

# Best Practices

## Punjab Gender Management Information System



**Punjab Commission on the Status of Women**





## PUNJAB COMMISSION ON THE STATUS OF WOMEN

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# Acronyms

ADP	Annual Development Programme
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
EDACE	Enhanced Democratic Accountability and Citizen Engagement
GBVIMS	Gender-Based Violence Information Management System
GMIS	Gender Management Information System
ICCPR	International Covenant on Civil and Political Rights
NCSW	National Commission on the Status of Women
PCSW	Punjab Commission on the Status of Women
PGPR	Punjab Gender Parity Report
P&DD	Planning and Development Department
PWEI	Punjab Women Empowerment Initiative
PWEP	Punjab Women Empowerment Package
SDGs	Sustainable Development Goals
SNE	Schedule of New Expenditure
UNFPA	United Nations Population Fund







# Acknowledgements

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# Foreword



**Ms Fauzia Viqar,  
Chairperson,  
PCSW**

Since the turn of the new millennium, the push for gender equality has gained traction at the international level with the Millennium Development Goals 2015 and the subsequent Sustainable Development Goals 2030 highlighting the detrimental effects of gender inequality on development. With targets in place to eliminate gender gaps, the need for gender sensitive data has increased exponentially. As a pre-requisite to actionable change, improved collection of gender-disaggregated data serves the dual purpose of identifying key areas where gender inequality is rampant and providing concrete evidence on the basis of which stakeholders from the public and private sector can create policies aimed to reduce these gaps.

The Punjab Gender Management Information System (GMIS) reflects PCSW's commitment to aid in the development of evidence-based policies that take into account existing gender disparity in Punjab. Launched in 2015, GMIS is an online repository of approximately 300 indicators that track the nature of gender disparity in the province in 6 thematic areas: Demographics, Governance, Health, Education, Economic Participation and Opportunities, and Justice. GMIS also acts as an accountability mechanism by providing status reports on women empowerment packages introduced by the government. As the pioneer gender-disaggregated database in South Asia, GMIS serves the pivotal role of identifying the need for and the creation of gender-sensitive policy-making at the provincial level. GMIS also forms the basis of the annual Punjab Gender Parity Reports which are a compendium of data collected by GMIS in every calendar year. These reports give legislative, policy and procedural recommendations to concerned departments for more informed and gender-sensitive policy-making.

As GMIS data is available for public use, I am confident that this data-driven effort is a useful tool that can guide the development and implementation of evidence-based, effective programs and policies. It can not only aid policy-makers in identifying institutional gaps that help perpetuate gender inequality but also prove to be a rich resource for academics and researchers. GMIS is a best practice in the field of data collection and evidence-based policymaking and it has garnered a significant level of interest at both the international and national level.



# Punjab Commission on the Status of Women

The Punjab Commission on the Status of Women ("PCSW") is a statutory, autonomous institution established in February 2014 under the Punjab Commission on the Status of Women Act, 2014 for the promotion of women's rights. After the 18th Amendment, policy areas related to the development and empowerment of women were transferred to the provinces. The Women Development Department and, subsequently, PCSW was set up and conceived as an oversight body. PCSW ensures that laws, policies and programs of the Government of Punjab (GoPB) promote women's empowerment; that efforts are made for expansion of opportunities for socio-economic development of women, and discrimination against women is eliminated.

PCSW's functions include reviewing laws, rules, policies and programs of the government to ensure gender sensitivity; providing redress; and monitoring implementation of women-related laws and policies for the achievement of gender equality and elimination of discrimination. PCSW is represented in all 9 divisions of Punjab through its Members and Divisional Coordinators. For the purposes of providing redress to women victims of violence, PCSW has the power to investigate instances of violence against women, as vested in Civil Courts under the Code of Civil Procedure, 1908.

PCSW also provides periodical feedback and status updates on international instruments affecting women and girls, including the Convention on Elimination of all forms of Discrimination against Women (CEDAW), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), the Convention against Torture, International Labour Organization (ILO) Conventions, and the Convention on Rights of the Child.







The background features a dark purple top section with overlapping geometric shapes. Below this is a light gray horizontal band, and the bottom section is white with a large, faint, light gray circle centered behind the text.

# Background



## The Context

The emergence of evidence-based planning has put data at the center to better inform policy and global development agendas. From health sciences to economic development, policymakers and strategists rely on data to carve out their strategies. More and better data is required to contribute to a meaningful policy dialogue on gender equality and provide a solid evidence base for development policy.

In 2005, the UN Commission on the Status of Women's (CSW) Report on the Forty-ninth Session noted that "insufficient sex-disaggregated data was a barrier to measuring progress in achieving gender equality and promoting the empowerment of women as well as in 'effective policy formulation and programme design.' Also, the UNDP stated, 'Indicators and information must be disaggregated; averages hide disparities and the recognition of disparities is essential for human rights-based programming.'

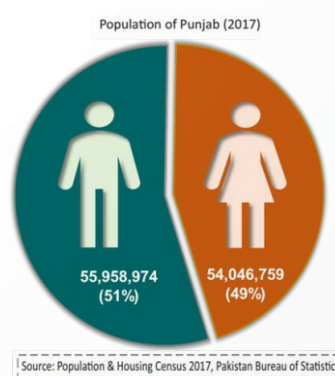
As a signatory to international treaties and conventions like CEDAW, the United Nation's Beijing Declaration of 1995, the International Convention on Population and Development (1994) and 2030 Agenda for Sustainable Development, the government of Pakistan recognizes that any and all progress needs to be based on the principle of equity and has recently introduced many pro-women laws and policies as well as established institutions to safeguard the interests of women and to improve women's access to education and health.

In recent years, considerable advances in gender equality have emerged in Pakistan. Women today have increased access to health

and education services, and have greater representation in Parliament, occupying about a fifth of parliamentary seats.

Despite these efforts, Pakistan remains one of the lowest performers in the South Asia region on human development indicators and this necessitates further advocacy and deliberations to uplift the status of women in Pakistan. As per the World Economic Forum's (WEF) Global Gender Gap Report 2017, Pakistan ranks 143rd out of 144 countries in the Gender Inequality Index, falling way behind Bangladesh and India which rank 47th and 108th respectively.

Almost half of Punjab's population comprises of women. Since 2012, male life expectancy in Punjab has increased by 2.2 years and female life expectancy by 1.7 years.



From 1990 to 2015, the Maternal Mortality Rate has declined from 431 to 178 per 100,000 live births. Despite progress, women remain socially and economically vulnerable. In 2017, the female Labour Force Participation Rate (LFPR) stood at 27.8 percent, and was considerably lower than the male LFPR at 69.4 percent in Punjab<sup>1</sup>.

<sup>1</sup> Labour Force Survey 2014-15



The Government of Punjab recognizes its strong commitment to working towards women's empowerment and in removing barriers that prevent women from advancing in socioeconomic and political spheres of society. The recently promulgated pro-women laws represent a positive development in the strategic plan and set forth the stage to materialize the goal of women's empowerment. Moreover, government policies such as the Punjab Women Empowerment Packages and Initiatives of 2012, 2014, 2016 and 2017 have been introduced to embed a gendered component into the public sector. In line with its efforts to mainstream women in society, the GoPb has established PCSW, which is reflective of its commitment to promote women's empowerment. Moreover, the GoPb has recently developed a strategic framework in the shape of the Punjab Growth Strategy 2018, which also complements the Pakistan Vision 2025 introduced by the Government of Pakistan in 2014. The strategy endorses women-centric sub-objectives that underline the government's goal of empowering women. In line with its mandate and to report on gender parity in the province, PCSW collects data pertaining to women's rights issues and monitors implementation of women empowerment initiatives.

PCSW developed the GMIS to harmonize data collection wherein scattered data from various sources has been put together to reflect the status of women in Punjab. The objective of the system is to deliver a greater level of accuracy in reporting on areas mandated to PCSW. This GMIS is the first of its kind in the South Asia region, consisting of approximately 300 indicators across six thematic areas, including, demographics, governance, education, health, economic participation and opportunities, and justice.

Gender data is indispensable for identifying inequalities between women and men and needed for the purposes of gender policy development and implementation. GMIS, a web-based MIS, aims to revolutionize the lens through which gender-based issues are viewed by identifying the data needs of provincial bodies to inform evidence-based policymaking on gender equality and the empowerment of women and girls. Moreover, GMIS also acts as an accountability mechanism by providing status reports on women empowerment packages introduced by the government.

Gender disaggregated data is acquired through intensive quantitative and qualitative research and is available for public use. Data contained within the GMIS is available in the form of downloadable figures, graphs and charts that provide time series and district wise analysis. The data is also represented spatially, which helps to identify regional disparities and progress in terms of gender gaps. Additionally, data collected by the GMIS team is analysed and presented in the annual Punjab Gender Parity Report (PGPR). The report provides an in-depth review of the status of women across six thematic areas as well as implementation status of women related initiatives.

**“GMIS provides a valuable resource of gender-disaggregated data that can help officials, policymakers and researchers monitor and evaluate the success of initiatives taken to achieve gender equality.”**

**- Project Director, GMIS**

PCSW aims to establish GMIS as a best practice. The main rationale for documenting "best practices" is to disseminate knowledge to inform future guidance on GMIS roll-outs in



# Global Best Practices

Gender-responsive data is critical for building policy as well as bringing about effective action. GMIS best practices are vital roadmaps to see what is working, what is not, and to uncover what best practices (if any) might be broadly applied to other regions. A comparison of the Punjab GMIS and Gender Management Information Systems developed by several other countries has been provided below:

OVERALL COMPARISON												
Comparison Component		Punjab -GMIS	Gender Atlas - Mexico	Gender Statistics Information System – Korea	Gender Data Hub– Fiji	Gender Data Initiative - OECD	Gender Statistics Database - EU	Data 2X	United Nations Statistics Division	Gender Data Portal – World Bank	No Ceiling - BMGF	GBVIMS
User access	Web- MIS	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓
Thematic areas	Demographic	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗
	Governance	✓	✗	✗	✓	✓	✗	✓	✓	✓	✓	✗
	Education	✓	✓	✗	✓	✗	✗	✓	✓	✓	✓	✗
	Health	✓	✗	✗	✓	✗	✗	✓	✓	✓	✓	✓
	Economic Participation and Opportunities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗
	Justice	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Coverage	Sub-national	✓	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗
Collection	Primary research	✓	✓	✓	✗	✓	✓	✗	✓	✓	✗	✓
	Secondary sources	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗
Dissemination	Publications Produced	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	✓



both OECD and non- OECD countries and provides good practices based on analytical tools and reliable data.

The OECD Gender Data Portal includes selected indicators shedding light on gender inequalities in education, employment, entrepreneurship, health and development, showing how far we are from achieving gender equality and where actions are most needed. The data covers OECD member countries, as well as partner economies including Brazil, China, India, Indonesia, and South Africa. The data platform provides customisable tables, graphs and maps.

### **Gender Statistics Database - EU**

<http://eige.europa.eu/gender-statistics/>

The European Institute for Gender Equality (EIGE) is an autonomous body of the European Union, established to contribute to and strengthen the promotion of gender equality. Its database contains gender statistics from all over the European Union (EU) and beyond, at the EU, Member State and European level, covering 12 themes and more than 2,700 indicators. The data is gathered by the National Census and surveys produced by member countries. It provides statistical evidence, which can be used to support and complement the European Commission's (EC) Strategy on Gender Equality and support Member States to monitor their progress. The main added value of EIGE's database is that it provides a one-stop source for all gender statistics at the Member State and European Union levels, making search fast and easy. The browsing tree structures serve as a structured guide to the available data.

### **SAARC Gender Info Base**

<http://www.saarcstat.org/>

It is a national information sharing platform in the context of SAARC's and UN Women's mandate on promoting gender equality. It analyses SGIB's strategic positioning and relevance in responding to member states' needs and priorities on gender

issues, in areas of VAW, trafficking and HIV AIDS, through accessible data and information on gender based mapping and disaggregation of available data at the national level. It fetches data from the national census.

## **International**

### **United Nations Statistics Division**

<http://genderstats.un.org>

United Nations Statistics Division, as the Secretariat of IAEG-GS, is tasked with collecting and compiling data and metadata from leading agencies and also with making that data available online. The indicators are organised into five domains: Economic structures and access to resources, Education, Health and related services, Public life and decision-making, and Human rights of women and children. Each domain addresses one or more of the Beijing Platform for Action critical areas of concern. The list of Minimum Set of Gender Indicators contains 52 quantitative indicators and 11 qualitative indicators related to national norms. It has an international established methodology and standards; and data is regularly produced by countries with sufficient coverage to allow tracking progress over time.

### **Gender Data Portal – World bank**

<http://datatopics.worldbank.org/gender/>

The Gender Data Portal is the World Bank Group's comprehensive source for the latest sex-disaggregated data and gender statistics covering demography, education, health, economic opportunities, public life, and decision-making and agency. The database is updated four times a year (April, July, September, and December). The Gender Data Portal enables user to access time-series gender data by searching for indicators, creating a query or downloading all gender indicators. Data is sourced from the regional commissions



## Country – specific GMIS

### Gender Atlas - Mexico

[http://gaia.inegi.org.mx/atlas\\_genero/](http://gaia.inegi.org.mx/atlas_genero/)

Gender Atlas is presented in a computer platform with easy access for users. The Gender Atlas not only allows users with different levels of statistical expertise the visualization of

mobile services are provided to users. The data is gathered through the Population and Housing Census as well as surveys. Users can understand statistics comprehensively with graphs, statistical interpretation, statistical analyses, notes for data use, glossary, related research, etc. on the areas of Family, Population aging, Health, Economic activities, Violence against women, and Representativeness domains.

"Gender Atlas: use of geospatial information to produce gender statistics"

"GSIS-Korea: English and mobile services are provided to users for data"

"GBVIMS: an inter-agency initiative overseen by a Steering Committee"

information on gender differences but also the additional differences derived from their geographic location in the federal entities of the national territory. The Gender Atlas presents indicators and related metadata in maps and graphs, which makes data more accessible. The 78 indicators and access maps cover themes of demographics, social indicators, work, time use, entrepreneurship, poverty, indigenous population decision-making and violence against women. This MIS relies on a large number of country surveys on households, businesses and government to disseminate data disaggregated by sex.

### Gender Statistics Information System – Korea

<https://gsis.kwdi.re.kr/>

The Korean Women's Development Institute (KWDI) is a government-subsidized research institute promoting women's capabilities and social and political participation. It has more than 50 researchers supported by adequate administrative and research staff. The Gender Statistics Information System is a portal site that provides integrated information related to 48 gender statistics. Users can access the desired service through sub-menus under each main menu. Gender statistics are provided by topic, by region and by source. In addition, English and

### Gender Data Hub– Fiji

<http://www.parliament.gov.fj/gender-data-hub/>

This collection of statistical resources on gender in Fiji has been curated by the Research and Library Services of the Fiji Parliament. It aims to help members of Parliament find the information they need to embed gender issues into their work, and to provide a central location for information, research and data on gender in Fiji. Based on international standards, the data on gender indicators includes information on Population, Families and Households, Marriage, Poverty, Education, Work and Employment, Health, Public life and Decision-making, Crime and Justice, Legislative environment, and Media and mass communications. The data is gathered by the Population and Housing Census.

## Regional

### Gender Data Initiative - OECD

<http://www.oecd.org/gender/data/>

The OECD Gender Initiative examines existing barriers to gender equality in education, employment and entrepreneurship. This website, powered by Tableau, monitors the progress made by governments to promote gender equality in



of the World Bank, drawing on surveys from the World Development Indicators, national statistical agencies, UN databases, and surveys conducted or funded by the World Bank.

### **No Ceiling**

<http://www.noceilings.org/>

The No Ceilings initiative of the Bill, Hillary & Chelsea Clinton Foundation gathers data and analyzes gains made for women and girls. There are 850,000 data points, spanning more than 20 years, from over 190 countries from secondary research. Through data visualizations and stories, the site aims to present the gains and gaps in understandable, sharable ways — including by making the data open and easily available.

### **Data 2x**

<http://www.data2x.org/>

Led mainly by the UN Foundation and with support from the William and Flora Hewlett Foundation and the Bill & Melinda Gates Foundation, the primary mission of Data2X is to enhance and improve the availability, use, and quality of gender data (data that is disaggregated by sex) in order to make a difference in the lives of women and girls across the world. It aims to end gender data gaps, promote increased and unbiased gender data collection, and employ gender data to improve policies, strategies, and decision-making.

Data2X works with 193 countries as well as, the United Nations agencies, regional bodies, non-government organizations, and private sector

partners through its Gender Partnerships, Expert Group and technical advisors. The data collected is critical in gauging the size and nature of social and economic problems, causes and consequences of the problems identified, how to formulate policies to deal with them, and the effectiveness and cost-effectiveness of the policies proposed.

### **Gender-Based Violence Information Management System (GBVIMS)**

<http://gbvims.com/>

GBVIMS is a multi-faceted initiative that enables humanitarian actors responding to incidents of GBV to effectively and safely collect, store, analyze and share data reported by GBV survivors. Data generated through the GBVIMS comes from women, girls, men and boys who are affected by a humanitarian crisis and experience GBV. The GBVIMS is an inter-agency initiative overseen by a Steering Committee made up of representatives from the IRC, UNHCR, UNFPA, UNICEF, and IMC. The GBVIMS Technical Team consists of GBVIMS Specialists seated in UNFPA, UNHCR, UNICEF, and the IRC. The GBVIMS has been piloted and implemented in 14 countries in Africa, Asia, and South America. A standard intake and consent form (psychosocial and medical) designed to collect data. The data is gathered by. It contains an Excel based "Incident Recorder" database designed to facilitate data entry, compilation and analysis and an information sharing protocol template that outlines guiding principles on the safe and ethical sharing of GBV data.

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The PCSW GMIS is the only sub-national Gender - Management Information System, which depicts comprehensive administrative data acquired through an intensive data collection process involving 347 provincial departments/institutions and 702 district offices. It also reflects data from the Population and Housing Census as well as national and provincial level surveys to provide an accurate picture of gender parity in Punjab.

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# **PCSW Gender Management Information System**



# GMIS Overview

PCSW aims to maximize the impact of explicit and tacit knowledge through effective knowledge-sharing and application. Section 9 (1)(c) of the PCSW Act mandates 'the Commission to steer research, generate information and maintain a database on women's issues.' The development of the Punjab GMIS reflects PCSW's commitment to aid in the development of evidence-based policies that take

"GMIS also serves as an accountability tool for monitoring our international commitments under CEDAW, UPR, UNCAT and ICCPR."

- Project Manager, GMIS

into account existing gender disparity in Punjab. The GMIS, a web-based MIS, which was developed in 2015, is a comprehensive database of gender statistics, consisting of approximately 300 indicators, cutting across six thematic areas

including, Demographics, Governance, Education, Health, Economic Participation and Opportunities, and Justice. An additional section on Special Initiatives is used to monitor implementation of all women related initiatives introduced by the GoPb since 2012.

GMIS was developed with initial financial support from Enhanced Democratic Accountability and Citizen Engagement project (EDACE), UK and technical assistance of The Urban Unit. It provides open access, real time information and facilitates data sharing across various levels of users, including researchers, academics, policy makers, government officials, international agencies and members of civil society organizations, for analysis and decision-making. Geo-spatial mapping of data permits visual depiction of the status of women for decision makers at all levels of government in the province.

The main objectives of the GMIS are as under:

- 1 Availability and accessibility of required information/data to all stakeholders to achieve gender equality across various regions, classes and fields
- 2 Support for evidence - based planning regarding gender issues on the basis of available information
- 3 Facilitate and monitor implementation of provincial, national and international instruments/policies/measures affecting women
- 4 Measure outcomes of the government's initiatives and disseminate information to all stakeholders, including organizations working for women's empowerment
- 5 Help improve working environment for women in professional and domestic lives through continuous advocacy on the basis of readily available information
- 6 Review Punjab laws, rules and regulations affecting the status and rights of women in light of available data



The beneficiary analysis conducted by the Directorate General Monitoring & Evaluation, P&D, Punjab (DG M&E) stated that the majority of respondents believed "GMIS is an effective tool to track and improve the status of women in Punjab as it provides data for provincial policy and strategic action for women's empowerment and helps in producing district wise regular analysis to gauge gender parity for conducting research and to develop Punjab focused strategies to monitor progress on indicators of SDG 5 "Achieve Gender Equality and Empower all Women and Girls".

## GMIS operations

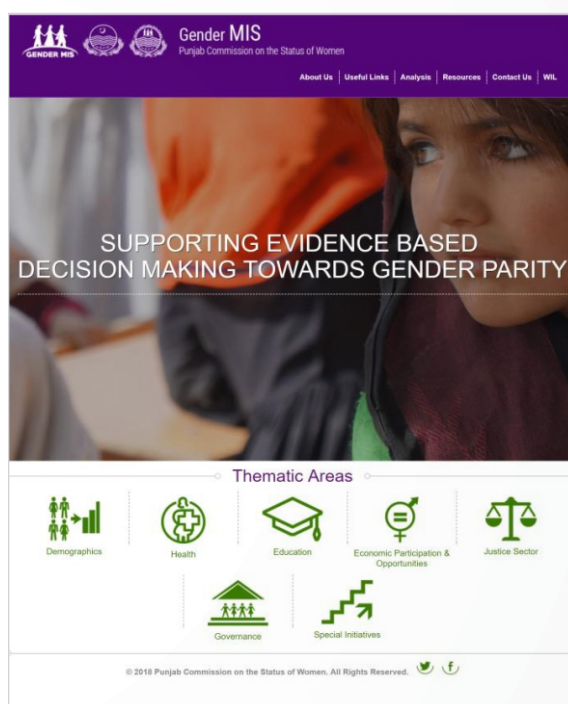
The GMIS project is implemented by hiring competent and qualified human resource from open market. The team is responsible for executing the project in line with the project document to achieve the desired objectives. The GMIS Team consists of the following team members:

- Project Director
- Project Manager
- Senior Research Analyst
- 3 Research Associates
- Project Coordinator
- 9 Divisional Coordinators
- Statistician
- Graphic Designer
- 2 Data Entry Operators.

At the beginning of the project, a comprehensive desk review exercise as well as a series of consultations with leading academics, gender specialists and development experts were conducted. Based on this exercise, six thematic areas were identified to provide an accurate picture of gender parity and the status of women in Punjab. Within the six thematic areas, a list of indicators was developed resulting in a final 'Indicator Framework' that initially comprised of 274 indicators to be represented in the Punjab Gender Parity Report and on GMIS.

The Indicator Framework (Annex I), which is reviewed and updated on a regular basis, contains sources for each indicator, data disaggregation, definitions (where required) and type of analysis. Depending on the nature of each indicator, data is collected at different intervals (annually, bi-annually or quarterly) from relevant provincial departments/institutions and district offices. For some indicators, data from the Population and Housing Census and other national and provincial surveys is used.

- The Indicator Framework is a live document and can be changed in the following instances:
- To add new themes
- To add new indicators within existing themes
- To delete indicators where necessary
- To merge indicators
- To add or delete sources





The Standard Operating Procedure of all major GMIS activities is described in the figure below. The process begins with data collection at the provincial and district levels and culminates with the publication of the annual Punjab Gender Parity Report. Data is updated on GMIS regularly.



The data collection exercise is undertaken at two levels:

#### (i) Provincial level:

- According to the Rules of Business 2011, there are 347 provincial departments/institutions (including attached departments)
- Data required from these departments/institutions is of 2 types:
  - (a) Data required from all departments (relating to HR and facilities in their respective offices)
  - (b) Data on specific indicators relating to a specific department (e.g. data relating to violence against women required from Office of Inspector General of Police, Punjab)
- All provincial departments are contacted at 1<sup>st</sup> instance through a letter (sample attached as Annex II) written by PCSW and data is requested on a specific format attached as an Annexure to the letter
- After letters have been sent, Divisional Coordinators follow up with visits and phone calls

#### (ii) District level

- For data collection within the project, 702 district offices in 36 districts of Punjab have been identified.



- Data required from these offices is of 2 types:
  - (a) Data required from all offices (relating to HR and facilities in their respective offices)
  - (b) Data on specific indicators relating to a specific department (e.g. data relating to specific diseases required from CEO Health only)
- All district offices are contacted at 1<sup>st</sup> instance through a letter written by PCSW and data is requested on a specific format  
Data from district offices is required on an annual basis  
After letters have been sent, Divisional Coordinators follow up with visits and phone calls

Once data is collected, Data Entry Operators at the head office in Lahore enter it into a computerized record. Additionally, Divisional Coordinators use an online tool to submit data directly to the head office. An extensive data cleaning process is carried out before any data is analysed. This involves verifying data for mistakes, omissions and discrepancies (if any) contained in data submitted to PCSW. Once the data cleaning process has been completed by the Research Team of a Senior Research Analyst, Research Associates and a Statistician, data is subsequently updated on the online database by the IT Manager.

Data collected annually forms the basis of the annual Punjab Gender Parity Report. To publish this report, the Research team analyses the data based on a time series and regional analysis. Qualitative research is also included in the report to provide background and context as well as to support findings resulting from the data collected. The report provides analysis through write-ups and figures/graphs that provide an accurate depiction of the status of women in Punjab. Before finalization, the report goes through several drafts with editing done by the Project Manager. Policy briefs for each thematic area are also published along with the PGPR every year.

In order to make the web-based system functional, dedicated internet connection with required band width is established at the Data Center and Disaster Recovery Site. The disaster recovery site is also connected through High Speed Link internet connectivity. The divisional teams use their own local broadband internet connections for uploading data through a user-friendly web-based interface. In order to preempt any unforeseen calamity, one disaster recovery site is maintained by the Urban Unit.









# **Best Practices, Challenges & Conclusion**



# Best Practices

As the pioneer gender-disaggregated database in South Asia, GMIS serves the pivotal role of identifying the need for and the creation of gender-sensitive policy-making at the provincial level. Documenting and sharing best practices affords the opportunity to disseminate knowledge for mutual learning and capacity building of other provinces and institutions keen to replicate the GMIS model. This section presents details on practices, which have resulted in successful implementation of the project.

## (1) Legislative Framework

Legislation plays an important role in creating both a demand and a mandate for the collection and dissemination of gender statistics. It also ensures provision of data to PCSW by government offices. Section 9(2) of the PCSW Act, "seek and receive information, data and documents from any source or entity ..... steer and encourage research to generate information, analysis and studies and maintain a database relating to women and gender issues to provide knowledge and awareness for provincial policy and strategic action for women empowerment", has enabled PCSW to collect, maintain and sustain a comprehensive database on gender perspectives for evidence-based and informed decision-making.

## (2) In-depth Regular Review of Indicator Framework

Based on comprehensive desk research (including review of the annual Global Gender Gap Report(s), other international and national reports and publications) as well as extensive consultations with gender experts, policymakers, development sector professionals, and academics, the GMIS team identified six broad thematic areas along which gender equality and the status of women should be measured and analysed. Indicators that fall within each of these thematic areas along with

details as to specific definitions, sources, form of analysis together form the Indicator Framework, a document that forms the backbone of the project. A regular review of the Indicator Framework is

**"Data is an important global public good. GMIS contains more and better data to create the best policies and capitalize on the potential of men and women alike."  
- Manager Research (Department of Health, Lahore)**

necessary to ensure all areas of women related issues are covered, and that new indicators are added as and when the capacity of the GMIS Team increases. For this purpose, internal reviews conducted by the GMIS Team are extremely important. In addition, feedback from the GMIS Technical Working Group that comprises of a group of academics, experts, and civil society representatives, proves extremely helpful. The Indicator Framework is available on the GMIS website.

## (3) Robust Data Collection Process

To develop a high-quality database, as well as to ensure sustainability, a comprehensive and standardized data collection process needs to be established. For this purpose, the GMIS team has developed several documents; including various data collection tools and templates. These templates include the following:

- Data collection from provincial departments/institutions
- Data collection from district offices
- Data on specific indicators relating to one department/institution



- Data required from all departments and offices (relating to HR etc.)
- Data required for monitoring the implementation status of all women empowerment packages introduced by the government
- Letters to be sent to provincial departments/institutions and district offices

An efficient data collection process must also be ensured. The GMIS team has divisional presence in all divisions of Punjab with its Divisional Coordinators strategically placed within the Divisional Commissioners' offices. In addition to providing government offices with forms to provide data, GMIS Divisional Coordinators routinely visit all offices to develop relationships with relevant government officials and to explain the data collection form/template, if and when required. The Divisional Coordinators also conduct regular follow-ups through phone calls and in-person visits.

Monitoring of the Divisional Coordinator's activities and presence in the field is done through an Android Application (Life 360). Divisional Coordinators are also required to provide reports as well as pictorial evidence of their activities. A monthly progress report is submitted to the Project Manager on the 1<sup>st</sup> of every month.

#### (4) Data Verification

All data that is provided on GMIS as well as in PGPR is officially obtained from provincial departments/institutions and district offices. Therefore, the direct responsibility of the authenticity or validity of data lies with the government offices providing data and not with PCSW. This disclaimer is printed at the beginning of each PGPR.

The GMIS team must, however, ensure the reliability of data to the fullest extent possible. For this purpose, the GMIS team takes the following steps:

- Only signed and stamped data received on an official letterhead or through an official email is accepted.
- Once data is received, the research team reviews it thoroughly and contacts the relevant personnel in the departments/offices if any discrepancies are detected.
- Further explanations are also only accepted on an official letterhead or through an official email.
- Project Coordinator and Divisional Coordinators work in close coordination with relevant officials at government offices to remove all discrepancies.

#### (5) Updated and User-Friendly MIS

The web-based GMIS is a unique and highly interactive database covering six thematic areas and providing data on approximately 300 indicators. To ensure easy access for all stakeholders, the website must be user friendly and have effective visualization techniques. For this purpose, the GMIS team undertakes the following exercises:

- Develop a user-friendly website
- Depict data according to thematic areas and indicators within each thematic area
- Depict data with total figures, percentages, ratios, district wise numbers and sub indicators
- Devising different dashboards and visuals for different data sets
- Devising ways to improve data visualization and analysis on the website
- Providing all data in the form of downloadable tables
- Regular updation of data

#### (6) Publication of the annual Punjab Gender Parity Report

Data collected by the GMIS team is analyzed and presented annually in the PGPR. Findings in the report highlight district wise trends over time. The report also presents an implementation status of all women related policies introduced by the



Punjab government since 2012 and highlight areas of concern. Based on its findings, legislative, policy and procedural recommendations are included to assist in effective evidence-based policymaking. 1,000 copies of the report are disseminated every year to relevant stakeholders, including government departments and functionaries, civil society organizations, international agencies, foreign dignitaries, academics, research centers, policy think-tanks, libraries, universities and media representatives.

### **(7) Dedicated full-time staff**

Considering the technical nature of the project as well as its large scope, the GMIS project requires full-time dedicated staff with very specific qualifications and expertise to meet the goals of the project. For effective and efficient data collection from the divisions, the presence at divisions, the nine divisional coordinators are responsible for data collection from relevant government departments/institutions and district offices. They not only communicate to the respective departments' focal person via official correspondence (a formal letter along with an annexure containing the details of indicators on which data is required) but also conduct follow-up visits, if and whenever required. Moreover, the team share tips for collecting data more efficiently with each other. Thus, the GMIS staff dedicate themselves to the highest ethical standards of research practice.

### **(8) Efficient Co-ordination and Linkages with stakeholders**

During the inception of the project, the need for developing relationships with government officials was identified as an essential prerequisite for an efficient data collection process. The GMIS divisional coordinators who are based in all nine Divisions, in the Commissioner's office (except divisional coordinator Lahore who is based out of the PCSW Head office), are strategically placed to build relationships with the government

authorities, to expedite the data collection process, To enhance PCSW institutional presence at the district level and to monitor implementation of the women empowerment packages introduced by the government from time to time.

Regular engagement has led to a strong network of partners to facilitate data and information sharing and knowledge, resulting in government departments/offices getting accustomed to collecting gender-disaggregated data and providing it on a timely basis.

### **(9) Monitoring tool for International and National Commitments/Initiatives**


PCSW is a part of the Sustainable Development Goals (SDGs) stakeholders' group. The GMIS dashboards present data that help to monitor the SDGs. In addition, the GMIS also serves as an accountability tool for monitoring the international commitments under CEDAW, UPR, UNCAT and ICCPR. Frequently the GMIS research team extracts relevant data from the GMIS and incorporates in draft comments for the Ministry of Human Rights for onward submission to international monitoring bodies.

In Punjab, the PWEI provides for the establishment of Female Help Desks in all Police Stations/*thaanas* in Punjab. Cognizant of the fact that Police Stations/*thaanas* are often a female complainant's first point of contact with official authority, GMIS divisional coordinators undertook a monitoring exercise, visiting 225

**"Without GMIS, it will be impossible to support evidence-based strategies that are needed to transform women's and girls' lives."  
- PhD. Student**

Police Stations in 22 districts, to review the implementation of the PWEI policy pertaining to the establishment of Female Help Desks. Moreover, to promote women's empowerment at the grass root level, PWEI provides for exclusive





space in Ramzan bazaars where women can set up stalls. In June 2017, GMIS divisional coordinators conducted a monitoring exercise of 94 Ramzan bazaars in all nine divisions of Punjab. It was observed that 12 out of 94 bazaars visited had women-owned stalls.

### **(10) Creating New Synergies**

GMIS is a best practice in the field of data collection and evidence-based policymaking and it has garnered a significant level of interest at both the international and national level. The Wilson Center, US based think-tank has tied with PCSW for utilizing the GMIS governance data such as, women on reserved seats in the National and Provincial Assembly etc., to build their Global Women's Leadership Initiative Index. In addition, PCSW is helping the Khyber Pakhtunkhwa Commission on the Status of Women in supporting for the establishment of Khyber Pakhtunkhwa GMIS.



# Challenges

The GMIS is a computerized repository of women related statistics, organized and programmed to produce regular analysis and reports on the status of women in Punjab for decision makers at provincial and district levels. Despite positive headways, concerted action is still required to work on the challenges, both internal and external, that are encountered during implementation of the project.

**I. Delays in the provision of data** by government offices are an obstacle to a timely and effective data collection process. These delays are aggravated by the organizational workload of all data providing institutions as the concerned staff members are under constant pressure of other official duties. In addition, reliance on data documented in registers and files is a further source of delay in the data collection process.

**II. Unavailability of Accurate and Consistent Data** has been one of the biggest challenges faced by the GMIS team. Data received often consists of missing values, inexact or incorrect values hampering effective analysis of the information. At times, data is not available at the district level, limiting the utility of specific information and restricting the possibilities for comparing datasets to extrapolate meaningful inferences. Moreover, gender-disaggregated data is sometimes not available, for example from Department of Health.

*“It was at times hard to get access to data, even while it was available.”*  
– GMIS Research Associate


**III. Changes in Local Government Structures** under the Punjab Local Government Amendment Act, 2016, resulted in an increase in the number of district level offices, directorates, functional units, local government bodies and functionaries leading to an increased workload on the Divisional Coordinators.

**IV. High skilled human resources**, for a highly technical project such as GMIS, specialized and skilled human resources are essential. Hence, the research staff, having inadequate contextual knowledge about gender issues and GoP procedures incessantly marred the implementation. Thus, the GMIS team needs new positions of data analysts/scientists or a Gender & Development Consultant having adequate contextual gender knowledge.

**V. Dedicating time for advocacy efforts** during early period of GMIS implementation is crucial. Setting up a provincial GMIS for the first time is a massive task as the purpose of establishing the GMIS is not just data collection but rather that the data should be put to use to improve evidence-based policy. Hence, strong advocacy for better collaboration and synergies is required to improve the utility of GMIS findings.

Despite these challenges, going forward, strong liaison with all Governments departments and other relevant stakeholders should be strengthened for collection, maintenance of high quality, gender dis-segregated data at provincial and district level to track and enhance the status and empowerment of women. Fostering ongoing partnerships and collaborations through meetings and workshops between data producers (GoPb departments) and data users (including national policy-makers, analysts, researchers and other key stakeholders) is indispensable. This will help in improving the quality of database.





The GMIS staff is not formally trained on gender sensitive issues and robust techniques of data collection. The staff can benefit from formal training sessions on applied quantitative and qualitative data management and gender issues. This could be graduated/ phased training. In the initial trainings, the focus should be on the core tools of the system, implementation and GoPb procedures. Once staff are proficient with data collection, they can then focus on statistical analysis. In addition, a Gender Data Analysis E-Learning Tool can be developed for the staff as well as for the stakeholders.

An advocacy plan or awareness campaign should be initiated for all segments of society in order for more stakeholders to be informed of its usability.



## Conclusion

In 1995, at the UN Fourth World Conference on Women in Beijing, leaders from governments and civil society around the world came together to ensure that women and girls have the opportunity to participate fully in all aspects of life. The increasing realization of the important role that women can play in the development process of a country has underlined the need to generate sex-disaggregated statistics to demonstrate how better gender data on women and girls can guide policy, leverage investments, and inform global development agendas to achieve gender equality.

In Pakistan, regardless of the several pro-women laws at the federal and provincial levels enacted over the past 12 years as well as a persistent policy commitment to empower women, as reflected in the series of Women's Empowerment Packages/Initiatives launched by the Government of Punjab between 2012 and 2017, much still remains to be done as robust data on women and girls is lacking. Weak technical and financial support to government offices often disrupts timely and accurate production of gender specific data. Even when the data is available, limited information sharing and failure to build the capacity of user's results in policies that are often not well informed. Moreover, to monitor progress on gender equality, only 21% of the data needed to monitor the gender related SDG targets is currently available. This means there are critical blind spots for gender policy making.

To achieve progress for all people, all people need to be represented. PCSW developed the Gender Management Information System wherein the scattered data from various sources have been put together that reflect the status of women in selected fields and is readily available to all the concerned stakeholders. As an intervention, GMIS is a best practice as it effectively collects across six thematic areas i.e. demographics, governance, health, education, economic participation and opportunities, and justice, and analyses data, conducts trends analysis, improves coordination and influences gender responsive policies in Punjab.

What makes the GMIS unique is the consolidation and assessment of sex-disaggregated data as well as provision of a constant state of awareness to users regarding women related issues. The dashboard is a one stop user friendly tool that captures a range of indicators, facilitates analytical insight along with strategic data, thereby making it a helpful and essential tool for policy formulation and strategic interventions. The indicator framework facilitates measuring changes and monitoring implementation for policy makers and statisticians.

PCSW realizes that research conducted on the forms and extent of gender disparities in Punjab can provide a solid foundation for evidence-based policymaking, which can lead to positive changes for women. The Punjab Gender Management Information are part of the concerted effort to provide a portrait of the status of women in Punjab. Hence, the GMIS has enabled the GoPb to keep abreast with global commitments to achieving gender equality and women empowerment. And if exploited effectively it will be an essential tool for effective formulation, budgeting and implementation of gendered policy making and strategic interventions as a norm at both the provincial and federal level.



# Annex

## Annex I: Indicator List

<i>Sr. No</i>	<i>Theme _ID</i>	<i>Indicator</i>	<i>Departments</i>
<b>Theme A: Demographics</b>			
<b>Population</b>			
1	1	Population	Pakistan Bureau Of Statistics
<b>Registrations</b>			
2	2	Births registered in Punjab	Local Government & Community Development Department (LG&CD)
3	3	Marriages registered in Punjab	LG&CD
4	4	Divorces registered in Punjab	LG&CD
4	4	Deaths registered in Punjab	LG&CD
<b>CNIC Holders</b>			
5	5	Computerized National Identity Cards (CNIC) issued in the Punjab	National Database and Registration Authority (NADRA)
6	6	Computerized National Identity Cards (CNIC) with Disabilities Logo issued in the Punjab	National Database and Registration Authority (NADRA)
<b>Theme B: Governance</b>			
<b>Voters Registration</b>			
7	1	Registered voters in the Final Electoral Rolls (FER) for 2017	Election Commission of Pakistan
8	2	Registered voters in the Final Electoral Rolls (FER) for 2015	Election Commission of Pakistan
9	3	Voter Turnout in the General Elections of 2013	Election Commission of Pakistan
10	4	Voter Turnout in the Local Government Elections of 2015	Election Commission of Pakistan
<b>Political Representation</b>			
11	5	Members on General seats in the Punjab Assembly	Punjab Assembly
12	6	Members on Reserved seats for Non-Muslims in the Punjab Assembly	Punjab Assembly
13	7	Members on Reserved Seats for women in the Punjab Assembly	Punjab Assembly
14	8	Members from the Punjab on General Seats in the National Assembly	National Assembly of Pakistan
15	9	Members from the Punjab on Reserved Seats for women in the National Assembly	National Assembly of Pakistan
16	10	Members on Reserved Seats for Non – Muslims in the National Assembly	National Assembly of Pakistan
17	11	Parliamentary Secretaries in the National Assembly and the Punjab Assembly	National Assembly and Punjab Assembly
18	12	Members in Parliamentary Committees in the National Assembly	National Assembly and Punjab Assembly
19	13	Members of the Senate	National Assembly and Punjab Assembly
20	14	Ministers of National Assembly and Punjab Assembly	National Assembly and Punjab Assembly
21	15	Advisors to the Leader of the House	Punjab Assembly and National Assembly
<b>Candidates Contesting Elections</b>			



22	16	Candidates Contesting for General Seats in the National Assembly in the General Elections of 2013	Election Commission of Pakistan
23	17	Candidates contesting for General Seats in the Punjab Assembly in General Elections of 2013	Election Commission of Pakistan
<b>Election Commission Staff</b>			
24	18	Presiding Officers in the General Elections of 2013	Election Commission of Pakistan
25	19	Presiding and Returning Officers in the Punjab Local Government Elections of 2015	Election Commission of Pakistan
26	20	Staff at the Election Commission of the Punjab	Election Commission of Pakistan
<b>Polling Station/ Booths</b>			
27	21	Designated Polling stations and booths in the General Elections of 2013	Election Commission of Pakistan
28	22	Designated Polling stations and booths in Local Government Elections of 2015	Election Commission of Pakistan
<b>District Press Clubs</b>			
29	23	Members in District Press Clubs and registered Journalist Unions elected as Chairman, President and Secretary	District Press Clubs
<b>Political Parties</b>			
30	24	Members in Executive and Decision - making bodies of major Political Parties in the Punjab	Party Offices
<b>Women Representation</b>			
31	25	Women in Provincial Trade Unions	Labour Department
32	26	Members of Chambers of Commerce and Industry	Chamber of Commerce and Industry of respected districts
33	27	Members in Bait ul Maal Council	Bait ul Maal
<b>Theme C: Health</b>			
<b>Health Profile</b>			
34	1	Life Expectancy at Birth	Population Welfare Department, Punjab
35	2	Total Fertility Rate	MICS, Bureau Of Statistics, Punjab
36	3	Maternal Mortality Ratio	Population Welfare Department, Punjab
37	4	Infant Mortality Rate	Bureau of Statistics, Punjab
38	5	Contraceptive Prevalence Rate	Bureau of Statistics, Punjab
<b>Government Health Facilities</b>			
39	6	Health Facilities	Health Department
40	7	Service Centers under Population Welfare Department	Population Welfare Department, Punjab
41	8	Mental Health Institutes	Punjab Institute Of Mental Health, Lahore
42	9	Beds in Health Facilities	Health Department
<b>Human Resource in Government Health Facilities</b>			
43	10	Doctors	Health Department
44	11	Nurses	Health Department
45	12	Lady Health Visitors (LHVs)	Health Department
46	13	Registered Midwives	Health Department
47	14	Registered 'Dais'	Health Department
<b>Human Resource under the Integrated Reproductive Maternal Newborn Child Health &amp; Nutrition Program (IRMNCH)</b>			



48	14	Women Medical Officers (WMOs) under IRMNCH	Integrated Reproductive Maternal Newborn Child Health & Nutrition Program
49	15	Nurses under IRMNCH	Integrated Reproductive Maternal Newborn Child Health & Nutrition Program
50	16	Lady Health Visitors (LHVs) under IRMNCH	Integrated Reproductive Maternal Newborn Child Health & Nutrition Program
51	17	'Aayas' under IRMNCH	Integrated Reproductive Maternal Newborn Child Health & Nutrition Program
52	18	Registered Lady Health Workers (LHWs) under IRMNCH	Integrated Reproductive Maternal Newborn Child Health & Nutrition Program
53	19	Registered Lady Health Supervisors (LHS) under IRMNCH	Integrated Reproductive Maternal Newborn Child Health & Nutrition Program
<b>Maternal and Child Health Services</b>			
54	20	Anemia in women utilizing Antenatal Care (ANC)	District Health Information System (DHIS), Directorate of Health Services
55	21	Women Utilizing Antenatal Care (ANC) Coverage	District Health Information System (DHIS), Directorate of Health Services
56	22	Frequency of Antenatal care coverage (ANC) revisits	District Health Information System (DHIS), Directorate of Health Services
57	23	Low Birth Weight (LBW) babies	District Health Information System (DHIS), Directorate of Health Services
58	24	Women receiving Maternal Immunization with atleast 2 doses of Tetanus Toxoid	The Expanded Programme on Immunization (EPI), Punjab
59	25	Births in Health Facilities	District Health Information System (DHIS), Directorate of Health Services
60	26	Births by Caesarean Section in Health Facilities	District Health Information System (DHIS), Directorate of Health Services
61	27	Family Planning Visits	Directorate of Health Services, Population Welfare Department, Punjab
<b>OPD Patients</b>			
62	28	OPD Patients visiting Health Facilities	District Health Information System (DHIS), Directorate of Health Services
63	29	Patients in Mental Health Institutions	Punjab Institute Of Mental Health, Lahore
<b>Health Issues related to Pregnancy</b>			
64	30	Abortion cases attended by Health Facilities	DHQs (Tehsils), Teaching Hospitals,
65	31	Post Abortion Services provided by Health Facilities	DHQs (Tehsils), Teaching Hospitals,
66	32	DNC cases attended by Health Facilities	DHQs (Tehsils), Teaching Hospitals,
67	33	Post DNC Services provided by Health Facilities	DHQs (Tehsils), Teaching Hospitals,
68	34	Women diagnosed with Fistula	DHQs (Tehsils), Teaching Hospitals,
69	35	Women who received surgical treatment for Fistula	Pakistan National Forum on Women's Health
<b>Budget</b>			
70	36	Healthcare Budget (Non-Development)	Health Department
<b>HIV/AIDS</b>			
71	37	HIV Prevalence Rate (% Ages 15–49)	National AIDS Control Programme
72	38	HIV/AIDS Patients registered with AIDS Treatment Centers	National AIDS Control Programme
73	39	Patients in HIV/AIDS Treatment Centers	National AIDS Control Programme
<b>Breast Cancer</b>			



74	40	Women diagnosed with Breast Cancer	Health Department, DHQs, Autonomous Medical Institutions (AMIS), EDO Health
75	41	Breast Cancer Diagnostic and Treatment Facilities	Health Department, DHQs, Autonomous Medical Institutions (AMIS), EDO Health
76	42	Deaths caused by Breast Cancer	Health Department
<b>Theme D: Education</b>			
<b>Education Profile</b>			
77	1	Literacy Rate	Bureau of Statistics, Punjab
78	2	Drop-out Rate	School Education Department
79	3	Survival Rate	Pakistan Education Atlas 2015
80	4	Effective Transition Rate	Pakistan Education Atlas 2015
81	5	Out of School Children	ASER
82	6	Literacy level of Parents	ASER
83	7	Completion Rate in Non-formal Basic Education, Community Schools and Deeni Madaris	Literacy & Non-Formal Basic Education Department
84	8	Completion Rate in Technical and Vocational Education Institutes	Technical Education and Vocational Training Authority
<b>Educational Institutes</b>			
85	9	Formal Schools	Bureau of Statistics, Punjab
86	10	Non-formal Basic Education Institutions, Community Schools and Deeni Madaris	Literacy & Non Formal Basic Education Department
87	11	Technical and Vocational Education Institutes	Technical Education and Vocational Training Authority (TEVTA)
88	12	Special Education Institutions	Directorate of Special Education
89	13	Schools in Punjab Education Foundation	Punjab Education Foundation
90	14	Schools of Punjab Workers Board (Workers Welfares Schools)	Punjab Workers Welfare Board
91	15	Men and Women Admitted to Public Sector Medical Institutions on Provincial Quota	Pakistan Medical and Dental Council(PMDC)
92	16	Women Admitted to Public Sector Medical Institutions	Pakistan Medical and Dental Council(PMDC)
<b>Enrollment</b>			
93	17	Enrollment in Formal Schools	Bureau Of Statistics, Punjab
94	18	Enrollment in non formal Special Institutes	Literacy & Non Formal Basic Education Department
95	19	Enrollment in Technical and Vocational Education Institutions	Technical Education and Vocation Training Authority
96	20	Enrollment in Special Education Institutions	Directorate of Special Education
97	21	Students in schools of Punjab Workers Board (Workers Welfare Schools)	Punjab Workers Welfare Board
98	22	Enrollment in Punjab Education Foundation	Punjab Education Foundation
<b>Teaching Staff</b>			
99	23	Teachers in Public Sector Education Institutes	Bureau of Statistics, Punjab
100	24	Teachers in Non Formal Basic Education Institutes	Literacy & Non-Formal Basic Education Department
101	25	Teachers in Technical and Vocational Education Institutions	Technical Education and Vocational Training Authority
102	26	Teachers in Special Education Institutes	Directorate Of Special Education



Facilities			
103	27	Boundary Walls	Punjab Education Sector Reform Programme
104	28	Electricity	Punjab Education Sector Reform Programme
105	29	Drinking Water	Punjab Education Sector Reform Programme
106	30	Toilets	Punjab Education Sector Reform Programme
107	31	Buildings	Punjab Education Sector Reform Programme
108	32	Sewerage	Punjab Education Sector Reform Programme
109	33	Main Gates	Punjab Education Sector Reform Programme
110	34	Transport Facilities	Punjab Education Sector Reform Programme
111	35	Hostel Facilities	Punjab Education Sector Reform Programme
Learning Levels			
112	36	Learning Levels of English	ASER
113	37	Learning Levels of Urdu	ASER
114	38	Learning Levels of Arithmetic	ASER
Parho Punjab/Barho Punjab			
115	39	Initiatives under Parho Punjab and Barho Punjab	EDO – District(s)
Budget			
116	40	Total Budget Allocation	Finance Department
Theme E: Economic Participation and Opportunities			
Economic Profile			
117	1	Labour Force Participation Rate	Labour Force Survey, Pakistan Bureau Of Statistics
118	2	Employment to Population Ratio	Labour Force Survey, Pakistan Bureau Of Statistics
119	3	Marital Status of Workforce	Labour Force Survey, Pakistan Bureau Of Statistics
120	4	Excessive Hours of Work done by Women	Labour Force Survey, Pakistan Bureau Of Statistics
121	5	Employment by Sector among Women	Labour Force Survey, Pakistan Bureau Of Statistics
122	6	Women in Employment by Occupation	Labour Force Survey, Pakistan Bureau Of Statistics
123	7	Under Employment Rate among Women	Labour Force Survey, Pakistan Bureau Of Statistics
124	8	Women involved in Unpaid Work	Labour Force Survey, Pakistan Bureau Of Statistics
125	9	Men and Women paying Income Tax	Source to be identified
126	10	Women Employment by Education Level	Labour Force Survey, Pakistan Bureau Of Statistics
Agriculture			
127	11	Agricultural Population	Agricultural Census Of Pakistan, 2000 & 2010
128		Schemes especially designed for women farmers	Agriculture Department
129	12	Cultivators of Rice and Cotton in Punjab	Agriculture Department
Agricultural Loans			
130	13	Agricultural Loans given by Public Sector Banks	Zarai Taraqiati Bank Ltd.



131	14	Men's and Women's share of Agriculture Loans	Zarai Taraqati Bank Ltd.
<b>Land Ownership</b>			
132	15	Agricultural Landholders	Land Records Management & Information System (LRMIS)
133	16	Ratio of Average Landholdings	Land Records Management & Information System (LRMIS)
134	17	Average Area of Landholding	Land Records Management & Information System (LRMIS)
135	18	Purchase and Sale of Agricultural Land	Land Records Management & Information System (LRMIS)
136	19	Landholders who received Extension Services	Agriculture Department
137	20	Allotment of Land under the Government of Punjab's Agriculture Graduate Scheme 2010	Planning And Evaluation Cell, Agriculture Department
<b>Livestock and Dairy Farming</b>			
138	21	Population involved in Livestock and Dairy Farming Activities	Agricultural Census Of Pakistan, 2000 & 2010
<b>Small Scale Industries</b>			
139	22	Personpower employed In Small Scale Industries	Punjab Small Industries Corporation
140	23	Proprietors in Small Scale Industries	Punjab Small Industries Corporation
141	24	Average Monthly Wages In Small Scale Industries	Punjab Small Industries Corporation
<b>Cottage Industries</b>			
142	25	Person power employed In Cottage Industries	Punjab Small Industries Corporation
143	26	Monthly Average Wages in Cottage Industries (in Rupees)	Punjab Small Industries Corporation
144	27	Proprietors in Cottage Industries	Punjab Small Industries Corporation
<b>Brick Kilns</b>			
145	28	Brick Kilns Workforce	Labour & Human Resource Department
146	29	School going children at Brick Kilns	Labour & Human Resource Department
147	30	Out of school children at Brick Kilns	Labour & Human Resource Department
<b>Non Profit Organizations</b>			
148	31	Members of Nonprofit Organizations registered	Social Welfare & Bait-ul-Maal, Lahore
<b>Vehicle Ownership</b>			
149	32	Vehicles Owned	Motor and Transport Management Information System
150	33	Driving Licenses Issued	Punjab Information Technology Board (PITB)
<b>Mobile/SIM Ownership</b>			
151	34	Registered Mobile Users	Pakistan Telecommunication Authority (PTA)
<b>Access to Finance</b>			
152	35	Active Current Accounts	Public sector banks
153	36	Active Deposit Accounts	Public sector banks
154	37	Active Loan Accounts	Public sector banks
155	38	Value of Loans Issued to Men and Women	Public sector banks
156	39	Long term loan Accounts	Public sector banks
157	40	Value of Long term Loans	Public sector banks
158	41	Credit Cards issued to men and women	Public sector banks
159	42	Debit Cards issued to men and women	Public sector banks



160	43	Active Loan Accounts in Registered Micro Finance Banks	Pakistan Microfinance Network
161	44	Beneficiaries of Chief Minister's Self-employment scheme (CMSES)	Akhuwat
<b>Entrepreneurship</b>			
162	45	Small Medium Enterprises (SMEs) headed by women	Small and Medium Enterprise Development Authority
<b>Social Security and Safety Nets</b>			
163	46	Cases of Labour Law Violations registered by Women	Labour Unions
164	47	Women Beneficiaries of the Benazir Income Support Program in Punjab	Benazir Income Support Program
165	48	Social Security Payments made to Men and Women through the Employees Old-Age Benefits Institution (EOBI)	Employees Old-Age Benefits Institution (EOBI)
166	49	Social Security Payments made through PESSI	PESSI
167	50	Beneficiaries of Punjab Workers Welfare Board (Scholarships)	Punjab Workers Welfare Board
168	51	Value of Scholarships disbursed to women and men under the Punjab Workers Welfare Board	Punjab Workers Welfare Board
169	52	Widows getting Tax Rebate	Source to be identified
<b>Zakat and Ushr Department</b>			
170	53	Members in Zakat and Ushr Committees	Zakat and Ushr Department
171	54	Percentage Value of Zakat Payments	Zakat and Ushr Department
172	55	<i>Zakat</i> Schemes Initiated specifically for Women	Zakat and Ushr Department
<b>Sports</b>			
173	56	Players playing at International Level	Sports Board, Punjab
174	57	Players playing at National Level	Sports Board, Punjab
175	58	Sports Facilities in Punjab	Sports Board, Punjab
176	59	Participation in Punjab Youth Festival	Sports Board, Punjab
177	60	Players participating in International Sports Events	Sports Board, Punjab
178	61	Players participating in National Sports Events	Sports Board, Punjab
<b>Theme F: Justice Sector</b>			
<b>Violence Against Women</b>			
179	1	Reported Cases of Violence against Women	Office of Inspector General of Police, Punjab
180	2	Accused acquitted in cases of Violence against Women	Public Prosecution Department
181	3	Accused awarded punishment in cases of Violence against Women	Public Prosecution Department
182	4	Reported Cases of Kidnapping/Abduction of Women	Office of Inspector General of Police, Punjab
183	5	Accused awarded punishment in reported cases of Kidnapping/Abduction of Women	Office of Inspector General of Police, Punjab
<b>Trafficking</b>			
184	6	Registered Cases of Internal Trafficking	Office of Inspector General of Police, Punjab
185	7	Trafficking victims	Office of Inspector General of Police, Punjab
186	8	Accused involved in Registered Trafficking cases	Office of Inspector General of Police, Punjab



187	9	Accused arrested/prosecuted in Registered Trafficking cases	Office of Inspector General of Police, Punjab
188	10	Accused convicted in Registered Trafficking cases	Office of Inspector General of Police, Punjab
<b>Police Stations</b>			
189	11	Police Stations	Office of Inspector General of Police, Punjab
190	12	Women Police Stations	Office of Inspector General of Police, Punjab
191	13	Police Stations having Help Desks for Women	Office of Inspector General of Police, Punjab
<b>Punjab Prisons</b>			
192	14	Prisons	Office of the Inspector General of Prisons, Punjab
193	15	Prisoners in Punjab	Office of the Inspector General of Prisons, Punjab
194	16	Juveniles in Punjab Prisons	Office of the Inspector General of Prisons, Punjab
195	17	Women Prisoners with children	Office of the Inspector General of Prisons, Punjab
196	18	Children accompanying Women in prisons	Office of the Inspector General of Prisons, Punjab
197	19	Skills Trainings provided in Prisons	Office of the Inspector General of Prisons, Punjab
198	20	Skills trainings specifically for women	Office of the Inspector General of Prisons, Punjab
199	21	Women Prisoners given Skills Trainings	Office of the Inspector General of Prisons, Punjab
200	22	Female prisoners provided Literacy / Education in Prisons	Office of the Inspector General of Prisons, Punjab
201	23	Libraries in Prisons	Office of the Inspector General of Prisons, Punjab
202	24	Women Prisoners referred to Legal Aid Programs by the Prisons Department	Office of the Inspector General of Prisons, Punjab
203	25	Cases of Women Prisoners taken up by Legal Aid Programs after referral by the Prisons Department	Office of the Inspector General of Prisons, Punjab
<b>Judges and Advocates</b>			
204	26	Judges in Punjab	Lahore High Court
205	27	Gender Sensitivity Trainings of Judges	Punjab Judicial Academy
206	28	Judges trained on Gender Sensitivity	Punjab Judicial Academy
207	29	Advocates in Punjab	Punjab Bar Council
208	30	Prosecutors in the Public Prosecution Department	Public Prosecution Department
209	31	Gender Sensitivity Trainings of Prosecutors	Public Prosecution Department
210	32	Prosecutors trained on Gender Sensitivity	Public Prosecution Department
<b>Legal Aid</b>			
211	33	Schemes and Initiatives for the provision of Legal Aid to Women	Punjab Bar Council
212	34	Legal Aid Applications to the Legal Aid Society of the Punjab Bar Council	Punjab Bar Council
213	35	Persons who received Legal Aid through the Legal Aid Society of the Punjab Bar Council	Punjab Bar Council
214	36	Lawyers registered with the Legal Aid Society of the Punjab Bar Council	Punjab Bar Council
<b>Family Law</b>			



187	9	Accused arrested/prosecuted in Registered Trafficking cases	Office of Inspector General of Police, Punjab
188	10	Accused convicted in Registered Trafficking cases	Office of Inspector General of Police, Punjab
<b>Police Stations</b>			
189	11	Police Stations	Office of Inspector General of Police, Punjab
190	12	Women Police Stations	Office of Inspector General of Police, Punjab
191	13	Police Stations having Help Desks for Women	Office of Inspector General of Police, Punjab
<b>Punjab Prisons</b>			
192	14	Prisons	Office of the Inspector General of Prisons, Punjab
193	15	Prisoners in Punjab	Office of the Inspector General of Prisons, Punjab
194	16	Juveniles in Punjab Prisons	Office of the Inspector General of Prisons, Punjab
195	17	Women Prisoners with children	Office of the Inspector General of Prisons, Punjab
196	18	Children accompanying Women in prisons	Office of the Inspector General of Prisons, Punjab
197	19	Skills Trainings provided in Prisons	Office of the Inspector General of Prisons, Punjab
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214	36	Lawyers registered with the Legal Aid Society of the Punjab Bar Council	Punjab Bar Council
<b>Family Law</b>			



215	37	Family Law Cases	Lahore High Court
216	38	Guardianship Cases	Lahore High Court
<b>Inheritance Rights</b>			
217	39	Cases for Inheritance Mutation and Partition of Property of Women	Board of Revenue
<b>Special Initiatives</b>			
<b>Punjab Women Empowerment Package (2012)</b>			
218	1	15% Quota for women in Public Service Employment	All provincial and district departments
219	2	Men who availed Paternity Leave in the Government of Punjab	All provincial and district departments
220	3	Women who availed Maternity Leave in the Government of Punjab	All provincial and district departments
221	4	Offices with Women Friendly Amenities in the Government of Punjab	All provincial and district departments
222	5	Appointments in which Age Relaxation of Maximum up to 3 years for Women was allowed	Service and General Administration Department
223	6	Number of Gazetted Officers in Public Offices	All provincial and district departments
224	7	Number of Non-Gazetted Officers in Public Offices	All provincial and district departments
225	8	Men and Women inducted on Contractual Basis in the Punjab Government	All provincial and district departments
226	9	Selection and Recruitment Committees for Regular and Contractual Employment fulfilling the Condition of at Least One Woman Representative	All provincial and district departments
227	10	Women Crisis Centers	Social Welfare & Bait-ul-Maal, Lahore
228	11	Members of Gender Mainstreaming Standing Committee of the Punjab Assembly	Punjab Assembly
229	12	33% Women Representation in all Boards of Statutory Organizations, Public Sector Companies, Committees and Special Purpose Task Forces	All Provincial Departments
230	13	Harassment Committees formed in each Department of the Government of Punjab	All provincial and district departments
231	14	Complaints received by Harassment Committees formed in each department of the Government of the Punjab	All provincial and district departments
232	15	Complaints of Harassment received by the Office of the Ombudsperson, Punjab	Office of the Ombudsperson, Punjab
233	16	Outcomes of Harassment Complaints at the Office of the Ombudsperson, Punjab	Office of the Ombudsperson, Punjab
234	17	33% Women Consultants in the Provincial Ombudsman Office	Office of the Ombudsman, Punjab
235	18	Women appointed as Heads of Governing Bodies in Statutory Entities in the public sector of the Punjab	All Provincial Departments
236	19	Houses allotted under the Ashyana Scheme	Punjab Land Development Company (PLDC)
237	20	Applications for Ownership of Houses under the Ashyana Scheme	Punjab Land Development Company (PLDC)
238	21	Members on general seats of Punjab Public Service Commission	Punjab Public Service Commission (PPSC)
239	22	Women having 50 percent Property Shares in Katchi Abadis	DG Katchi Abadi
240	23	Meetings of Enforcement of Inheritance Rights Committees	Board of Revenue
241	24	Cases reported against Delinquent Revenue Officers	Board of Revenue
242	25	Cases in which Punishment was given to Delinquent Revenue Officers	Board of Revenue
243	26	Women who received Exemption from Stamp Duty on Partition of Inherited Land	Board of Revenue
244	27	Houses allocated in the Jinnah Abadi Scheme in rural areas of Punjab	Board of Revenue



245	28	Women having 50 percent Property Shares in Jinnah Abadi Scheme in Rural Areas	Board of Revenue
246	29	Post Graduate Colleges with Counselling Facilities	All women universities
247	30	Public Sector Women Universities with Career Development Centers	All women universities
<b>Punjab Women Empowerment Initiative (2014)</b>			
248	31	Cottage Villages Established in Women Labour Colonies	Labour Department
249	32	Men and Women to whom Cattle and Poultry was distributed by Government of Punjab	Livestock and Dairy Development Department
250	33	Stalls Setup by Women in Mini Bazaars	District Department (TMA)
251	34	Percentage of stalls specified for women	District Department (TMA)
252	35	Scooties distributed to Women to facilitate mobility under Scooty Scheme for Girls	Transport Department
253	36	Trainings on Skills Development for Day Care Centers by Punjab Skills Development Fund	Punjab Skills Development Fund (PSDF)
254	37	Canteens Operated by Women in Education and Training Institutions in Public Sector Universities	All women colleges
255	38	Textbooks revised to ensure Gender Sensitivity in Formal Education	Punjab Textbook Board
256	39	Trainings on Skills for Market under Government Schemes or Donor Funded Projects	Punjab Skills Development Fund (PSDF)
257	40	Persons Trained for Employment Generation through Vocational Training Programs under Government Schemes or Donor Funded Projects	Punjab Skills Development Fund
258	41	Trainings of Domestic (Informal) Workers under Government Schemes or Donor Funded Projects	Punjab Skills Development Fund
259	42	Accommodation Vouchers disbursed under the Punjab Working Women Endowment Fund	Punjab women Endowment Fund
260	43	Scholarships disbursed to women and men under the Punjab Educational Endowment Fund	Punjab Educational Endowment Fund
261	44	Value of Scholarships disbursed to women and men under the Punjab Educational Endowment Fund	Punjab Educational Endowment Fund
262	45	Funds allocated and disbursed by the Government for the Provincial Board of Acid Burn Survivors	Source to be identified
263	46	Harassment Awareness Volunteer Campaigns	Office of the Ombudsperson, Punjab
264	47	Inclusion of the Punjab Protection against Harassment of Women at the Workplace Act, 2012 and the Punjab Women Empowerment Package 2012 in Trainings	Management & Professional Development Department, Police Department, Health Department, Social Welfare Department, Higher Education Department
<b>Punjab Women Empowerment Package (2016)</b>			
265	48	Business Facilitation centers for women	Chamber of Commerce and Industry
266	49	Women residing in working women Hostels	Directorate of Women Development Department
267		Legal aid at district level	Public Prosecution Dept
<b>Punjab Women Empowerment Package (2017)</b>			
268	50	Formulation of Punjab Gender Policy	Women Development Department
269	51	Existing mobile units to be provided with all basic facilities for screening breast cancer in rural areas	Primary & Secondary Health Department
270	52	Legal reforms in Christian family and inheritance laws	Human Rights & Minorities Affairs Department
271	53	SME Business trainings for 18,600 women entrepreneurs	PSIC in collaboration with universities, CCIs & TEVTA
272	54	A. IT training by WDD through PITB	Women Development Department



273	55	B. Skills Development of 40,000 female students with stipend of Rs. 1000 per month	TEVTA
274	56	Interest free micro finance to 300,000 females to start own business through Chief Minister's Self Employment Scheme 2017-18	PSIC
275	57	Provision of bus stops with designated waiting spaces for women in urban and rural areas	Local Government & Community Development Department
276	58	Establishment of Women Business Incubation Centers (WBIC) in Chambers of Commerce and Industries in 8 cities and 'One Stop' platform for women led business	PSIC, PBIT
<b>PCSW's Toll Free Helpline</b>			
277	59	Complaints received on the PCSW Toll Free Helpline	Punjab Commission on the Status of Women
278	60	Awareness Calls made by the Punjab Commission on the Status of Women's Helpline Team	Punjab Commission on the Status of Women
279	61	Punjab Commission on the Status of Women Helpline related Complaints settled to the Complainant's Satisfaction	Punjab Commission on the Status of Women
<b>Legislation</b>			
280	62	Legislation addressing women's access to justice and discrimination in legislation	Punjab Laws online
281	63	Legislation focused on reducing Violence Against Women	Punjab Laws online
282	64	Legislation regulating provision of Legal Aid	Punjab Laws online
283	65	Legislation regulating marriage (forced; second, child)	Punjab Laws online
284	66	Legislation facilitating inheritance and transfer of property to women	Punjab Laws online
285	67	Legislation to enhance Health Services for Women	Punjab Laws online
286	68	Legislation to Ensure Access of Education for Girls	Punjab Laws online



## Annex II: Sample letter



042-99332351

NO. PM/GMIS/IP-1/2018/ GOVERNMENT OF THE PUNJAB  
PUNJAB COMMISSION ON THE STATUS OF WOMEN 100-A,  
SAINT JOHN PARK, ABID MAJEED ROAD, LAHORE CANTT  
Dated, May 8th, 2018

Designation,  
Department  
Division.

Subject: PROVISION OF RELEVANT DATA FOR GENDER MANAGEMENT  
INFORMATION SYSTEM GOVERNMENT OF THE PUNJAB.

Please refer to the subject cited above.

2. Punjab Commission on the Status of Women (PCSW) is a statutory body established by Government of the Punjab for the promotion and protection of women's rights. In accordance with its mandate, the Commission has developed a comprehensive Gender Management Information System (GMIS) which serves as a repository of information on indicators/areas reflecting the status of gender parity in Punjab and is available to decision makers and policy formulators at [www.gmis.gop.pk](http://www.gmis.gop.pk).

3. In order to keep GMIS updated, specific information/data is required from all government departments, offices, organizations, entities and bodies including your department/office on a regular basis. In this regard, comprehensive data for the Year 2017 is required from the respective districts under your kind control.

4. Punjab Gender Parity Report (PGPR) is one of the annual publication which is published by quantitative and qualitative analysis of data collected against the indicators devised for GMIS. The said data which is solicited, will not only be updated in MIS but be analyzed in the said report to present the parity status in the province. Therefore, the required data must be received timely and in accordance with the attached Annexure for perfect reflection in PGPR.

(M. Waheed Iqbal)  
Project Director-PCSW

CC: All Divisional Coordinators, Punjab Commission on the Status of Women (PCSW).