

PAKISTAN - WOMEN AND GENDER IN LEGISLATION, SCRUTINY, AND OVERSIGHT

REPORT SUMMARY

27-31 JANUARY 2020



IMPACT & OUTCOMES

Impact. In line with its strategic objectives, CPA UK will strengthen parliamentary democracy in Pakistan and enhance the knowledge and links between UK and Pakistan parliamentarians.

Outcome 1. Stronger diplomatic ties between the UK and Pakistan parliaments

Outcome 2. Delegates report increased confidence in undertaking their parliamentary duties and report a deeper understanding of:

- a) Current debates and challenges around gender sensitive parliaments and legislative scrutiny
- b) Current debates and challenges around women's representation and inclusivity
- c) The relationship between parliaments and the media, including its role in reaching constituents and communicating parliamentary business and accomplishments
- d) Approaches to undertaking parliamentary work with limited resources

Output 1. At least 12 parliamentarians participated in the programme and report increased understanding in effectively improving equality, diversity, and inclusion.

Output 2. A comprehensive outcome report has been produced and disseminated to participants.

PROGRAMME OVERVIEW

From 27-31 January 2020 CPA UK hosted Members of the **Women's Parliamentary Caucus of Pakistan** for a programme focused on **Women and Gender in Legislation, Scrutiny, and Oversight** at the UK Parliament and other locations around London.

The Secretary of the Women's Parliamentary Caucus (WPC), Hon. Munaza Hassan MNA, led the delegation of **eight Members of the National Assembly (MNA) and five Members of the Provincial Assemblies (MPA) of Sindh, Punjab, Balochistan, and Khyber Pakhtunkhwa** respectively. Hon. Shandana Gulzar Khan MNA, Chair of the Commonwealth Women Parliamentarians (CWP), also participated in the programme.

The delegation explored issues related to Women and Gender in Legislation, Scrutiny, and Oversight at different levels of representation: the UK Parliament, the Greater London Assembly, a London Borough Council, and a London constituency. In addition to introducing delegates to the UK Parliament and Westminster committee system, speakers – including parliamentarians, party candidates, councillors, and academics – discussed **gender-sensitive scrutiny, legislation to improve gender equality, and diversity and inclusion**.

Delegates also participated in a **half-day training programme on external communications** to further increase the impact and reach of the WPC's and delegates' own communications efforts. Two Senior Media and Communications Officers of the House of Commons shared strategies for informing the public of parliamentary work, for example through impactful press releases. Delegates implemented this learning by **drafting and delivering their own press releases in a simulated press conference** in which they also answered complex questions on the details of the study visit.

CPA UK has a long-term partnership with the WPC and since 2012 has undertaken a number of programmes aimed at enhancing the role and capabilities of women parliamentarians. We look forward to continuing to strengthen and grow this relationship.



Members of the delegation with Dr Rupa Huq MP at Ealing Town Hall

SUPPORTED BY:



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FULL REPORT

27 - 31 JANUARY 2020

CPA UK & WPC

CPA UK has a long-term partnership with the Women's Parliamentary Caucus (WPC) and since 2012 has undertaken a number of programmes aimed at enhancing the role and capabilities of women parliamentarians. Previous themes included economic empowerment, maternal health, access to justice, and building a community for change. CPA UK last hosted Members of the Khyber Pakhtunkhwa Women's Parliamentary Caucus (WPC) in September 2016. Before this the WPC in Islamabad hosted a CPA UK delegation in February 2014. CPA UK looks forward to continuing to grow this relationship.



Members of the delegation with Deputy Mayor Dr Debbie Weekes-Bernard at City Hall

OPENING

Hon. Munaza Hassan MNA, WPC Secretary, opened the programme by highlighting the importance of women legislators sharing their experience as well as involving male colleagues in efforts to improve women's representation. She further introduced recent changes to the work and approach of the WPC, including the addition of researchers to support Caucus members' work and technical assistants to better engage with the public and publicise members' work and achievements via social media. Hon. Shandana Khan MNA, CWP Chair, applauded CPA's success in reaching parliamentarians in sub-national legislatures neglected by some parliamentary networks.

SUPPORTING WOMEN CANDIDATES

The majority of speakers agreed with the delegates, many of whom held a seat reserved for women, that **quotas or other forms of positive action are essential to improving women's representation** at the necessary pace. Such measures cannot, however, address the perennial issue that fewer women than men stand as candidates. The Baroness Jenkin of Kennington, Co-Chair and Co-

Founder of Women2Win, a campaign to elect more Conservative women to Parliament, suggested taking a proactive approach by directly asking women to stand, supporting them throughout their candidacy, and encouraging those elected to stay in Parliament. Women at a later stage in life can bring a wealth of experience to Parliament and may be open to a new challenge or career change, according to Baroness Jenkin.

Parliamentarians from both Pakistan and the UK considered the **support of male colleagues and allies crucial** to improving women's representation and the parliamentary gender balance. To combat financial barriers prohibiting women standing for election, More United CEO Tabitha Morton recommended replicating the **practical support** offered by the Women Equalities Party (WEP) which pays for its candidates' childcare. Some of Pakistan's Provincial Assemblies offer childcare on-site to support parliamentarians with children, but neither in the UK nor Pakistan are candidates often supported in this way.

Once elected, **connecting women parliamentarians in the same or across different legislatures can help**

promote women's representation and offer another crucial source for support and mentorship. In

Pakistan, the Women's Parliamentary Caucus aims to enhance women's role and active participation in parliamentary proceedings. The closest UK equivalent is the All-Party Parliamentary Group (APPG) on Women in Parliament which brings together members of both Houses to discuss and campaign for increasing the number of women in parliament in all parties, and to support women in parliament and those standing for public office. In discussions with the delegation many UK parliamentarians expressed their support of establishing a Women's Caucus to better coordinate and collaborate on parliamentary work undertaken by women in both Houses.

DIVERSITY AND INCLUSION IN PARLIAMENT

Within the UK Parliament, support offered to elected representatives is broadly also available to parliamentary staff. For example, both members and staff can join any of five Workplace Equality Networks (WENs) focused on social mobility, gender, disability, REACH (race, ethnicity, and heritage), and the LGBTQ+ community.

ParliGENDER, the network for gender equality in Parliament, aims to “support Parliament and its people in achieving gender equality by identifying and challenging inequality and discrimination and seeking to improve and promote gender equality at every level and in every part of Parliament”. The recommendations of the globally recognised “Gender Sensitive Parliaments” framework offer useful guidance to parliaments that can similarly be taken on by equality networks. Beyond internal avenues for support, a Behaviour Code applies to everyone who visits and works at the UK Parliament. The

the Committee’s past work on the gender pay gap, transgender rights, and child abuse.

In Pakistan, **devolution presents a key challenge** to scrutinising similar issues in the National Assembly. **While the Constitution of Pakistan provides a framework guaranteeing fundamental human rights and freedoms to all citizens, the protection and development of women’s rights is devolved to the provinces.** The provinces are also responsible for implementing the provisions of the Convention on the Elimination of All

for the first time. Similarly, committees investigating politically sensitive issues, such as the phone hacking scandal or disinformation and ‘fake news’, have had to test the limits of their powers to summon persons, papers, and records when witnesses refused to appear.

The delegation observed an evidence session of the Food, Poverty, Health and Environment Committee for a first-hand insight into committee work at the UK Parliament. Delegates noted in particular the **strong role of the chair in leading the session**, and the **close coordination between committee members** and the



Former WEC Chair Rt Hon. Maria Miller MP discusses committee work



Former PM Rt Hon. Theresa May MP welcomes the delegation to Parliament

code is displayed prominently in public spaces such as restrooms, printed on visitors’ passes, and accessible on the public website and intranet. It is one of several outcomes of the 2018 report by Dame Laura Cox’s into the Bullying and Harassment of House of Commons staff, also known as the Cox Report.

DIVERSITY AND INCLUSION IN COMMITTEE WORK

While groups like ParliGender and the APPG on Women in Parliament consider diversity, inclusion, and representation at Parliament, most of the parliamentary and scrutiny work on these topics is undertaken by the Women and Equalities Committee (WEC). Cross-cutting in a similar fashion to the Public Accounts Committee, the WEC holds the Minister for Women and Equalities and the Government Equalities Office (GEO) to account for the Government’s performance on equalities issues. Such issues can relate to discrimination on the basis of sex, age, race, religion or belief, sexual orientation, disability, gender identity, pregnancy and maternity, marriage or civil partnership status. Recent seminal inquiries focused on sexual harassment in the workplace, mental health for men and boys, and abortion law in Northern Ireland. Delegates were particularly interested in

Forms of Discrimination against Women (CEDAW). Reviewing the progress of implementation, the UN’s Committee on the Elimination of Discrimination against Women regretted “the lack of a national policy on the rights of women” and noted devolution as “a particular source of concern as it led to the uneven and dispersed application of policies and programmes”.¹ While this makes scrutiny more difficult at the national level, it presents **an opportunity for Members of the Provincial Assemblies (MPAs) to take an active role in championing diversity, inclusion, and women’s rights and representation** in their respective legislatures.

Committee work is one important channel through which to champion such issues. While not all legislative bodies in Pakistan have an equivalent to the WEC, committee work itself is broadly similar in both countries. In the UK Parliament, committee chairs have been elected by the whole House since 2011, and some chairs consider their colleagues an additional pool of ‘constituents’ they are accountable to. Despite a long tradition of committee work spanning to the 1300s, committees in the UK Parliament have continued to evolve since they were reformed in 1979. For example, in 2019 a committee held an evidence session outside the UK

different lines of questioning. Committees in the National and Provincial Assemblies generally do not **invite external experts to give evidence** in public hearings; after observing this session delegates resolved to recommend this to the Speakers in their respective legislatures.

GENDER-SENSITIVE LEGISLATIVE SCRUTINY

Another key component of committee work is legislative scrutiny, and delegates in particular explored gender-sensitive legislative scrutiny. **Due to prevalent societal inequalities, legislation often affects women more adversely than men.** For example, the Women’s Budget

“No matter where you are on the political spectrum, you will always find common ground on these issues.”

Angela Crawley MP

Group has identified that Women in the UK receive on average a larger proportion of their income as social security cash transfers than men. Changes to social security cash transfers are therefore likely to have a different impact on men and

¹ “Committee on the Elimination of Discrimination against Women warns against “uneven” application of policies and programmes in Pakistan”, UN OHCHR (published online at <https://www.ohchr.org/en/NewsEvents/Pages/DisplayNews.aspx?NewsID=25545&LangID=E> on 12 February 2020)

ABOUT CPA UK

CPA UK is the largest and most active of the Commonwealth Parliamentary Association's branches. Located in and funded by the UK Parliament it supports and strengthens parliamentary democracy throughout the Commonwealth. CPA UK has a distinctive ability and capacity in this area given the origins of CPA since its formation in 1911, and the UK Parliament's propensity to evolve, develop, learn and inform. Peer to peer learning is central to CPA UK's methodology; it designs bespoke interactions between UK and Commonwealth parliamentarians and officials enabling and facilitating knowledge-sharing to achieve improved parliamentary oversight, scrutiny and representation.

Vision. Inclusive, representative and transparent Commonwealth Parliaments; fully effective in enforcing the accountability of the executive and representing the interests and concerns of the electorate.

Purpose. To learn from and strengthen Commonwealth parliaments to deliver effective oversight, scrutiny and representation.

CPA UK's Strategic Objectives are:

Objective 1. To strengthen parliamentary democracy
Being responsive to the complex challenges of Parliaments and facilitating access to information and skills

We will:

- provide opportunities for UK parliamentarians to learn from Commonwealth peers
- convene Commonwealth

women, making this a key area from a gender budgeting perspective.² Similarly, because 90% of single parents are women, changes to the provision of childcare services and facilities will have a more profound impact on women. Marital rape almost exclusively affects women and was only outlawed in the UK in 1991. Gender-sensitive scrutiny, however, does not focus on the effect of legislation on women only. There are countless examples where laws may have a disproportionate effect on men, such as domestic abuse, where little provision is made for male refugees, or the vastly different allowances for maternity and paternity leave.

In the Scottish Parliament, all legislation, as well as any new or revised policies, practices or services, must be subject to an Equality Impact Assessment

(EQIA). The EQIA checks whether new rules meet the requirements of the public sector equality duty which requires all Scottish public authorities "to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations".³ Several delegates were interested

Equality and Human Rights Impact Assessments



- transform decision making processes



- promote equality and human rights outcomes



- demonstrate accessibility and accountability



- avoid potential violations and legal challenge

Source: "10 Good Practice Building Blocks", Scottish Human Rights Commission³

establishing a target number of desks and stations and report on progress. In Punjab, the implementation of similar services remained a challenge. Although a law to counter violence against women included a provision for Women's Protection Officers, such officers were not widely deployed or trained. To



Delegates host a simulated press conference, l.t.r.: Dr Shazia Soomro MNA, Hon. Munaza Hassan MNA, Ayesha Bano MPA, Seemabia Tahir MPA

in this approach to institutionalise gender-sensitive scrutiny as presented by Angela Crawley MP. The extensive online resources offered by the Equalities and Human Rights Commission could offer guidance to delegates interested in adapting the EQIA requirement to their own legislature and context.

Delegates shared several of their own success stories where policies had been successfully adapted to suit the particular needs of women. The introduction of a women's desk at police stations and separate stations to serve women only in Pakistan only proved successful once the police was required to work towards

better scrutinise policy implementation in this case, Sarah Champion MP recommended demanding specific statistics on the number of Women's Protection Officers from the relevant minister or ministry. **Requesting repeated updates would maintain pressure on government and clearly track any changes and progress made towards meeting the legal requirements.**

COMMUNICATING PARLIAMENTARY WORK

Parliamentarians can maintain pressure on government and achieve better

² Women Count – A Resource for Gender Responsive Budgeting Groups is a site created by the Women's Budget Group (WBG) offering a casebook to civil society organisations. More details on the social security section is available at <https://womencount.wbg.org.uk/what-gender-budget-analysis-can-show/social-security>

³ The Scottish Human Rights Commission (SHRC) and Equality and Human Rights Commission (EHRC) Scotland have created a dedicated website with resources for equality and human rights impact assessments (EQHRIAs) at <http://eqhria.scottishhumanrights.com/>. The site offers free guides and training resources to download, including "10 Good Practice Building Blocks" with practical advice on undertaking EQHRIAs at <http://eqhria.scottishhumanrights.com/resources/documents/EQHRIA-10buildingBlocks-v3.pdf>. A comprehensive guide written for public authorities in Scotland is available at <https://www.equalityhumanrights.com/sites/default/files/assessing-impact-public-sector-equality-duty-scotland.pdf>.



Dr Rupa Huq MP accompanied the delegation to Ealing Town Hall to meet Ealing Mayor Councillor Dr Abdullah Gulaid, Ealing Council Leader Julian Bell, Councillor Dr Aysha Raza, Councillor Tariq Mahmood

scrutiny outcomes by effectively leveraging the media and increasing public awareness. This is one of the reasons committees at the UK Parliament are highly engaged in public outreach. Delegates were particularly interested in approaches to better communicate parliamentary business to the electorate and the general public. Although 70% of house business at the National Assembly is driven by women parliamentarians, MNAs still face widespread prejudice. To counter the misconception that women are not as productive as their male counterparts in parliament, the WPC has created its own social media team which regularly updates online audiences on members' activities and accomplishments through popular channels including Twitter and Instagram.

To further increase the impact of delegates' communications efforts, two Senior Media and Communications Officers of the House of Commons, Estelle Currie and Chloe Jago, shared strategies for impactful press releases distributed at the right time. For committee inquiries, **the media experts identified four key "media moments", including the launch of the inquiry and the publication**

of the report which can be effectively leveraged with a press release, ideally including a quote from the committee chair. In some situations a proactive press release or advisory note, published in advance of a visit or meeting, can inform the media and pre-empt controversy.

Keeping press releases short, succinct, and informative without missing out key details helps journalists produce their copy within the usually tight deadlines. Delegates implemented this learning by drafting and delivering their own press releases in a simulated press conference that included difficult questions on the details of their study visit to the UK. Even those delegates with extensive experience leading press conferences found the exercise extremely useful in offering a different approach to communicating key messages clearly and succinctly.

PROMOTING DIVERSITY AND INCLUSION AT ALL LEVELS

Communicating with the general public was also a key topic of discussion at City Hall. Dr Debbie Weekes-Bernard, Deputy Mayor

parliamentarians to increase their capacity to hold governments to account and to effectively represent their electorates

- build knowledge within the Commonwealth parliamentary community on issues of common interest and concern

Objective 2. To link Westminster with the Commonwealth

Promoting collaboration, understanding and cooperation, emphasising its continuing relevance to future generations

We will:

- play a leading role in CPA
- establish and strengthen networks across parliaments, and beyond
- engage young people in our work and vision

Objective 3. To set and demonstrate high performance standards

Increasing the positive impact of all we do

We will:

- achieve value for money in the organisation and delivery of our activities
- set and uphold high standards of behaviour
- use evidence-based learning to improve what we do and how we do it

TOP MEDIA TIPS

- keep press releases short and informative
- remember the 5 Ws (who, what, where, when, why)
- include quotes for journalists to include in their copy
- be responsive to help journalists meet tight deadlines
- always leverage key media moments



Estelle Currie (l) and Chloe Jago facilitate a press conference exercise with delegates answering questions

for Social Integration, Social Mobility, and Community Engagement, set out the Mayor of London's Equality, Diversity, and Inclusion strategy which addresses some long-standing inequalities and discrimination affecting London residents. Dr Weekes-Bernard chairs the Equality, Diversity and Inclusion (EDI) Advisory Group tasked with shaping and delivering this strategy and highlighted some key achievements, including a victim's charter reviewing the rights and protections for victims of crime, and employment initiatives for young BAME men who suffer higher unemployment rates in London than other demographics.



“Where women have reached positions of power and influence, we have a duty of care to lower the barriers for the daughters and granddaughters.”

Stevie Spring, Chairman, British Council

mayors are women and the GLA published both ethnicity and gender pay gaps before this was legally required. Over half of GLA staff are women with no gender pay gap (GPG) identified. On policy, some key policy areas including the welfare system, education, and immigration are directed by central government, but the Mayor determines priorities within the powers devolved to his office. The Mayor is held to account by the London Assembly; Assembly Members Leonie Cooper AM and Nicky Gavron AM introduced delegates to this and other responsibilities of London Assembly Members.

observed a range of ways in which constituents' interests are represented at the local and national level. To end the programme delegates observed the frontline of UK politics, namely the work of MPs and councillors in their home constituencies. In their constituencies MPs often engage directly with their constituents, most often in weekly surgeries. Dr Rupa Huq MP hosted the delegation in her Ealing and Acton Central constituency on Friday 31 January 2020 to demonstrate an MPs' typical responsibilities: representing their constituents, collaborating with local council leaders and councillors, and championing local services and business.

As a first port of call, On Route Health exemplified how small and medium enterprises (SMEs) can play an important role in serving the local community's health and wellbeing. Set up by psychotherapist Helena Lewis, the wellbeing centre offers various counselling and therapy services, talks and art exhibitions, as well as a community café.

At Ealing Town Hall the delegation met with the Leader of Ealing Council along with several councillors to discuss the borough, its demographics, and the diversity of the Council, as well as the councillors' collaboration with Dr Huq and the other MPs serving their jurisdiction. To close the programme, the delegation

On diversity and inclusion the Greater London Authority (GLA) or City Hall itself leads by example; seven of nine deputy

FRONTLINE POLITICS

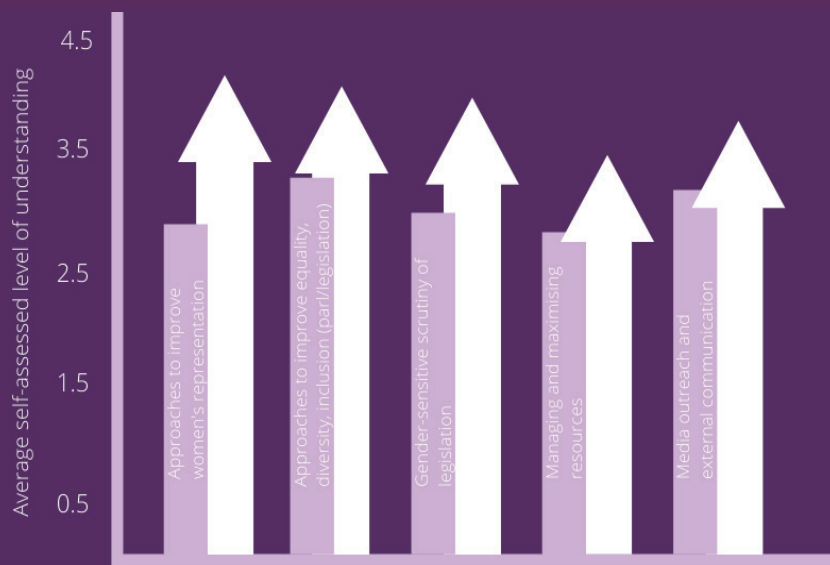
From Westminster to City Hall delegates

MONITORING & EVALUATION: KEY RESULTS

All delegates found the programme fully or partially relevant to their work as parliamentarians with some describing it as **informative, relevant, or inspiring**. In feedback to CPA UK staff, delegates expressed their appreciation for their UK counterparts' openness and frankness in discussing challenges in their work and how to overcome these. Delegates found the programme **“well organised and well equipped”, providing “a safe space to discuss issues and learn from other women parliamentarians”**. Suggestions for future programmes included providing translation for improved comprehension, and including further topical sessions on gender-based violence (GBV), disability, and prevention of child abuse.

Such topics could feature in a future programme to be delivered in the UK or Pakistan.

91%
of participants felt
the programme
was fully relevant
to their role



AVERAGE LEVEL OF UNDERSTANDING PRE-PROGRAMME

AVERAGE LEVEL OF UNDERSTANDING POST-PROGRAMME

As part of CPA UK's monitoring and evaluation framework, delegates completed self-assessment forms before and after the programme to gauge deepened understanding and new learning. Across the five key themes listed below, delegates reported the most significant increase in understanding around **approaches to improve women's representation**, followed by gender-sensitive scrutiny of legislation. The lowest increase in understanding was recorded for managing and maximising resources, likely due to the broad interests within the delegation which ranged from managing resources and staff for parliamentarians, to scrutinising government in a legislature rich in natural resources.



Ayesha Bano MPA in conversation with Stevie Spring at the British Council London office

joined an assembly in a local school where Dr Huq introduced pupils to her role and responsibilities as a Member of Parliament. As many of the delegates held reserved or list seats that do not serve specific constituencies, the field visit familiarised delegates with the varied tasks MPs undertake outside Parliament, from championing local businesses and causes to supporting their local party and councillors and promoting democracy education amongst their youngest constituents.

COLLABORATING WITH NGOS

A wealth of organisations work incessantly to improve diversity, inclusion, and representation in different contexts at the local, national, and international level. **For parliamentarians this presents an opportunity to benefit from past work and research, and to utilise their platform to champion important causes and amplify organisations' and activists' voices.** During the programme the delegation learnt of several initiatives led by NGOs and charities and enjoyed presentations by the British Council

and the Royal Commonwealth Society (RCS). The Commonwealth Youth, Gender and Equality Network (CYGEN) supported by RCS launched an advocacy campaign calling for Commonwealth governments and legislators to commit to reforming laws that discriminate against women and girls and members of the LGBT+ community. The presentation and discussion on the **#Reform53 - Together for Legal Equality campaign** also offered an opportunity to explore how best to approach politically sensitive issues for reform within a traditional or conservative society.

The meeting hosted by the British Council was a highlight for several delegates. In addition to presenting several initiatives currently underway in Pakistan, Stevie Spring, Chairman of the British Council, and her colleagues discussed some of the **key challenges to women's empowerment in Pakistan, from a lack of implementation of laws supporting women to unequal inheritance rights and the continued prevalence of child marriage.** Like CPA UK, the British Council engages in parliamentary

strengthening by offering technical assistance programmes to elected representatives. Other initiatives centred on voter registration, early education, and the promotion of inclusive and creative economies. On continuing the progress towards women's empowerment, delegates and hosts agreed women, once in positions of power, should use their platform and influence to support other women seeking similar progress.

At a reception hosted by the former Prime Minister, Rt Hon. Theresa May MP, the delegation also met representatives of other organisations working towards improving gender equality, diversity and inclusion, including the Women's Budget Group, the Westminster Foundation for Democracy, the Fawcett Society, and the Foreign and Commonwealth Office.

NEXT STEPS

The following page highlights key results from the programme's monitoring and evaluation. In terms of actionable next steps, delegates committed to implement their learning in a number of ways upon returning to their respective legislatures. Some delegates' proposed next steps include ensuring gender-sensitive scrutiny of all legislation, starting work on an equality bill, involving more male colleagues in their parliamentary work, sharing learning from the programme with fellow parliamentarians, and recommending to the Speaker to invite external experts and members of the public to give evidence to parliament.

CPA UK looks forward to continuing to maintain and grow its close partnership with the Women's Parliamentary Caucus at the national and provincial level. On consultation with the WPC Secretary, CPA UK will devise further opportunities for exchanges between UK and Pakistan parliamentarians in diverse settings such as study visits or workshops in either legislature.



L.t.r.: Rubina Irfan MNA, Sajida Khan MNA, Councillor Dr Aysha Raza



Ealing Mayor Councillor Dr Abdullah Gulaid with Hon. Munaza Hassan MNA

DELEGATE LIST

Munaza Hassan MNA (*Pakistan Tahreek-e-Insaf*)

*Secretary, Women's Parliamentary Caucus
Chair, CPA Asia Branch*

Ms Munaza Hassan is a seasoned politician, belonging to Pakistan Tehreek-e-Insaf (PTI). She is the Secretary of WPC and currently chairs the Standing Committee on Climate Change of the National Assembly.

She served as Member National Assembly (MNA) from 2013-2018 and was re-elected as MNA for the second consecutive term in 2018. She is a renowned champion of gender equality and empowerment of all Pakistani women. In addition, she is also a member of the CWP Steering Committee and Chair of the CPA Asia Region.



Hon. Shandana Gulzar Khan (*Pakistan Tahreek-e-Insaf*)

Chair, Commonwealth Women Parliamentarians

Hon. Shandana Gulzar Khan is a Member of the National Assembly of Pakistan and has served as Parliamentary Secretary Commerce from September 2018 to November 2019. In September 2019, Hon. Shandana was elected Chairperson, Commonwealth Women Parliamentarians at the 64th CPC.

Hon. Shandana serves on the Parliamentary Standing Committees on Agriculture, Industry, Privatization and Planning and leads the Parliamentary taskforce on SDG 5. Hon. Shandana possesses a legal background and is a trade & development professional from the University of Cambridge. She has extensive experience in international trade and economic law advocacy at the World Trade Organisation.

Shandana's area of expertise cover inter alia, industrial as well trade and investment policy, legal reform, legislation, human rights and women development, small and medium enterprises, local government arbitration, intellectual property, and e-commerce.



Sajida Zulfiqar Khan MNA (*Pakistan Tahreek-e-Insaf*)

Ms Sajida Zulfiqar Khan is serving as member of the National assembly (MNA) for a consecutive second term. She was also a member of the three important standing committees of the parliament for five years. She is the managing director at Pearl Furniture. Having run a successful furniture business since 2002, she has been awarded many prizes for being a top exporter of furniture in region.

The first woman entrepreneur to join the Rebuilding Afghanistan Trade Fair (2003), she has been listed among 100 women who matter in Pakistan and as one of the 5 top businesswomen in Pakistan (2012). She served as an executive member of Sarhad Chamber of Commerce and Industry (SCCI) from 2004-2006 and as Founder President of the Women Chamber of Commerce and Industry Peshawar (WCCIP) 2009-2011. She is an Executive member of SAARC business forum (2014-present) and has been closely working with the SAARC chamber to increase bilateral trade within the SAARC countries. She served as the Vice President for the Federations of Pakistan Chamber of Commerce & Industries (FPPCI) 2016-2017. She was a Founding Board Member of the Khyber Pakhtunkhwa Economic zones development & Management Company (KPEZMC) - 2013-2017, she has worked closely with the management to devise new policies for the revival of existing industrial estates and also to work on revival of the sick units.



Dr Shazia Sobia Aslam Soomro MNA (*Pakistan People Party Parliamentarians*)

Tenure in the National Assembly: Second term as the Member National Assembly of Pakistan

Membership in Standing Committees: Member Standing Committees on Federal Education and Professional Training and National Health Services, Regulation and Coordination

Expertise/Interests: Human Rights, Social Worker, Reproductive Health, Women Rights, Social Work: Worked with Education Task Force in Sukkur and Pakistan Sweet Home (Orphanage home) at Islamabad and Sukkur) Worked with fairy home (home for orphanage girls).



Shaista Pervez MNA (*Pakistan Muslim League*)

Former Secretary, Women's Parliamentary Caucus

Ms Shaista Pervaiz Malik was selected on a special women's reserved seat in the National Assembly of Pakistan by her party leadership, the Pakistan Muslim League –N, at the 2013 elections on account of sheer hard work, commitment, and services rendered by her for the uplift of communities.

After becoming Member National Assembly, Shaista Pervaiz Malik was appointed as the Secretary of the Women's Parliamentary Caucus (WPC) in January 2014. She has organized a number of activities including holding round table conferences on key issues concerning women's security, their role in policy and decision making and economic empowerment like strengthening women police in Pakistan, women's role in peacebuilding, and eliminating all forms of violence against women, and introducing "Study Circles" on key issues concerning women for the members of WPC.

Amongst other, Ms Malik is Chairperson of the SAARC Chambers Women Entrepreneurs Council since March 2014, and serves her party as Chief Organizer Women's Wing (Lahore) besides being the Chief Social Mobiliser for Chief Minister Punjab Community Mobilization Team on Dengue outbreak, and Member Governing Body Lahore Businessmen Association for Rehabilitation of Disabled (LABARD) – an association involved in the rehabilitation and vocational training of persons with disabilities.



Kishwer Zehra MNA (*Pakistan Muttahida Qaumi Movement*)

Ms Kishwer Zehra was nominated as a Member of National Assembly for the first time in 2007 on a women's reserved seat, because of her rich experience in handling politico-socio affairs, legislation and women's development in the state at the national level as well as in her political party. She was re-nominated in 2013 as well as in 2018 and became one the few important legislators to be nominated as a member of National Assembly in the 3 tenures.

Her first inception in the administration was in 1987 as a counselor Karachi Metropolitan Cooperation (KMC), In 2005 again nominated as a counselor of City District Government Karachi, before starting her career as a Member of National Assembly In 2007.



Naureen Farooq Khan MNA (*Pakistan Tahreek-e-Insaf*)

Ms Khan is a Member of the PTI Party, the democratically elected party governing Pakistan. She has a long history of social work and women's empowerment. She is currently a member of the Kashmir Committee and also works on SDGs, climate change and water scarcity issues.

Ms. Kahn comes from the family of Sardar Mohamad Ibrahim - the young lawyer turned freedom fighter in Azad and Jammu Kashmir. She is keenly passionate on improving education and health outcomes, supporting women entrepreneurs, and advocating for rights of Kashmiri's.



Rubina Irfan MNA (*Balochistan Awami Party*)

Ms. Rubina Irfan is Member of the National Assembly. She is the Wife of Prince Agha Irfan Karim. (Ex-provincial minister) and Daughter in law of the great Baloch rebel Prince Agha Abdul Karim Khan of Kalat. (Younger brother of Khan of Kalat). Her Granddaughter, Mir Qadir Bakhsh- Mir Nabi Bakhsh Zehri was the mighty mineral mining tycoons, among pioneers of coal mines and dark green onyx mining in Balochistan. She was elected for the first time as an MNA in 2002-2007. She again was elected as an MPA later in 2008-2012, in which she served as a Law Minister. She contested for the Senate election in March 2012 and served as a senator from 2012- 2018. The only woman from Balochistan to be a part of all three assemblies, provincial, national and senate.



Shaheen Naz Saifullah MNA (*Pakistan Tahreek-e-Insaf*)

Ms Saifullah is a member of the National Assembly. She is also a member of the parliamentary affairs, postal services and inter-provincial coordination standing committees. She has been working as a philanthropist for special children for the past 40 years. She currently works closely with Prime Minister's Ehsas Programme.



Rabia Azfar Nizami MNA (*Pakistan Tahreek-e-Insaf*)

Ms Nizami is a member of Sindh Orphanage Board formed by Sindh Assembly. By education she is an Electronics Engineer and by Profession and IT Professional and a Microsoft Alum and worked as Financial Sector Lead to drive the Digital Transformation journey in Banking Sector. She has multi-discipline experience spanning 25 years across Telco Operations, Service Delivery, Sales and Customer Services in the IT and Telecom Industry.

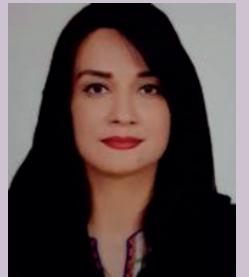
She believes that every individual irrespective of the gender has a right to reach to their full potential. As a service to the community, her ambition is to facilitate removal of those barriers that come in the way of girls and boys from underprivileged segments of society. As a member Provincial Assembly Sindh her areas of Interest are Right to Education, Child Rights, Thalassemia and Tharparkar. She has worked on Bills related to Education, Child Rights and Anti-Narcotics. Also working in close coordination with the Opposition Leader to bring Amendments in existing Acts to address the gaps highlighted by UNESCO and CRC.



Ayesha Bano MPA (*Pakistan Tahreek-e-Insaf*)

Ms Ayesha Bano party affiliation Tehreek-e-Insaf (PTI) came on a reserved seat as member provincial assembly KP in 2018. She belongs to district Lakki Marwat and has a degree in LLB. By profession, Ms. Bano is a social worker and an activist. She is General Secretary of women parliamentary caucus. She is also a member of 4 standing committees: Establishment, Local Government, Finance and Law Reforms, and Control on Subordinate Legislation.

She is a member of the Local Government commission and the commission on the status of women. She is a joint secretary of Ranaa', a school for underprivileged and street children, and has been a member of the friends of Shaukat Khanam hospital Peshawar for the last six years. She is a member of the SDG task force and of the provincial oversight committee for female destitutes and children in prisons. She is a member of the board of directors "Rukhsana Mother and Child Care", a non-profit organization.



Mahjabeen Sheran MPA (*Balochistan Awami Party*)

Ms Sheran is a Member of the Balochistan Provincial Assembly, representing the Balochistan Awami Party (BAP). She has initiated a powerful campaign to push for daycare centre in assemblies and government departments to make them more inclusive for women.



Khadija Umar MPA (*Pakistan Muslim League*)

Ms Khadija Umar was awarded a Diploma in Interior Designing in 2000 from National College of Arts, Lahore. She served as Councilor in Gujrat during 2001-03 and remained a Member of the Provincial Assembly of the Punjab during 2002-07, 2008-13 and 2014-18. She has returned to the Punjab Assembly for the fourth consecutive term in General Elections 2018 against one of the seats reserved for women.



Seemabia Tahir MPA (*Pakistan Tahreek-e-Insaf*)

Ms Seemabia Tahir holds a degree of M.Ed. in 2003 from Al-Khair University, Rawalpindi. A politician, who has been elected as Member, Provincial Assembly of the Punjab in General Elections 2018 against one of the seats reserved for women.

In a teaching profession she served as Lecturer in Al-Khair University during 2003-14. She serves as Member, Syndicate University of Engineering & Technology Taxila; as Member, SDGs Task Force Punjab; as Member, Health Infant Board Punjab; as Member, Strategic Planning and Oversight Committee of Punjab Assembly; as Member, Women Empowerment and Development Punjab; and as Member, Social Welfare (People With Disability) Punjab and Heading its Sub-Committee on Awareness Campaign. She is a social media activist who is a spokesperson for the Punjab Government.



Dr Rakhshinda Perveen

Senior Technical Advisor to the Women's Parliamentary Caucus, UN Women

Dr Rakhshinda Perveen is a physician turned development practitioner. Her career spanning over 25 years with different UN agencies, donor agencies, nonprofits, political parties/ parliamentarians include public policy advocacy on gender and inclusion, women's rights, as well as youth and disability issues.

She is a recognised researcher, especially on issues of gender-based violence (GBV), and a social entrepreneur. Currently she is working with UN Women Pakistan as the Senior Technical Adviser to the Women's Parliamentary Caucus. She is the recipient of many prestigious international fellowships and attended Lucy Cavendish College, Cambridge University UK, Brown University, US, Ghent University, Belgium, Royal Tropical Institute (KIT), the Netherlands, and the International Academy of Leadership, Germany.



Day 1 - Monday 27 January

CPA Room, Palace of Westminster

TIME SESSION

0930 *Met by Felicity Herrmann, Asia Pacific Programme Manager, CPA UK, and Zahra Soolagh, Programme Officer, CPA UK, outside Portcullis House*

0950 **Tour of the Palace of Westminster**

1110 **Welcome and Introduction**

A welcome and introduction to the programme by CPA UK staff

Speakers: Jon Davies, *Chief Executive, CPA UK*
Helen Haywood, *Deputy Chief Executive, CPA UK*
Hon. Munaza Hassan MNA, *Secretary, Women's Parliamentary Caucus*
Hon. Shandana Khan MNA, *Chair, Commonwealth Women Parliamentarians*

1130 - 1230 **Introduction to the UK Parliament**

This session introduces delegates to the broad structure of the UK Parliament, including the different roles of the two Houses and significant recent changes in remit and procedure.

Speakers: The Baroness Uddin PC
Chloe Challander, *Committee Clerk*

1230 - 1400 *Lunch*

1400 - 1515 **The Westminster Committee System: The Work of the Women and Equalities Committee**

An introduction to the Women and Equalities Committee offers insights into both the Westminster committee system and the UK Parliament's approach to scrutinising gender, diversity and inclusivity issues.

Speakers: Rt Hon. Maria Miller MP
Chloe Freeman, *Committee Specialist, Women and Equalities Committee*

1515 - 1530 *Break*

1530 - 1700 **Women in Parliament and Legislation: Milestones and Achievements**

Speakers will explore key developments and milestones towards achieving equal rights and representation for women in the UK and Pakistan. The second half of the session provides space for an open discussion on the most pressing challenges for women's representation and gender-sensitive scrutiny in the National Assembly for Pakistan and the UK Parliament.

Speakers: Naz Shah MP
Hon. Munaza Hassan MNA
The Baroness Jenkin of Kennington
Richard Cracknell, *House of Commons Library*

1700 *End of Day One*

Day 2 - Tuesday 28 January

Palace of Westminster, British Council, London Assembly

TIME SESSION

1015	<i>Met by Felicity Herrmann, Asia Pacific Programme Manager, CPA UK, and Zahra Soolagh, Programme Officer, CPA UK, outside Portcullis House</i>
1030 - 1130	<p>Observe the Food, Poverty, Health and Environment Committee</p> <p>The Select Committee on Food, Poverty, Health and the Environment was appointed in June 2019 to consider the links between inequality, public health and food sustainability. At this evidence session witnesses, including charity representatives and academics, will focus on food security for children.</p> <p>Room 2A, Palace of Westminster</p> <p>Witnesses Ms Helen Barnard, <i>Deputy Director of Policy and Partnerships, Joseph Rowntree Foundation</i> Mr Gary Lemon, <i>Director, Trussell Trust</i> Ms Alison Garnham, <i>Chief Executive, Child Poverty Action Group</i></p>
1130	<i>Depart Parliament for the British Council</i>
1200 - 1400	<p>Discussion & Lunch at the British Council</p> <p>Presentation on <i>Women, Power, Politics (2018)</i> by Anna O'Flynn and Zeenia Faraz Lunch joined by Stevie Spring CBE, <i>Chairman, British Council</i></p>
1400	<i>Depart for the Greater London Assembly</i>
1430	<i>Tour of City Hall</i>
1500 - 1600	<p>Equality, Diversity, and Inclusion: London's Approach</p> <p>The Mayor of London's Equality, Diversity, and inclusion strategy sets out approaches to the long-standing inequalities and discrimination that affect all major cities. Deputy Mayor Dr Debbie Weekes-Bernard chairs the Equality, Diversity and Inclusion (EDI) Advisory Group tasked with shaping and delivering this strategy. The meeting offers an opportunity to explore past successes and challenges, as well as the importance of defined goals and outcomes in promoting equality, diversity and inclusion.</p> <p>Speaker: Dr Debbie Weekes-Bernard, <i>Deputy Mayor, Social Integration, Social Mobility, Community Engagement</i></p>
1600 - 1700	<p>Women's Representation at the London Assembly</p> <p>The gender balance at the London Assembly (40% women) is higher than at the House of Commons (34%). Two Members of the London Assembly, Leonie Cooper AM and Nicky Gavron AM, will discuss their roles and responsibilities, and join the delegation in reflecting on the key obstacles in improving women's representation at all levels.</p> <p>Speakers: Leonie Cooper AM, <i>Assembly Member for Merton & Wandsworth, Chair of the Economy Committee</i> Nicky Gavron AM, <i>Londonwide Assembly Member, Deputy Chair of the Planning Committee</i></p>
1700	<i>Return to Hotel</i>
1730	<i>End of Day Two</i>

Day 3 - Wednesday 29 January

CPA Room, Palace of Westminster

TIME	SESSION
0855	<i>Met by Felicity Herrmann, Asia Pacific Programme Manager, CPA UK, and Zahra Soolagh, Programme Officer, CPA UK, outside Portcullis House</i>
0915 - 1000	Administrative Challenges: Managing and Maximising Resources Facing multiple competing demands and priorities, parliamentarians must consider how best to allocate limited time and resources. This session will explore the key challenges speakers and participants have experienced and discuss effective approaches to maximising resources. Speakers: Julie Elliott MP and staff members Hon. Dr Shazia Sobia Hon. Ayesha Bano Hon. Naureen Khan Hon. Rubina Irfan
1000 - 1100	The Commonwealth Youth, Gender and Equality Network The Commonwealth Youth, Gender and Equality Network (CYGEN) will today launch an advocacy campaign calling for Commonwealth governments and legislators to commit to reforming discriminatory laws: #Reform53 – Together for Legal Equality. In support of this, the Royal Commonwealth Society (RCS) has convened a number of gender activists from Botswana, St Vincent and the Grenadines, Mauritius, Barbados, Tuvalu, Kenya, Pakistan and Nigeria. Sumair Nizzadin, Firhaana Bulbulia, and Lindsey Nkem will introduce the delegation to the campaign and its goals.
1100 - 1130	Briefing on Prime Minister's Questions Every week the Prime Minister responds to MPs topical questions in the Chamber in one of the most-viewed set pieces of parliamentary business. The briefing will familiarise delegates with the procedures and conventions associated with this important weekly event. Speakers: Imran Hussain MP
1130 - 1140	<i>Break</i>
1145 - 1250	Observe Prime Minister's Questions The delegation will observe this week's questions from the Commonwealth Gallery.
1300 - 1430	Lunch Hosted by Afzal Khan MP

Day 3 - Wednesday 29 January (cont.)

CPA Room, Palace of Westminster

1430 - 1600 **Party Politics: Championing Diversity or Hindering Progress?**

Parties have a considerable range of tools at their disposal to improve women's representation, from women-only candidate lists to actively reaching out to potential candidates. At least 5% of a party's candidates must be women in Pakistan, yet some parties are believed to intentionally stand women candidates in constituencies they are unlikely to win. Can and should parties do more to improve gender balance in Parliament?

Speakers: Baroness Hussein-Ece OBE, *Liberal Democrat's Lords Equalities Spokesperson*
Hon. Shaista Pervaiz Malik MNA, *Women's Parliamentary Caucus Pakistan*
Baroness Gale of Blakenhurst, *Shadow Minister for Women and Equalities, House of Lords*
Professor Sarah Childs, *Professor of Politics and Gender, Birkbeck University*
Tabitha Morton, *CEO, More United*

1600 - 1630 *Break*

1630 - 1730 **Gender-Sensitive Scrutiny: Recognising the Impact of Legislation**

With growing awareness that legislation can have significantly different impacts on different genders, gender-sensitive scrutiny and gender mainstreaming have been widely implemented to further equality. This session explores what gender-sensitive scrutiny means in practice.

Speakers: Sarah Champion MP
Angela Crawley MP
The Baroness Burt of Solihull

1730 *Break*

1800 **Reception in the Jubilee Room**

1930 *End of Day Three*

Day 4 - Thursday 30 January

TIME	SESSION
0845	<i>Arrival at Victoria Gardens Entrance. Met by Felicity Herrmann, Asia Pacific Regional Programme Manager, CPA UK and Zahra Soolagh, Programme Officer, CPA UK</i>
0900 - 0945	Visit to the Education Centre The Education Centre in the Victoria Gardens is a world-class education facility that inspires and connects young people with Parliament and democracy. It opened in 2015 and receives over 40,000 visitors annually. Speaker: Yvonne Dennison, <i>Education Centre Operations Manager, UK Parliament</i>
1000	Communicating Parliamentary Work: Media Relations The UK Parliament's Communications Office includes three teams specialised in media relations, internal communications, and strategic communications respectively. In addition to exploring means of crafting impactful messaging for public consumption, delegates will prepare their own statements for the press conference in this session.
1000 - 1030	An Introduction to Media and Communications Work in Parliament
1030 - 1045	<i>Break</i>
1045 - 1100	How to Write a Press Release
1100 - 1145	Preperation of Delegate Press Releases
1150 - 1200	<i>Break and transfer to IPU Room</i>
1200 - 1240	Exercise: Press conference
1240 - 1300	Feedback and Questions Speakers and Facilitators: Estelle Currie, <i>Senior Media Officer, Select Committees, House of Commons</i> Chloe Jago, <i>Senior Media and Communications Officer, Select Committees, House of Commons</i>
1300	<i>Lunch</i>
1430 - 1530	Outreach and Engagement with External Stakeholders To reach less engaged stakeholders the UK Parliament and parliamentary committees have developed a range of outreach and engagement strategies using various means of communication. Delegates will consider how such strategies could expand the reach of their current engagement with constituents and the wider public. Speaker: Robert Baldry, <i>Senior Engagement Officer, Select Committees, House of Commons</i>
1530	Reflection and Feedback Towards the end of the week delegates will have an opportunity to formulate plans for future action and share their thoughts on the programme with CPA UK staff.
1615	<i>End of Day Four</i>

Day 5 - Friday 31 January

Frontline Representation: Constituency Visit

TIME	SESSION
0750	<i>Assembly in hotel lobby to depart with Felicity Herrmann, Asia Pacific Regional Programme Manager, CPA UK and Zahra Soolagh, Programme Officer, CPA UK for a visit to Ealing constituency hosted by Dr Rupa Huq MP</i>
0900 - 1000	On Route Health 46 South Ealing Rd
1000 - 1030	<i>Transfer by minibus to Ealing Town Hall</i>
1030 - 1120	Meeting with Councillor Dr Abdullah Gulaid, the Mayor of Ealing Ealing Town Hall
1120 - 1130	<i>Walk to Perceval House</i>
1130 - 1150	Meeting with Julian Bell, Leader of Ealing Council Perceval House
1200 - 1300	<i>Lunch at Boof</i>
1300 - 1315	<i>Transfer by minibus to St Gregory's Catholic Primary School</i>
1330 - 1430	St Gregory's Catholic Primary School Assembly & Tour
1430 - 1530	<i>End of constituency visit and return to hotel</i>
1530	<i>End of Day Five and Programme</i>
1600	Return to hotel Towards the end of the week delegates will have an opportunity to formulate plans for future action and share their thoughts on the programme with CPA UK staff.
1700	<i>End of Programme</i>

ACKNOWLEDGEMENTS

CPA UK would like to thank all participants, delegates, speakers, and guests for their excellent contributions to this programme. We look forward to working with you all again in future. Many thanks to British Council staff based in the UK and Pakistan for their time and presentation to the delegation. Special thanks to former Prime Minister Rt Hon. Theresa May MP for personally welcoming the delegation. We would also like to thank WPC Technical Adviser Dr Rakhshinda Perveen for her extensive logistical support.



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