mission			Income Generation, Infrastructure Development Strengthening of Institutions, Education

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
<p>INTEGRATED PROJECTS</p> <p>Animal Husbandry In service Training Institute Phase-III.</p> <p>FAO.F. 1357 Participatory Rural Development Phase-II.</p> <p>PATA Integrated Agricultural Development Phase-II.</p> <p>Balochistan Community Irrigation and Agricultural Development.</p> <p>Support to Sarhad Rural Support Corporation.</p> <p>Strengthening Participatory Organization.</p> <p>Balochistan Rural Support Programme.</p> <p>Livestock Extension Programme, Kohat Division.</p>	<p>Sarhad Rural Support Corporation</p> <p>Participatory Organization</p> <p>Balochistan Rural Support Programme</p>	<p>The Royal Netherlands Embassy The Women Fund (Mission)</p>			<p>Development and Implementation of Women and Development Policies supporting women's organizations involved in mobilizing and organizing Women, upgrading local expertise in the Field of Women and Development, Raising Awareness</p>

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
<p>Strengthening Agriculture Training Institute, NWFP.</p> <p>Strengthening Agricultural Sector Planning, NWFP.</p> <p>Agricultural Extension Programme Malakand.</p> <p>The Aga Khan Rural Support Programme Phase-III.</p> <p>Primary Education Programme Improving the Learning Environment, NWFP.</p> <p>Primary Education Quality Improvement Project, Balochistan.</p> <p>Programme Assistance to Social Action Programme, Phase-I.</p> <p>Programme Assistance to Social Action Programme, Phase-II.</p> <p>Strengthening of Planning and Development, Improving of Planning Systems in Balochistan.</p> <p>Strengthening of Planning, Environment and Development Department in Peshawar, NWFP.</p> <p>Human Resources Development-II.</p> <p>Micro Enterprise Project (World Bank).</p>	<p>Agriculture Training Institute</p>	<p>do</p>			

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
<p>PAK-HOLLAND METAL PROJECT-3.</p> <p>Environment Rehabilitation in Malakand Division.</p> <p>Social Forestry Project Malakand Dir (Phase-II).</p> <p>Quetta Katchi Abadis Environmental Management Programme.</p> <p>WOMEN AND DEVELOPMENT</p> <p>Livestock Extension through Women Workers, NWFP.</p> <p>Training and Employment for Rural Women (ILO) NWFP.</p> <p>Women Basic Education Project.</p> <p>Women's Middle Level Education Project.</p> <p>Supplementary Technical Assistance in Support of Women's Education through the Allama Iqbal Open University of Pakistan.</p> <p>Women Secondary Education Project Phase-II (AIOU).</p>	<p>Allama Iqbal Open University</p>				

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
<p>PROSPECTIVE PROJECTS.</p> <p>Rokhana Kor Family Health Hospital, Peshawar.</p> <p>Reproductive Health Programme Balochistan.</p> <p>Reproductive Health Programme, Haripur.</p> <p>Population Welfare Education by Radio.</p>	Rokhana Kor Family Health Hospital				
	Not specified	SAVE THE CHILDREN FUND UK (International NGO)			
		South Asia PARTNERS HIP NGO's Part of International SAP Support Programme			<p>Human Rights</p> <p>Human Resource Development</p> <p>Education</p> <p>Health and Education</p> <p>Institutional Development</p>
		Strengthening Participatory Organization (NGO Support) Organization			
Projects for Low Income Groups		SWISS Development Cooperation (Bilateral Government Organization)			Sustainable Land Use, Forestry, Irrigated Agriculture Range and Watershed Management Urban Development
					(Katchi Abadi, Upgrading Sanitation) Small Micro Enterprise Promotion, Human Rights.

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
Social Action Programme Project-I Family Health-II Population Project Sindh Primary Education Project Balochistan Primary Education Project Punjab Middle Schooling Project	All social sectors Line Agencies of Provinces, AJK, FATA & Fed. Programme Departments of Health, Punjab, Balochistan Ministry of Population Welfare and Provincial Population Departments Departments of Education, Sindh Department of Education, Balochistan. Department of Education, Punjab	The World Bank			Micro Enterprise and Industry, Credit
NWFP Primary Education Project	Department of Education, NWFP				
NWFP Community Infrastructure Project	Local Government, Elections and Rural Development Department, NWFP Provincial Urban Development Board, NWFP				
Rural Water Supply and Sanitation Project	AJK Planning and Development Department (P&DD), Local Government & Rural Development Department (LGRDD). Balochistan P&DD, Public Health Engineering Department (PHED), LGRDD. Sindh Public Health Engineering Department (PHED), P&DD, Rural Dev. Dept. (RDD).				

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
Projects for Rural and Urban Poor		Trust for Voluntary Organization			Women and Development, Gender Human Resource Development, Community Health, Primary Education, Poverty Alleviation, Environment, Family Planning, Technical Training, Employment Generation.
Projects for Low Income Community		United Nations Development Fund for Women (Multilateral)			Environment, Women and Development, Enterprise and Industry, Agriculture, Credit Saving and Enterprise Development, Macro Policy Data and Statistics.
		United Nations Development Programme (Multilateral)			Elimination of Poverty, Sustainable Environment, Empowerment of People, Gender Programme
WID Umbrella Women in Media Women in Politics Women & Credit Facilitating women's mobility Women and Security Women and Employment	Concerned Government Departments and NGO's	United Nations Development (a) Programme (Multilateral)			Women and Development Credit and Income Generation, GEF Small Grants Programmes. Environment Protecting Zone Layer, International Water Ways Bio diversity and Emission of Gaslife, Sanitation, Drinking Water, Solid Waste, Women and Development, Labour, Human Resource Development
Projects for Refugees in Pakistan		United Nations High Commission for Refugees (Multilateral)			
		United Nations International Children Education Fund			Health and Nutrition, Education, Water, and Environmental Sanitation, Women and Development, Urban, Children in Especially Difficult Circumstances

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
		United Nations International Drug Control Programme (UN Agency)			Demand Reduction, Supply Reduction, Area Development Law Enforcement
Promoting Democratic Awareness in Women. Integrated Rural Development for Women Functional Literacy and Poverty Alleviation for Women Study on Laws Affecting Women	South Asia Partnership, Lahore Bunad Community Council, Lahore Adult Basic Education Society Rawalpindi Aurat Foundation Lahore	United Nations Educational Scientific and Cultural (Organization Multilateral)	Completed		Community Development, Gender Equity, Basic Education for Skill Development, Non-formal Education, Culture, Science.
		United Nations Population Fund			Population, Health and Development, Environment, Education, Resource Development (All of the above are in the population context)
		Voluntary Service Organization (International Charity Organization)			Environment, Women and Development, Business, Health and Population Education, Health and Sanitation, Fisheries

Title	Implementing Agency	Donor	Duration	Budget (US\$)	Content
	Ministry of Health and for Research Grant Applications are available at WHO Office, Islamabad	World Health Organization (UN Organization)			Environment Women & Development Gender Labour, Human Resource Development Health , Sanitation, Institutional Development
		World Wild Fund for Nature			Nature, Environment, Protection of Bio diversity, Promotion of Sustainable use of Natural Resources, Prevention of all Forms of Pollution, Promotion of Good Consumer Policy.

5. WID/Gender Information Sources

5-1 List of International Organizations and NGOs related to WID/Gender

Due to budget and time constraints no consultation was contracted for the study. Information on Publications was gathered by means of letter from the following organizations:

1. Federal Bureau of Statistics, Statistics Division. Government of Pakistan, Islamabad
2. MS Division, Government of Pakistan, Islamabad
3. Manpower Division, Government of Pakistan, Islamabad
4. Pakistan Manpower Institute, Islamabad
5. Planning Division, Government of Pakistan, Islamabad
6. Academy of Educational Planning and Management, Ministry of Education, Islamabad
7. Planning and Development, Departments, Provincial Governments
8. Women Development Departments, Provincial Governments
9. Centres for Women Studies at:
 - i) Karachi University
 - ii) Peshawar University
 - iii) Punjab University, Lahore
 - iv) Balochistan University, Quetta
 - v) Quaid-e-Azam University, Islamabad
10. M.Sc Women Studies Project, Allama Iqbal Open University, Islamabad
11. National Institute of Population Studies, Islamabad
12. National Institute of Psychology, Now Centre of Excellence, Quaid-e-Azam University
13. WAF, Islamabad
14. Aurat Foundation, Lahore
15. Pakistan Development Organization
16. Shirkat Gah, Lahore
17. Simorgh Women's Resource and Publication Centre, Lahore
18. RAASTA, Karachi
19. Agriculture University, Peshawar
20. International Islamic University, Islamabad, Pakistan
21. Institute of Islamic Studies, University of the Punjab, Quaid-e-Azam Campus, Lahore
22. A.S.R. Applied Socio-Economic Research Centre

Information was also gathered about the projects and publications from All Pakistan Officers of Donors and International Organizations by means of letter. These organizations are listed in Section 4. WID/Gender Projects by Other Donors .

Data on credit, marketing training and income generation projects were gathered by means of a mailed questionnaire from the following Organizations:

1. Employers Federation of Pakistan, Karachi
2. All Federations of Trade Unions Pakistan, Lahore
3. The Aga Khan Rural Support Programme, Islamabad
4. Sarhad Rural Support Corporation, Peshawar
5. Taraqee, Balochistan
6. Kash Foundation, Lahore
7. SPDE—Social Policy and Development Centre
8. Network Leasing, Karachi
9. Sungi Development, Foundation, Abbottabad
10. CWCD — Centre for Women's Co-Operative Development
11. NGO — Resource Centre
12. DAMEN — Development Action for Mobilisation and Emancipation
13. NRSD — National Rural Support Programme, Islamabad
14. Balochistan Rural Support Programme, Quetta
15. SPO — Strengthening Participatory Organization
16. OPP — Orangi Pilot Project
17. BLCC — Bunyad Literacy and Community Council
18. BPNO — The Business and Professional, Women's Organization

5-2 List of Reports and References related to WID/Gender

Please refer to Chapter 6 References

6 References

GENERAL

TITLE	AUTHER	YEAR	AVAILABLE AT
<ul style="list-style-type: none"> Psychological Profile of Rural Women 	Dr. Iftikhar N. Hasan	1982	<ul style="list-style-type: none"> Ministry of Women Development, Social Welfare and Special Education, Islamabad, Islamabad.
<ul style="list-style-type: none"> Women in Islam 	Dr. Hameeda Khoro	1984	<ul style="list-style-type: none"> Ministry of Women Development, Social Welfare and Special Education, Islamabad, Islamabad.
<ul style="list-style-type: none"> Survey of Shariah Laws in Selected Muslim Countries. Vol-I, Vol-II, 	Muhammad Saghir Hasan and Others	1985	Ministry of Women Development, Social Welfare and Special Education, Islamabad, Islamabad.
<ul style="list-style-type: none"> Male Migration, Absentee Fathership, and Changing Role of Women in Village Communities. 	M.A. Rauf, Hafeez-ur-Rehman, Syed Anwar Iqbal	1985	Ministry of Women Development, Social Welfare and Special Education. Islamabad. Department of Anthropology, Quaid-e-Azam University, Islamabad.
<ul style="list-style-type: none"> Socio-Economic Status of Women in Agrarian Community in Punjab 	Nigar Ahmad	1986-1987 unpublished	Ministry of Women Development, Social Welfare and Special Education. Islamabad.
<ul style="list-style-type: none"> Content Analysis of Mass-Media Appealing to Women. 	Seema Pervaiz	1982	Ministry of Women Development, Social Welfare and Special Education. Islamabad, National Institute of Psychology. Quaid-e-Azam University, Islamabad.
<ul style="list-style-type: none"> Portrayal of Women in Communication Media. 	Pakistan Women's Institute Kinnard College Lahore	1982	Ministry of Women Development, Social Welfare and Special Education. Islamabad, Pakistan Women's Institute Kananrd College Lahore.
<ul style="list-style-type: none"> Muslim Family Laws and their Implementation in Pakistan 	AGHS LANS Associate Lahore	1981	Ministry of Women Development, Social Welfare and Special Education. Islamabad, AGHS Laws Associate, Lahore.
<ul style="list-style-type: none"> Women in Pakistan: A Stattistical Profile 	Statistics Division Government of Pakistan	1981	Statistics Division Government of Pakistan. Islamabad, Ministry of Women Development, Social Welfare and Special Education. Islamabad.
<ul style="list-style-type: none"> Improved Indicators on the Status of Women in Pakistan 	Bushra Waheed	1990 (un-published)	Ministry of Women Development, Social Welfare and Special Education. Islamabad.
<ul style="list-style-type: none"> Role of Women: Economic and Social Requirements. 	Irshad Ahmad Haqqani	1983	Ministry of Women Development, Social Welfare and Special Education. Islamabad.
<ul style="list-style-type: none"> Women in Pakistan 	Women's Division (Cabinet Secreatriat). Ministry of Women Development, Social Welfare and Special Education, Islamabad.	1981	Ministry of Women Development, Social Welfare and Special Education, Islamabad.

TITLE	AUTHER	YEAR	AVAILABLE AT
<ul style="list-style-type: none"> Report of the National Conference on Muslim Women: Selected Papers 	Women's Division (Cabinet Secreariat).	1981	Women's Division (Cabinet Secreariat). Now Ministry of Women Development, Social Welfare and Special Education, Islamabad.
<ul style="list-style-type: none"> Government Response to the Recommendations of the Federal Bureau of Statistics 	Federal Bureau of Statistics	1980	Federal Bureau of Statistics, Statistics Division, Government of Pakistan, Islamabad.
<ul style="list-style-type: none"> Census of Government Employees 1980, 1983, 1986, 1989, 1993 	M.S. Division, Government of Pakistan, Islamabad	1980, 1983, 1986, 1989, 1993	Management Services Division Government of Pakistan, Islamabad.
<ul style="list-style-type: none"> Situation Analysis of Children and Women in NWFP 	UNICEF, NWFP Government	1995	UNICEF, NWFP Government
<ul style="list-style-type: none"> Important District-Wise Socio-Economic Indicators, NWFP 	Bureau of Statistics, Planning and Development Department, Government of NWFP	1994	Bureau of Statistics Planning and Development Department, Government of N.W.F.P.
<ul style="list-style-type: none"> Women Statistics in Sindh. Bureau of Statistics: Planning and Development Department, Government of Sindh, Karachi. 	Bureau of Statistics, Planning and Development Department, Government of Sindh, Karachi.	1997	Bureau of Statistics, Planning and Development Department, Government of Sindh, Karachi.
<ul style="list-style-type: none"> Profile of Women of Balochistan 	Abbasi	1990	Government of Balochistan UNICEF, Quetta
<ul style="list-style-type: none"> Directory of Registered NGOs of Punjab 	Social Services Board, Lahore	1990	Social Services Board, Lahore
<ul style="list-style-type: none"> Pro-Female Regulation and Enforcement 	Dr. Tahira Aftab	1996	Centre for Women Studies, Karachi University of Karachi.
<ul style="list-style-type: none"> Report on the Statue of the Muslim Societies: A Case Study of Pakistan 	Dr. Tahira Aftab	1991	Centre for Women Studies, Karachi University, Karachi.
<ul style="list-style-type: none"> Report on the Perception of Muslim Women by Western Anthropologists. 	Dr. Tahira Aftab	1994	Centre for Women Studies. Karachi University, Karachi.
<ul style="list-style-type: none"> Report on Socio-Economic Survey of Settlement Areas: The RCD High-Way 	Dr. Tahira Aftab	1995	Centre for Women Studies. Karachi University, Karachi.
<ul style="list-style-type: none"> Report on Laws Related to Dower Maintenance' Custody of Children, Dowry, Succession 	Judge Qaiser Iqbal Advocate Afroz Huq	1994	Centre for Women Studies. Karachi University, Karachi.

TITLE	AUTHER	YEAR	AVAILABLE AT
• Women in Pakistan: An Economic and Social Strategy	World Bank	1989	World Bank: Pakistan
• Women n Pakistan	Mrs. Kausar Yasmeen Agha	1995	Principal Government Girls College, Sibi, Balochistan
• A Better Future for Children and Women in Pakistan, UNICEF, Punjab	UNICEF	1995	UNICEF, Islamabad, Punjab, Lahore.
• A Comparative Study of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women. Islamic Law and the laws of Pakistan	Shaheen Sardar Ali	1994	Women Centre for Studies, Peshawar University, Peshawar.
• The United Nations Convention on the Rights of the Child, Islamic Law and Pakistan Legislation: A Comparative Study.	I.N. Hasan	1980	Women Centre for Studies, Peshawar University, Peshawar.
• Role and Statue of Women in Pakistan: An Empirical Research Review.	I.N. Hasan	1980	Women Centre for Studies, Peshawar University, Peshawar.
• Mission Report on Women in Development.	JICA Kuzumi Larhed	1995	JICA, Islamabad
• The Girl Child in Pakistan: Priority Concerns	Dr. Sabeeha Hafeez	1990 revised version 1993	UNICEF, Islamabad
• A Handbook on Family Laws in Pakistan	(ed) Cassandra Balchin	1994	The Royal, Netherlands Embassy, Islamabad.
• Human Development Report, New York	UNDP	1991	UNDP, Islamabad.
• Women and Development in Pakistan	UNDP	1991	UNDP, Islamabad.
• Proceedings of Workshop: Voice of Rural Women for the Agenda of the 4th World Conference on Women, Muzaffargarh	Pakistan and Development Organization	1995	Pakistan Development, Organization, Islamabad.
• The Women of Pakistan: A Selected Bibliography with Annotations	(ed) Farida Shaheed	1992	Shirkat Gah, Lahore
• Women of Pakistan: Two Steps For word One Step Back (Book)	(ed) Khawar Mumtaz and Farida Shaheed	1987	Vanguard Books: Lahore, Shirkat Gah Lahore

TITLE	AUTHER	YEAR	AVAILABLE AT
• The Metropolitan Women in Pakistan	Sabeeha Hafeez	1981	Royal Book Company, Karachi.
• The Changing Status of Women in Islamic Societies	Farida Shaheed	1993	Britannica Book of the Year Chicago, Shirkat Gah, Lahore
• Re-Investing Women: (A Simrogh Report) — English and Urdu	Simrogh Women's Resource and Publication Center.	1993	Simrogh Women's Resource and Publication Center, Lahore
• Women and Social Justice: Islamic Paradigm	International Islamic University, Islamabad	1996	International Islamic University, Islamabad.
• Towards Women's Empowerment	Saba Gul Khattak	1996	SDPI, Islamabad
• Women in Rural Pakistan: Contributions and Issues for Development	Asghar C. and Amir. P	1992	Sungi Foundation Abbottabad.
• Report of the Pakistan Commission on the Status of Women	Pakistan Commission on the Status of Women	1984	Ministry of Women Development, Social Welfare and Special Education, Islamabad.

Education and Training

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
Images of Male and Female Roles in the Text Books.	Dr. M. Anwar	1982	Ministry of Women Development, Social Welfare and Special Education, Islamabad, Department of Sociology, Punjab University, Lahore.
An Investigation into the Problems of Re-organizing the Village School System.	Ashfaq Hussain Mirza	1982	Ministry of Women Development, Social Welfare and Special Education, Islamabad, Department of Rural Sociology, University of Agriculture, Faisalabad.
Performance of Female Teachers in Punjab.	Dr. S. Mahmood	1981	Ministry of Women Development, Social Welfare and Special Education, Pakistan Foundation School, Lahore.
Training of Rural Women in Daudzia, NWFP	Pakistan Academy for Rural Development	1983	Ministry of Women Development Social Welfare and Special Education Pakistan Academy for Rural Development.
Women in Education	Zaheer Hasan	1997	Ministry of Women Development Social Welfare and Special Education, Islamabad.
Problems of Un-educated Women	Rahat Bibi	1991, unpublished M.A. Thesis	Ministry of Women Development, Social Welfare and Special Education, University of Peshawar.
The Regional Patterns of Female and Male Education in Pakistan	Smian Sajjad	1990, unpublished M.A. Thesis	Ministry of Women Development Social Welfare and Special Education, Quaid-e-Azam University, Islamabad.
A. Study of Causes of Drapes of Females of D.I. Khan District/City	Yasmin Akhtar	1988-89, unpublished M.A. Thesis	Ministry of Women Development Social Welfare and Special Education, Islamabad. Gomal University, D.I. Khan.

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
A Comprehensive Study of Relationship Between Social Status and Academic Achievement of Female Students of Dera Ismail Khan City.	Iffat Batool	1988-1989, unpublished M. A. Thesis	Ministry of Women Development Social Welfare and Special Education, Islamabad, Gomal University, D.I. Khan.
The Relationship Between Perceived Parental Acceptance - Projection and Personality Dispositions of the High and Low Achieving Girl Students of Karachi English Medium Schools.	Huma Sheikh	1993, unpublished Thesis	Ministry of Women Development Social Welfare and Special Education, University of Sindh, Jamshoro.
Report of Workshop on Female Adult Education, Lalamusa.	Ministry of Women Development Social Welfare and Special Education, Islamabad.	1987	Ministry of Women Development Social Welfare and Special Education, Islamabad.
Report of Regional Workshop on Participation of Women in Training Programmes in Asia and Pacific, Islamabad.	(Then Women Division) Govt of Pakistan, Islamabad.	1982	Ministry of Women Development Social Welfare and Special Education, Islamabad.
Report of Workshop on Setting up of Women Studies Centres at Five Universities of Pakistan, Lahore.	(Then Ministry of Women Development)	1982	Ministry of Women Development Social Welfare and Special Education, Islamabad.
Motivation and Education of Rural Workers for Family Welfare (Report).	Pakistan Manpower Institute, Islamabad.	1978	Pakistan Manpower Institute, Islamabad.
Promotion of Girl's Education in the Context of Primary Education.	Dr. Sarfaraz Khawaja	1985	Academy of Educational Planning and Management, Ministry of Education, Islamabad.
Female Education in Pakistan	Mrs. Haroona Jatoi	1986	Academy of Educational Planning and Management, Ministry of Education, Islamabad.
Workshop on Planning and Management for the Male and Female District Education Officers at District/Tehsil Level	Academy of Education Planning and Management, Ministry of Education, Islamabad.	1983	Academy of Educational Planning and Management, Ministry of Education, Islamabad.
Workshop on the Development of Teaching Learning Resources for Women Polytechnics.	UNESCO AEPAM Ministry of Education compiled by Ahmed Jameel.	1986	UNESCO Islamabad. Academy of Educational Planning and Management, Islamabad.
Report of the Seminar on Critical Issues Concerning Female Education	Compiled by Dr. Sarfaraz Khawaja and Mr. Ahmad Nawaz.	1987	Academy of Educational Planning and Management, Islamabad.
Equity, Excellence and Efficiency in Higher Education.	A.G. Mufti.	1985	Academy of Educational Planning and Management, Islamabad.
Primary Education of the Girl Child in Pakistan.	Dr. Abdul Ghafoor.	1990	Academy of Educational Planning and Management, Islamabad.

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
Study on Girl's Access to Schooling in Pakistan.	Mary Anderson N (P) Chaudhry and Islam-ud-Din Baloch.	1997	Academy of Educational Planning and Management, Islamabad.
Incentives for Rural Female Students in Pakistan	Chaudhry Nuzhat. P	1988	Academy of Educational Planning and Management, Islamabad.
Are Women Good Teachers?	Haroona Jatoi and Noel Megmn.	1991	Academy of Educational Planning and Management, Islamabad.
Relation of Gender of Teachers to Class Room Practices in Primary Schools of Pakistan	Haroona Jatoi.	1991	Academy of Educational Planning and Management, Islamabad.
Teacher Gender and Student Achievements in Mathematics: Findings from Pakistan.	Warnick Donald P. and Haroona Jatoi	1992	Academy of Educational Planning and Management, Islamabad.
Explaining the Difference in Academic Achievement of Students of Female and Male Teachers in Primary Schools of Pakistan.	M. Anwar Hussain	1990	Academy of Educational Planning and Management, Islamabad.
The Impact of the School in Mosques on Girls Access to Education in Pakistan.	Anderson, Mary Bj and N (P) Chaudhry	1989	Academy of Educational Planning and Management, Islamabad.
Causative factors of Illiteracy and its Impact on Girls and Women with Special Reference to Low Income Areas of Karachi.	Dr. Tahira Aftab	1990-1991	Women Studies Centre, Karachi University.
Challenge for Change; Literacy for the Girl of To-Day, The Women of Tomorrow: Report of The SAARC Workshop.	Women Studies Centre, Karachi University	1995	Women Studies Centre, Karachi University.
Female Education; A focus on Rural Swabi	Umme Kalsoom, Adeel.	1994	Pakistan Academy for Rural Development, Peshawar.
Survey Report 33rd Round: Professional, Technical and Vocational Training Institutions Government of NWFP.	Directorate of Manpower and Training (Research Planning and Statistical Cell, NWFP)	1991-1992	Directorate of Manpower and Training (Research Planning and Statistical Cell) NWFP.
Report of Workshop on Women Studies in Pakistan.	Centre for Women Studies Quaid-e-Azam University, Islamabad.	1993	Centre for Women Studies Quaid-e-Azam University, Islamabad.
Report of the Workshop on Curriculum Development. (i)	Women Studies Centre, Peshawar University, Peshawar.	1995	Women Studies Centre, Peshawar University.
Report of the Workshop on Women Studies (ii) Curriculum Development.	Women Studies Centre, Peshawar University, Peshawar.	1995	Women Studies Centre, Peshawar University
Psychology of Women (Text Book)	I.N. Hasan (ed)	1997	Women Studies Project Allama Iqbal Open University.

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
Role of Women Writers in Pakistan (Text Book)	M. Sultana Bukhsh (ed)	1997	Women Studies Project Allama Iqbal Open University.
Vocational Education for Women in Rural Areas of Peshawar District.	Reheela Begun	1990	Women Development Department, NWFP, Government.
Information Education and Communication (IEC) First Report 1988-1993	Dr. Abdul Hakim	1996	National Institute of Population Studies, Islamabad, Pakistan.
Future Educational Aspiration of Rural Females.	Dr. I. N. Hasan	1979	National Institute of Psychology, Now Centre Excellence,, Islamabad,
Scales for Measuring Attitudes of Women Towards Male and Female Education.	Dr. Z. A. Ansari	1980	National Institute of Psychology, Now Centre Excellence,, Islamabad,
Relationship of Achievement Motivation and Attitudes Towards Education with Age, Income and Years of Schooling in Rural Women.	Dr. Z. A. Ansari, Shagufta Khan, Sohaila Farooq Ghazala and Yasmin, Munazza	1980	Pakistan Journal of Psychology National Institute of Psychology, Now Centre of Excellence, Islamabad.
The Attitudes of Rural Population Towards Female Education	Dr. I. N. Hasan and Surraiya Jabin	1980	National Institute of Psychology. Now Centre of Excellence, Islamabad.
National Workshop on Female Literacy Motivation Techniques.	Dr. Z. A. Ansari	1983	National Institute of Psychology. Now Centre of Excellence, Islamabad.
Common Responses of Pakistani Female Students on Rorschach Text	Ghazala Farooqi	1987	National Institute of Psychology. Now Centre of Excellence, Islamabad.
Religious Persons: Perception of College and University Female Students.	Shagufta Aziz	1991	National Institute of Psychology, Now Centre of Excellence, Islamabad.
Critical Issues in the Education of Girls: A Psychological Perspective.	Seema Pervaiz	1993	National Institute of Psychology. Now Centre of Excellence, Islamabad.
Women in Higher Education—Progress Constrains and Promising Initiatives.	World Bank	1994	World Bank, Islamabad.
Letting Girls Learn—Promising approaches in Primary and Secondary Education.	World Bank	1995	World Bank, Islamabad.
Universal Primary Education for Girls.	UNESCO, Islamabad.	1990	UNESCO, Islamabad.
Women Education: Issues, Opportunities and Challenges in Pakistan.	Farid Shaheed	1993	Shirkat Gah , Lahore
Vocational Education for Women in Rural Areas of Peshawar District.	Raheela Begun	1990	Agriculture University.

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
Muslim Women in Higher Education.	International Islamic University, Islamabad, Pakistan	1984	International Islamic University, Islamabad, Pakistan.
META Study of Gender Issues in Education	Institute for Education Development.	1995	Institute for Education Development, The Aga Khan University, Karachi.
MFETU (Mobile Female Teacher Training Unit - 2. Balochistan Brochure Developed by UNICEF.	UNICEF SCSP EB	No dates	UNICEF SCSP EB
Education Youth Survey	Federal Bureau of Statistics, Government of Pakistan, Islamabad.	1991-92	Federal Bureau of Statistics Government of Pakistan, Islamabad.
Feeder Study to the Social Sector Review, Women's Education and Training in Pakistan.	Lalonde H.	1996	CIDA, Islamabad.
A Review of the Social Factors Effecting the Accountability of Co-education in the Prime years.	S. Zaidi M.A. Kareem Iqbal.	1994	MSJ Research Institute, Karachi.
Gender Bias in Pakistani textbooks: Paradigms, Practices and Practices.	Ruquia Jafri	1994	Ministry of Women Development, Social Welfare and Special Education, Islamabad.
Constraints to Female Literacy: A Keynote Address Presented at the SAARC Seminar.	Dr. Sabeeha Hafeez	1992	Centre for Women Studies Karachi University, Karachi, Report of the Seminar.
Strategies for Expansion of Female Literacy in Pakistan (Monograph)	Dr. Sabeeha Hafeez	1985	Applied Economic Research Centre Peshawar University, Peshawar.
Rural Primary School for Girls in Sindh (Report of the National Conference)	Dr. Sabeeha. Hafeez	1980	Ministry of Women Development, Social Welfare and Special Education, Government of Pakistan, Islamabad.
On Critical Issues in Women's Education			

HEALTH AND MEDICINE

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
Nutrition Status of Women and Children	Dr. Saeed and Dr. Jaffari	1984 , unpublished	Ministry of Women Development Social Welfare and Special Education Department, Islamabad Obstetrics and Gynaecology, Jinnah PostGraduate Medical Centre, Karachi.
The Dai: Inventory of Dais Training in Pakistan.	Ministry of Women Development Social Welfare and special Education	1982	Ministry of Women Development, Social Welfare and Special Education, Islamabad, and UNICEF, Islamabad

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
Depression During Pregnancy and the Postpartum.	Abida Sarwar	1990 , unpublished Master of Science thesis.	Ministry of Women Development, Social Welfare and Special Education, Punjab University, Lahore.
Effectiveness of Brief Group, Counseling in Reducing the Depression Level of Female Prisoners from Lahore Jail.	Fouzia Rafique	1989-1991 Unpublished M. A. Thesis.	Ministry of Women Development Social Welfare and Special Education Punjab University, Lahore.
Report of the Workshop on Networking of Information on Woman's Health Issues within Primary Health Care Centre.	Ministry of Women Development Social Welfare and Special Education.	1991	Ministry of Women Development, Social Welfare and Special Education, Islamabad. World Health Organisation, Islamabad, Pakistan.
Health Problems and Prospects for Women: National Conference, Report		1981	Ministry of Women Development, Social Welfare and Special Education, Islamabad.
Report on First Phase of Evaluation of the Prime Minister Programme for Family Planning and Primary Health Care.	Dr. Farzana Bari, Dr. Ali M. Mir	1993	Centre for Women Studies, Quaid-e-Azam University, Islamabad, Department of Community Medicine, Medical College, Rawalpindi.
Report on Women and Aids in Pakistan.	Shakila Rahman	1995-96	Centre for Women Studies, Karachi University, Karachi.
Report on Environment, Women and Health.	Shakila Rahman and Ayesha Jamil	1996	Centre for Women Studies Karachi University, Karachi.
Report on Mortality, Maternal Health Care and Culture.	Shakila Rehman	1994 - 1995	Centre for Women Studies Karachi University, Karachi.
Report on the Need for Health and Sex Education for Women.	Anwar Shaheen	1992	Centre for Women Studies Karachi University, Karachi.
Access and Quality of Reproductive Health Family Planning Service: Expanding Contraceptive Choices: Report of Pakistan for GOP/ECO/UMFPA Conference.		1996	National Institute of Population Studies, Islamabad.
Reproductive Health Contraceptive Surgery Project of Population Welfare Programme: Evaluation Report.	Dr. Abdul Hakim Zafar, Zakir.	1994	National Institute of Population Studies, Islamabad, Pakistan.
52 Family Welfare Centres in the NGO Sector	Dr. Abdul Hakim, Azra Parveen, Hasan Bhatti.	1994	National Institute of Population Studies, Islamabad, Pakistan.
95-Family Welfare Centres of Population Welfare Programmes.	Dr. Abdul Hakim, Mansoor, Hasan Bhatte.	1994	National Institute of Population Studies, Islamabad, Pakistan.
Availability and Accessibility of Contraceptives in Rural Pakistan.	Mehboob Sultan, Abdul Hakim.	1992- 1993	National Institute of Population Studies, Islamabad, Pakistan.

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
Making Motherhood Safe	World Bank	1994	World Bank, Islamabad.
Women's Health and Nutrition—Making a Difference.	World Bank	1994	World Bank, Islamabad.
Violence Against Women: The Hidden Health Burden	World Bank	1995	World Bank, Islamabad.
Women to Women: Transfer of Health and Reproductive knowledge.	Khawar Mumtaz, Fauzila Rauf.	1996	Shirkat Gah, Lahore.
Gender Differentials in Access to Health Care for Pakistani Children	Dr. Ambreen Ahmed	1990	UNICEF
Gender Differentials in Access to Health Care for Pakistani Children, Volume 3	Shagufta Alizia and Asma Zia	1990	UNICEF
Gender Differentials in Access to Health Care for Pakistani Children, Volume 2	Dr. Tasleem Akhtar	1990	UNICEF
Health in Pakistan	CIDA	dates not given	CIDA / Pakistan Programme / Asia Branch (Ottawa)
Women's Role: Health and Reproductive Behaviour	UNFPA, Kazi 's, Z. A. Sathar	1989	UNFPA , Islamabad.
Maternal and Infant Mortality Policy and Interventions	The Aga Khan University Hospital	1994	The Aga Khan University, Karachi (Report of an International Workshop).
Safe Motherhood in South Asia: Current Status and Strategies for Change.	Z. Sattar and B. Raza	1994	The Pakistan Development Review 33 (4): 1123-40 PIDE, Islamabad.
The Emerging Problem of Induced Abortions in Squatter Settlements of Karachi, Pakistan (Paper Presented at the Seminar, Trivandrum India)	Fariyal N. Rizvi, S. Jamil and T. Hussain.	1996	The Aga Khan University, Community Health Department
Women and Health in Rural Sindh	Dr. S. Hafeez	1980	Report of the Conference Health Problems and Prospects for Women, Ministry of Women Development, Social Welfare and special Education, Islamabad.
An Assessment of the Problems of Health, Nutrition and Education of Rural Mothers and Children.	Department of Sociology, University of Agriculture, Faisalabad.	1982	UNCEF, Department of Sociology, University of Agriculture, Faisalabad.
Health Problems and Prospects for Women: Papers for a National Conference.	(Then Women Division).	1980	Ministry of Women Development, Social Welfare and Special Education.
Some Differentials in Infant and Child Mortality Risks in Pakistan: 1962-1986	M. Afzal	1989	Pakistan Society of Development Economists, Islamabad PIDE

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
Evaluation of Phase- II. CIDA/UNICEF Traditional Birth Attendant Training Programme.	W.S. AND S. Q.	1994	UNICEF CIDA, Islamabad
Child Bearing and Child Rearing Practices in Balochistan Study.	Sociological Research Group.	1992	UNICEF, Islamabad Department of Sociology University of Balochistan, Quetta, Pakistan.
Nursing as a Career Choice for Women in Pakistan.	French S.	1994	Journal of Advanced Nursing 19(1):140-51
Health and Nursing Services in Pakistan: Problems and Challenges for Nurse Leaders.	Harnar, Amaris, Herberg, Miller.	1992	Nursing Administration, Quarterly 16(2):52-59
The Pioneers of Rural Pakistan: The Lady Health Visitors.	Hezekiah. J.	1993	Health Care for Women International 14(6),493-502
Pakistan: Consumer Satisfaction and Dissatisfaction with Work: Maternal and Child Health Services.	Kazmi, S.	1995	World Health Statistics Quarterly 46-8 (1), 55-59
Mothers Brought Dead.	Jafarey, Sadiqua N and Korejo Razia	1993	Soc. SCI Med 36:371=372-1993

AGRICULTURE FORESTRY, FISHERIES.

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
Data Base on Women in Agriculture and Rural Households.	Ministry of Women Development, Social Welfare and Special Education.	1984, unpublished	Ministry of Women Development, Social Welfare, Special Education, Islamabad.
Women in Agriculture Sector in Sindh.	S.M. Qadri and Akbar Jahan	1982	Ministry of Women Development, Social Welfare and Special Education, Islamabad.
Solidarity — SAARC Women's Journal on Rural Development for Women, Second Issue.	Ministry of Women Development, Social Welfare and Special Education.	December, 1988	Ministry of Women Development, Social Welfare and Special Education, Islamabad.
Tool Kit on Gender in Agriculture (Gender Tool kit Series NO. 1)	World Bank	1996	World Bank, Islamabad, Pakistan.
Invisible Farmers: A study on the Role of Women in Agriculture and the Impact of Pesticides on them	Nasira Habib	1966	The Royal Netherlands Embassy, Islamabad, Pakistan.
Project on Information on Agricultural Production Technology for rural Women in Pakistan.	Aurat Foundation, Lahore.	1993-1994	Aurate Foundation, Lahore.
Gender Issues in Agriculture and Rural Development.	Fareeda Shaheed	1993	Shirkat Gah, Lahore.

TITLE	WRITER	YEAR PUBLISHED	WHERE TO GET
Data Base for Women in Agriculture and Rural Development	FAO Bangkok, Shirkat Gah, Lahore	1990	FAO Bangkok Shirkat Gah, Lahore
Improving Household Technology and Social Forestry for Women in Pakistan.	Shirkast Gah, Lahore World Bank, Islamabad.	1989	Shirkast Gah, Lahore, World Bank, Islamabad.
Daily time Utelization of Rural Social Services: Women in Three Selected Villages of NWFP	Shanaz Akhtar	1990	Agriculture University, Peshawar.
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7. Definition

<Technical Terms>

Gender

Analytical concept to clarify the social role of men and women and interrelation between them. Sex (biological) is basically impossible to change, while gender implying the role of men and women and their interrelationship is likely to change according to social notion and sense of values.

Informal sector

Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping.

WID (Women in Development)

Concept of development incorporating women's participation into development processes, taking it into account that women are active agents and beneficiaries of development.

Reproductive health/rights

Health/Rights concerning sex and reproduction. To be able to live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

National machinery

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

Empowerment

To empower individuals or groups in political, economical and social sense

Affirmative action

Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past

Access and control

Access is to be able to use resources and services for the economic activity, or to have a right to exercise them. Control is a right to decide how to manage resources and services or to own them.

Reproductive activity

Activity to _reproduce for the next generation_ including to give a birth and raise the children, and to sustain the daily life, for instance, washing and cooking

<Indicators>

Inflation rate

Instead, GDP deflator is used.

Gini coefficient

Aggregate numerical measure of income inequality ranging from 0 to 1. 0 means perfect equality, and 1 perfect inequality. Larger than 0.4 are supposed to be high inequality.

Percentage of Women's Income

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.

Total fertility rate

Average number of children whom a woman delivers in all her life

Under-one mortality rate

Annual number of infants who die among 1,000 newborn babies within 1 year after the birth

Under-five mortality rate

Annual number of infants who die 1,000 newborn babies within 5 years after the birth among
Maternal mortality rate

Annual number of mothers who die among 100,000 cases of delivery because of pregnancy

Percentage of births attended by trained health personnel

The rate of births with the help of doctors, nurses, midwives, trained health personnel,
or trained traditional midwives

Percentage of infants with low birth weight

The rate of newborn children of which the birth weight is less than 2,500 grams

Oral Rehydration Therapy (ORT) use rate

The rate of using oral rehydrate salt or substitute solution for
under-five infants having diarrhea

Enrolment ratio of primary and secondary school

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school
with no respect to school age against population at the school age. Net
enrolment ratio is the rate of pupils going to school at the school
age against the people at the school age.