

SEXUAL VIOLENCE RESPONSE FRAMEWORK

GOVERNMENT OF SINDH
2020-2024



Sexual Violence Response Framework

Government of Sindh

2020 - 2024

**Message from Advisor to Chief Minister for Law,
Environment, Climate Change and Coastal Development
Government of Sindh**



We here at the Law, Parliamentary Affairs and Criminal Prosecution Department are cognizant of the fact that sexual violence including rape is an issue which affects children and girls from all social stratas in society.

The Government of Sindh has already taken the lead in response measures by passing the required legislation in the form of Code of Criminal Procedure (Sindh Amendment) Act, 2017 which aims to provide speedy justice to survivors. There is room for improvement in the implementation of recent laws to achieve what the legislature envisaged.

Building on recent amendments, the Sexual Violence Response Framework clearly delineates roles and responsibilities, in the area of sexual violence, for the various stakeholders including the Law Department and its attached offices and departments such as Office of the Advocate General, Office of the Prosecutor General, Human Rights Department and Director Monitoring and Implementation.

We commit to play an effective role in line with the Sexual Violence Response Framework to improve response to the cases of sexual violence including rape so that justice to the survivors, victims and their families could be provided in speedy, effective and appropriate way.

Barrister Murtaza Wahab

Advisor to Chief Minister on Law, Environment, Climate Change and Coastal Development
Government of Sindh

Message from Minister for Women Development Government of Sindh

Women Development Department, Government of Sindh has always remained committed to the promotion and protection of women's rights including women's social and economic development. It also strives hard to safeguard women and girls from the violence taking place at various levels in the society.



Sexual violence and rape constitute the most serious forms of violence against women and girls. These issues of sexual violence and rape are complex and necessitate a well-conceived, multi-layered and multi-departmental approach for the prevention and improved and effective response followed by rehabilitation measures. Women Development Department is pleased to be a part of this seminal work in Sindh whereby a framework has been designed to assist the Government in playing a more effective role in reducing and responding to the cases of sexual violence. We acknowledge the efforts of our civil society partner Legal Aid Society led by Justice Nasir Aslam Zahid and Advocate Maliha Zia Lari in this effort.

Ms. Syeda Shehla Raza

Minister for Women Development Department
Government of Sindh

Message from Additional Chief Secretary

Government of Sindh



Incidents of sexual violence are unfortunately increasing across Pakistan. Print, Electronic as well as social media are repeatedly bringing such news from across the country to us. Sexual violence and rape are heinous crimes that warrant most serious consideration and well-coordinated and multi-departmental steps informed by robust legal, policy and institutional measures.

Home Department, Government of Sindh has already made a host of interventions for the implementation of existing laws relating to rape and sexual violence and important judgments, such as the Salman Akram Raja judgement 2013.

We have linked key actors to push for coordinated and multi-sectoral learning and response to sexual violence. For example, there has been extensive trainings conducted of medico-legal officers on collecting and handling DNA for forensic analysis; as well as similar trainings with practical exercises of medical officers, lawyers and the police with LUMHS, Jamshoro.

The Sexual Violence Response Framework outlines action points and chalks out a course of action for various departments including Home Department to prevent and better respond to the sexual violence in the province of Sindh. The Home Department is committed to play its role in this regard.

Dr. Muhammad Usman Chachar

Additional Chief Secretary

Government of Sindh

Message from Secretary Law and Parliamentary Affairs Government of Sindh



The Criminal Law (Amendment) (Offences Relating to Rape) Act, 2016 and Code of Criminal Procedure (Sindh Amendment) Act, 2017 constitute a robust legal framework on rape and envisage various measures , including mandatory DNA tests, to better respond to the cases of rape and to provide justice to survivors and victims. The Sexual Violence Response Framework further translates these measures into required policy, procedural, institutional and legal actions to improve and strengthen response to the sexual violence and rape cases in Sindh.

The Law Department is committed to play its role in combating sexual violence in the province. It is committed to take all necessary measures and to extend full support to the all other relevant departments in combating sexual violence in the province of Sindh.

Mr. Shariq Ahmed

Secretary Law and Parliamentary Affairs

Government of Sindh

**Message from Secretary Women Development
Department
Government of Sindh**



Since the res-establishment of the Women Development Department (WDD) in 2003, it has worked with a stronger focus on combatting and preventing gender-based violence (GBV) in Sindh. Article 2 of the Declaration on the Elimination of Violence against Women adopted by the General Assembly of the United Nations describes that violence against women shall be understood to encompass, but not be limited to, the following:

- (a) Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;
- (b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution.

Our children, girls, women and transgender are more prone and vulnerable in this regard so the WDD collaborated with the Legal Aid Society to develop a road map for implementing existing legal protections and mechanisms and improving coordination between stakeholders. The Sexual Violence Response Framework provides the WDD with an opportunity to play a more clear, organized and sustainable role within a holistic approach to prevent and respond to the sexual violence in the province.

Ms. Alia Shahid

Secretary Women Development Department
Government of Sindh

Message from Chairperson

Legal Aid Society



The Legal Aid Society was established with a mission to connect vulnerable and disempowered citizens with effective and expedient services for accessing justice. The Legal Aid Society has been providing legal assistance to victims and survivors of sexual violence since 2015 through the provision of direct legal representation; however, it is clear that the criminal justice system and relevant Government Departments require structural changes. The Sexual Violence Response Framework (SVRF) provides a 5-year plan presented as a compendium of actionable entry points for various departments and institutions of the State. The document has been developed through extensive collaboration and coordination with the stakeholders and is presented as a living document, which will continue to evolve. I must acknowledge the hard work and support of Maliha Zia Lari, Jameel Hussain Junejo, Tayba Khalid, Anam Tanweer and Haya Emaan Zahid from the Legal Aid Society in facilitating this effort.

I believe that the complex issue of curbing and responding to Sexual Violence can be tackled by addressing socio-economic dimensions together with grounding analysis in the rule of law framework. The SVRF represents a timely contribution which I believe will go a long way for the effective, efficient and well-coordinated implementation that is required to address the menace of sexual violence cases plaguing our society.

To quote the father of our nation:

“No nation can rise to the height of glory unless your women are side by side with you. We are victims of evil customs. It is a crime against humanity that our women are shut up within the four walls of the houses as prisoners. There is no sanction anywhere for the deplorable condition in which our women have to live.”

— Muhammad Ali Jinnah

Justice Nasir Aslam Zahid

Chairperson Legal Aid Society

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Abbreviations and Acronyms

ASF	Acid Survivors Foundation
BHCs	Basic Health Centres
BHU	Basic Health Units
BISP	Benazir Income Support Program
CPUs	Child Protection Units
DLECs	District Legal Empowerment Committees
DNA	Deoxyribonucleic Acid
DuAs	Dar-ul-Amans
FIA	Federal Investigation Agency
FPSC	Federal Public Service Commission
GBV	Gender-Based Violence
GoS	Government of Sindh
HIV	Human Immunodeficiency Virus
IEC	Information, Education and Communication
IOs	Investigation Officers
IT	Information Technology
LAS	Legal Aid Society
LUMHS	Liaquat University of Medical and Health Sciences
M&E	Monitoring and Evaluation
MCMC	Mid-Career Management Course
MIT	Member Investigation Team
MLCs	Medicolegal Certificates
MLOs	Medicolegal Officers
NGOs	Non-Governmental Organizations
NIPA	The National Institute of Public Administration
NMC	National Management Course
P&D	Planning and Development
PEMRA	Pakistan Electronic Media Regulatory Authority
PPC	Pakistan Penal Code

PTDC	Post-Traumatic Stress Disorder
SHRC	Sindh Human Rights Commission
SCMR	Supreme Court Monthly Review
SCSW	Sindh Commission on the Status of Women
SHC	Sindh High Court
SHOs	Station House Officers
SIOs	Senior Investigation Officers
SJA	Sindh Judicial Academy
SLACC	Sindh Legal Advisory Call Centre
SMC	Senior Management Course
SOPs	Standard Operating Procedures
SPO	Strengthening Participatory Organization
SPSC	Sindh Public Service Commission
SRH	Sexual and Reproductive Health
STDs	Sexually Transmitted Diseases
STEVTA	Sindh Technical Education and Vocational Training Authority
SV	Sexual Violence
SVRF	Sexual Violence Response Framework
SWD	Social Welfare Department
ToRs	Terms of Reference
ToTs	Training of Trainers
UN	United Nations
VAW	Violence against Women
VAWC	Violence against Women and Children
VAWG	Violence against Women and Girls
WDD	Women Development Department
WMLOs	Women Medicolegal Officers

BACKGROUND

Sexual Violence Response Framework

Government of Sindh

2020 - 2024

1. Background

The Sexual Violence Response Framework (SVRF) is developed by the Government of Sindh (GoS) with technical support of the Legal Aid Society¹ to work towards effective implementation of laws and policies relating to sexual violence including rape in the province of Sindh. The SVRF is a compendium of recommended action identified by various stakeholders including civil society, lawyers, police and other relevant government departments and institutions. It incorporates requirements to implement the law and fulfil legal obligations geared towards preventing and responding to sexual violence in effective and efficient ways in the province of Sindh.

There have been several recent amendments to the Code of Criminal Procedure 1898, Pakistan Penal Code 1860 (PPC) and Qanoon-e-Shahadat (Law of Evidence) Order 1984 relating to sexual violence; in particular rape, sodomy (defined as unnatural offences in the PPC) and sexual abuse. These laws have not only expanded the scope of rape and sexual violence offences, but also have significantly altered the processes and procedures of registration, investigation, prosecution and the trial processes in such cases. The amendments which contributed to these changes include:

1. The Criminal Law (Amendment) (Offences Relating to Rape) Act 2016
2. The Criminal Law (Second Amendment) Act 2016
3. The Criminal Law (Amendment) Act 2018
4. The Code of Criminal Procedure (Sindh Amendment) Act 2017

Additionally, the Supreme Court judgment in *Salman Akram Raja and another versus Government of Punjab and others*, reported as 2013 SCMR 203 (Supreme Court), provides a set of directions to the Government for better response in cases of sexual violence (Table 1).²

¹ A not-for-profit society registered under the Societies Registration Act 1860 in 2014 with a mission to connect vulnerable and disempowered end users of justice with effective and expedient services for the delivery of justice

² Khadija Ali, "Gap Analysis of Pro-Women Laws", UN Women, 2019

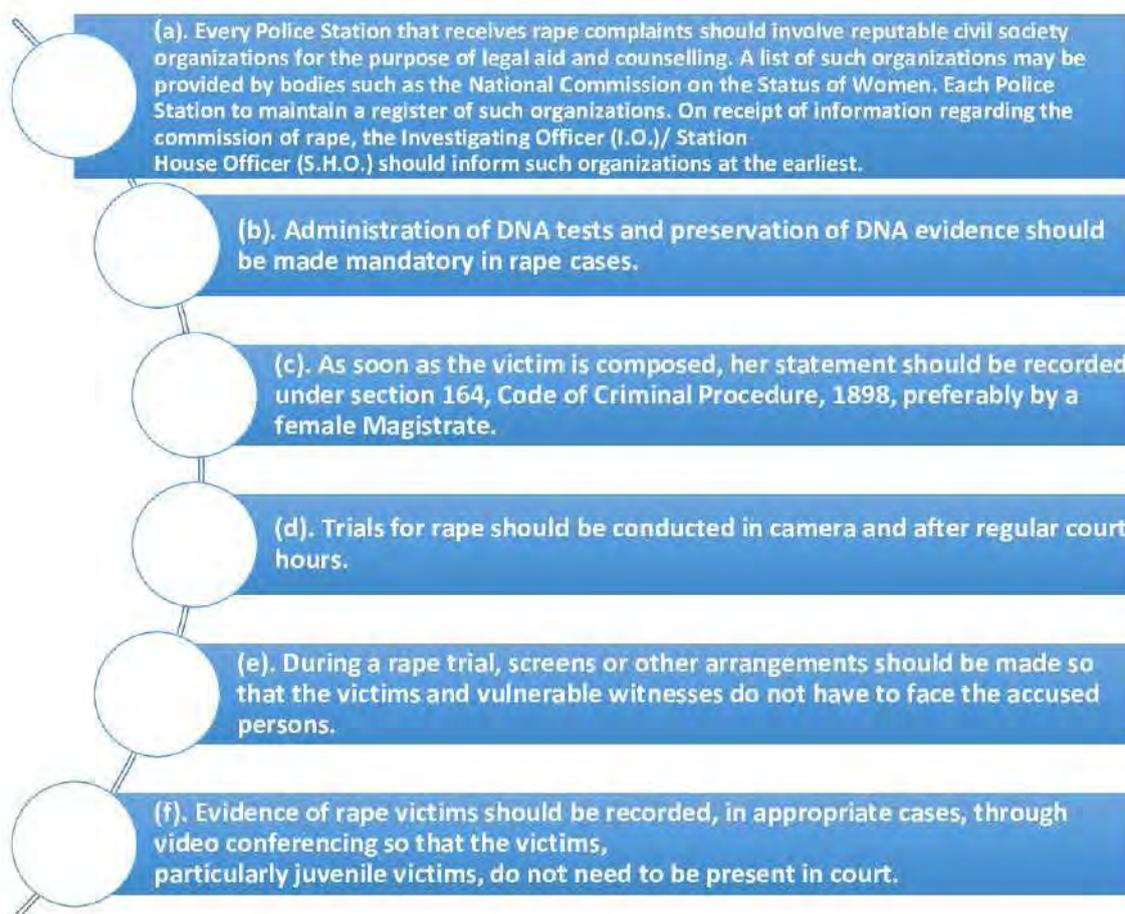


Table 1: Guidelines laid down by the Supreme Court of Pakistan in Salman Akram Raja versus Government of Punjab

In this backdrop, the Home Department, Law and Parliamentary Affairs and Criminal Prosecution Department and Women Development Department, Government of Sindh have developed this framework to improve response to sexual violence in the province and reduce its occurrence to the greatest possible extent. This framework is based on primary, secondary and tertiary measures.

The objective of the SVRF is two-fold. First, it provides a detailed breakdown of actions and interventions necessary for successful implementation of the recent legislation and judgments by the Government. Second, it expands the scope of work of Government functionaries beyond the law to initiate primary and tertiary preventative and response measures to work towards reducing sexual violence.

The SVRF was developed after a series of consultations with various key departments, institutions and individuals from civil society and legal fraternity. These include but are not limited to the Police, Medicolegal department, Office of the Prosecutor General, Office of the Advocate General,

Health Department, Human Rights Department, Sindh Judicial Academy, Sindh Human Rights Commission and the Sindh Commission on the Status of Women. Furthermore, two roundtable dialogues were held on 30th July and 5th December 2019 to discuss and receive technical feedback and expert opinion on the SVRF.

2. What is Sexual Violence?

Violence against women and children (VAWC) is one of the widest spread violations of human rights across the world. Sexual violence against women and girls, in particular, is a crime that is underreported with an extremely low conviction rate across Pakistan.

According to the data received from Sindh Police, 280 cases of rape, 223 cases of sodomy (male, females and children) and 6 cases of insulting modesty of women or sexual harassment were recorded in 2018. Whereas, according to data shared by Police Surgeon Office Karachi, 411 cases of rape and 146 cases of sodomy were recorded by the medicolegal centres only in Karachi.

In 2018, 3,832 children were reported to have been victims of sexual abuse,³ 206 women were reported to have been gang raped and 2,840 were raped⁴ across Pakistan. Sindh in particular reveals dire statistics in terms of crimes of Violence against Women Cases (VAWC), estimated to be 61 crimes per million people⁵. In 2017 in Sindh, out of 3,553 persons accused of VAWC, only 1,316 were arrested, none of whom have been convicted.⁶

The World Health Organization defines Sexual Violence (SV) as:

“Any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed, against a person’s sexuality using coercion, by any person regardless of their relationship to the victim, in any setting, including but not limited to home and work.”

It has also been defined as:

“Sexual violence includes any unwanted or unlawful behaviour perpetrated with the use of coercion and/or force against one’s sexuality by a person either known or unknown to the

³ “Cruel Numbers 2018”, Sahil, 2019

⁴ Abbasi, Waseem, “18 women face heinous crimes daily in Pakistan”, The News, Islamabad, 2017

⁵ Ibid

⁶ Ibid

victim...sexual violence is a display of subordination whereby an asymmetrical balance of power and control is present between the perpetrator and the victim.⁷

Sexual violence offences comprise a wide range of sexually violent acts, which can take place in different circumstances, and settings, which may include:

- Rape (including within marriage or relationships; during conflict etc.);
- Unwanted sexual advances or sexual harassment, including demanding sex in return for favours; sexual abuse of mentally or physically disabled people;
- Sexual abuse of children;
- Forced marriage or cohabitation, including the marriage of children;
- Denial of the right to use contraception or to adopt other measures to protect against sexually transmitted diseases;
- Forced abortion;
- Violent acts against the sexual integrity of women, including female genital mutilation and obligatory inspections for virginity;
- Forced prostitution and trafficking of people for the purpose of sexual exploitation.

Both definitions provided above recognise that there are multiple and interacting levels of influence that result in the perpetuation of Violence against Women and Girls (VAWG). The ecological model is often referenced as a useful framework for understanding VAWG. This framework views interpersonal violence as the outcome of interaction among many factors at four levels—the individual, the relationship, the community and the societal. Thus, each interaction at each level is related to each other and is equally important.

UN Women, in its Violence Against Women (VAW) Prevention Framework⁸, has de-constructed the Ecological Approach and its implications on policy and programme as follows⁹:

- Multiple factors need to be taken into account when preventing VAW;
- It is important to consider factors at each of the ecological level and the relationship between them. For example, individual behaviours, attitudes and beliefs are shaped by

⁷ Graphia, R.D. (2008).,Violence, sexual, In V.N. Parrillo, *Encyclopedia of social problems*. [Online]. Thousand Oaks: Sage Publications

⁸ "A Framework to Underpin Action to Prevent Violence Against Women", UN Women, 2015

⁹ Ibid, P.13

- people's immediate organizational and community environments as well as by influences at the broader societal level. At the same time, these broader structures and cultures are influenced by the attitudes and behaviours of individuals;
- A coordinated and consistent approach is needed to ensure that activities at one ecological level (for example, respectful relationships and human rights promotion among individuals) are supported and reinforced by activities at other layers (for example, adoption and implementation of laws and policies that promote the human rights of women and address VAW and discrimination). This mutually reinforcing approach has been identified as especially important in the prevention of VAW;
 - Different sectors will need to be engaged to address the challenge of preventing VAW;
 - Many actors will have a role in preventing VAW. For example, a teacher (working primarily with individuals) may not be able to lead change to laws that discriminate against women and girls. They are well positioned, however, through their teaching methods, to promote non-violent, respectful relationships.

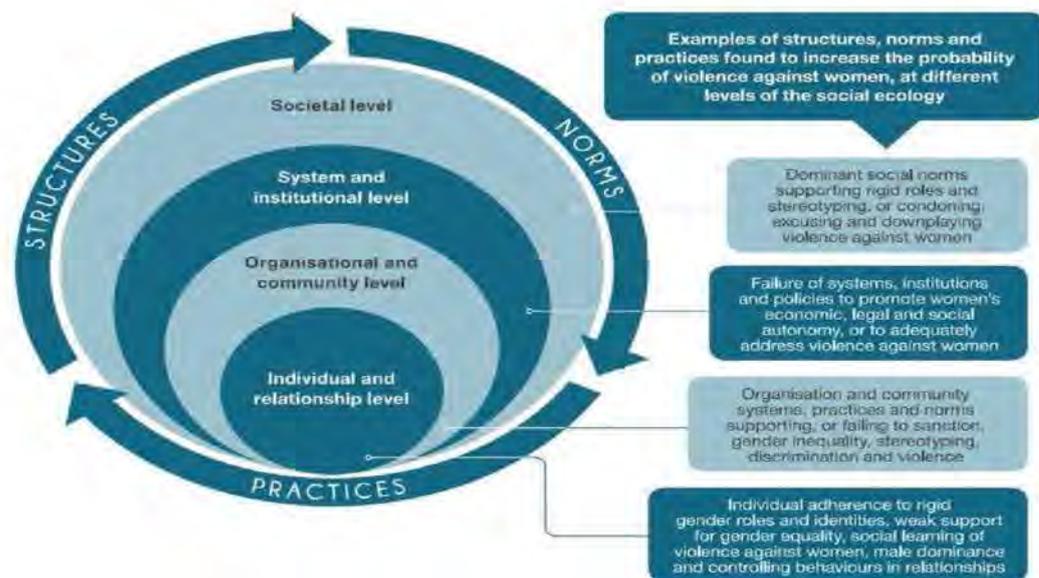


Table 2: Socio-ecological model of violence against women. Source: Our Watch (2015)

3. Overview of the Sexual Violence Response Framework

This Sexual Violence Response Framework (SVRF) relies on the ecological approach for understanding Violence against Women and Girls (VAWG) and sexual violence and has incorporated the concept of interdependent and mutually reinforcing influences on VAWG as a whole within it. To ensure a comprehensive response to sexual violence, it has organised itself into three stages of response to sexual violence:

- **Primary Prevention:** Interventions that take place prior to any incident of sexual violence occurring and focus on preventing any such incident from occurring.
- **Secondary Response:** Immediate responses after the sexual violence has occurred to deal with the short-term consequences of violence.
- **Tertiary Prevention and Response:** Long-term responses after sexual violence have occurred to deal with the lasting consequences of violence.

Divided according to these three stages, this framework presents a micro level plan of action for the implementation of laws and judgments relating to rape and sexual violence. In recent years, there have been two crucial legal amendments: The Criminal Law (Amendment) (Offences Relating to Rape) Act, 2016 and Code of Criminal Procedure (Sindh Amendment) Act, 2017. The 2017 Sindh Act mandates deoxyribonucleic acid (DNA) testing in cases of rape whereas the 2016 Amendment Act has significantly expanded the law by laying out detailed procedures and processes to implement the law. Furthermore, judgments in the Salman Akram Raja case and Kainat Soomro case have mandated specific actions for the Government with regards to cases of sexual violence.

This document provides a menu of interventions along with associated action items for achieving the desired overall goal of improving the Government of Sindh's response to sexual violence against women and children. The action items are colour coded as a means to anchor them into a time span of short term - Year 1 (**Blue Colour**) , medium term Year 2 and 3 (**Light Purple Colour**) and long term - Year 4 and 5 (**Green Colour**).

S.No.	Sexual Offences	Punishment
1	Section 509 of the Pakistan Penal Code 1860: Insulting modesty or causing sexual harassment	Imprisonment which may extend to 3 years or with fine up to 500,000 rupees or both
2	Section 354 of the Pakistan Penal Code 1860: Assault or criminal force to woman with intent to outrage her modesty	Imprisonment for a term which may extend to 2 years or with fine or both
3	Section 354-A of the Pakistan Penal Code 1860: Assault or use of criminal force to woman and stripping her of her clothes	To be punished with death or with imprisonment for life and shall also be liable to fine
4	Section 377-A of the Pakistan Penal Code 1860: Sexual Abuse	Imprisonment not less than 14 years and may extend up to 20 years and with fine which shall not be less than 1,000,000 rupees
5	Section 369-A of the Pakistan Penal Code 1860: Trafficking of Human Beings	Imprisonment not less than 5 years or more than 7 years or fine which shall not be less than 500,000 rupees or more than 700,000 rupees or both
6	Section 365-B of the Pakistan Penal Code 1860: Kidnapping, abducting or inducing woman to compel for marriage etc.	Imprisonment for life and shall also be liable to fine
7	Section 366-A of the Pakistan Penal Code 1860: Procuration of minor girl	Imprisonment which may extend to 10 years and fine
8	Section 367-A of the Pakistan Penal Code 1860: Kidnapping or abducting in order to subject person to unnatural lust	To be punished with death or rigorous imprisonment for a term which may extend to 25 years and fine
9	Section 371-A of the Pakistan Penal Code 1860: Selling person for purposes of prostitution, etc.	Imprisonment which may extend to 25 years and fine
10	Section 371-B of the Pakistan Penal Code 1860: Buying person for purposes of prostitution, etc.	Imprisonment which may extend to 25 years and fine
11	Section 375 of the Pakistan Penal Code 1860: Rape	To be punished with death or imprisonment which shall not be less than 10 years or more than 25 years and shall also be liable for fine

S.No.	Sexual Offences	Punishment
12	Section 376(2) of the Pakistan Penal Code 1860: Punishment for Gang Rape	To be punished with death or imprisonment for life
13	Section 376(3) of the Pakistan Penal Code 1860: Punishment for Raping a Minor or a Person with Mental or Physical Disability	To be punished with death or imprisonment for life and fine
14	Section 376(4) of the Pakistan Penal Code 1860: Punishment for Custodial Rape	To be punished with death or imprisonment for life and fine

Table 3: Sexual Offences in the Pakistan Penal Code, 1860

PRIMARY

PRIMARY PREVENTION OF SEXUAL VIOLENCE

4. Primary Prevention of Sexual Violence

Interventions that take place prior to any incident of sexual violence occurring and focuses on preventing any such incident from occurring

4.1. Integration of Prevention Mechanisms in Education

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
4.1.1	Introduction of Life Skills-based Curriculum in Primary and Secondary Schools.	<ul style="list-style-type: none"> Education Department Population Welfare Department Women Development Department Social Welfare Department in partnership with existing civil society partners and expert organizations such as Aahung 	Life skills-based curriculum provides young people with skills and knowledge related to adolescent reproductive health, such as accurate information about puberty and related changes, marital rights, peer pressure, sexual harassment and body protection, gender inequities, early marriage, nutrition, self-confidence, decision-making, and communication skills.	<ul style="list-style-type: none"> Conducting consultative meetings with stakeholders to reflect and review lessons of the life skills based curriculum implemented to date. Reviewing existing curriculum to flag educational content, which promotes gender inequality, toxic masculinity, and patriarchal gender norms etc. Updating curriculum across Sindh with chapters/segments on life skills-based curriculum and incorporating them in the current books. 	<ul style="list-style-type: none"> Partial incorporation of life-skills chapters has been included in some of the school books. Some ToTs of teachers have been conducted. Several schools in public-private partnership have implemented the life skills-based curriculum already.

				<ul style="list-style-type: none"> • Introducing life skills-based curriculum for public and private. Schools and making the curriculum mandatory. • Designing and developing a training manual on Training of Trainers (ToTs) for teachers and staff on Life Skills-based Curriculum. • Conducting Training of Trainers with teachers and staff regarding life skills based curriculum to implement the curriculum in its true spirit. 	
4.1.2	Initiate 'Whole-of-school' interventions to promote gender equality, respectful relationships, and safe	<ul style="list-style-type: none"> • Education Department • Women Development Department • Human Rights Department • Social Welfare Department in 	Such programmes target individuals involved in the whole school experience including teachers, school staff, students, parents, local community etc.	<ul style="list-style-type: none"> • Formulating a Needs Assessment Framework for 'Whole-of-School' programmes to identify the particular needs of schools. • Conducting consultative meetings with teachers, pupils, staff, parents etc. 	

	<p>and discrimination-free school environment.</p>	<p>consultation with relevant civil society organisations such as Zindagi Trust</p>	<p>A specific issue is highlighted, for example identification and reporting of sexual abuse. This helps create a supportive and preventative environment for children and adolescents to grow up in.</p>	<p>based on the Needs Assessment Framework to identify target groups' needs and formulate a 'Whole-of-School' programme, which is responsive to the needs of the target groups.</p> <ul style="list-style-type: none"> • Conducting training of teachers, staff, pupils and parents based on the 'Whole-of-School' programme to institutionalise gender equality and basic human values within public and private schools. • Strengthening coordination and partnerships among the relevant government institutions like Women Development Department, Education Department, Child Protection Authority, Child Protection Units, Social Welfare Department etc. to 	
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				<p>facilitate implementation of 'Whole-of-School' programs.</p> <ul style="list-style-type: none"> Strengthening coordination and partnerships among the government institutions and civil society organisations, academia, experts etc. to facilitate implementation of 'Whole-of-School' programs. 	
4.1.3.	Community outreach programs with parents and families of school-going children and adolescents.	<ul style="list-style-type: none"> Education Department Women Development Department Human Rights Department Sindh Human Rights Commission Social Welfare Department and civil society organisations 	<p>Individual attitudes and behaviours pertaining to violence and gender relations are established in childhood, adolescence in particular, and the family is a key influence.</p> <p>To create a safe environment for children and adolescents at home where they can protect themselves and talk to their family members about sexual</p>	<ul style="list-style-type: none"> Designing of a Community Engagement Plan with parents and families of school-going children and adolescents as target group. Designing of a Sessions Plan with relevant content on gender equality and non-violence for parents and families. 	

		<p>working with children and adolescents</p>	<p>abuse etc. Parents and families of students can be the singular target group for community engagement work.</p>	<ul style="list-style-type: none"> • Coordinating and liaising with civil society organisations to facilitate implementation of the intervention. • Organising sessions, study trips, school projects and open-schools, based on the Community Engagement Plan, regarding gender equality, non-violence, and child safety. • Identifying Ambassadors to sustain the Community Engagement Planning with other parents and families to promote gender equality and non-violence in their children’s environment. 	
4.1.4.	<p>Strengthening transport to and from educational institutions to promote safety.</p>	<ul style="list-style-type: none"> • Education Department • Planning and Development Department 	<p>Decreasing vulnerability of potential victims has been highlighted as a successful prevention mechanism. Education has been identified</p>	<ul style="list-style-type: none"> • Examining and assessing existing routes to and from schools to determine the transport and infrastructure needs to promote safety. 	

		<ul style="list-style-type: none"> Local Government Department Traffic Police Department (Sindh Police) 	<p>as a key empowerment mechanism. Thus, efforts must be made to ensure that obstacles are removed.</p> <p>This includes ensuring safe and accessible transport is available to and from educational institutions, particularly for girls, transgender students and female teachers and especially at the secondary level where there is recorded lower attendance of girls.</p> <p>Many teachers have expressed difficulty and fear in going to and from school.</p>	<ul style="list-style-type: none"> Altering transport routes or providing alternative routes to access schools safely. Ensuring necessary infrastructure (e.g. street lights) for safety of school-going children and adolescents. Providing school buses for children as well as teachers, with designated pick-up points, to provide safe transport to schools. Formulating a 'Safety and Security Protocol' for children during opening and closing to ensure children's safety during rush hours. 	
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4.1.5.	Improvements in school infrastructure for increased safety and gender friendly environment.	<ul style="list-style-type: none"> • Education Department • Local Government Department • Planning and Development Department • Sindh Commission on the Status of Women • Public Health Engineering Department 	<p>Schools and education facilities are important avenues for socialisation of children and in decreasing vulnerability of school-going children and adolescents to sexual violence in particular.</p> <p>To encourage girls and transgender students in particular to attend school. Their specific needs must be taken into account. Thus, improving water, sanitation and hygiene facilities for girls and transgender students (e.g. sex segregated toilets, menstrual hygiene facilities) and higher walls etc. are encouraged as a way to encourage attendance.</p>	<ul style="list-style-type: none"> • Conducting an assessment from a gender perspective, by Sindh Commission on the Status of Women of schools and educational institutes to identify lack of facilities and infrastructure that fails to meet basic needs of girls and women. • Formulating recommendations based on the assessment by Sindh Commission on the Status of Women, to be put forward before the Local Government, Education Department and Public Health Engineering Department to improve schools' facilities to promote attendance of women and girls. 	
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				<ul style="list-style-type: none"> Improving infrastructure and facilities to meet basic needs of women and girls thereby encouraging their attendance. 	
4.2. Working with Out of School Children and Adolescents					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
4.2.1.	Child and Adolescent Health Services.	<ul style="list-style-type: none"> Health Department Population Welfare Department Local Government Department Sindh Commission on the Status of Women 	<p>There is a close correlation between health and detection and prevention of violence.</p> <p>Health programmes can play a key role in effective cross-sector interventions to prevent violence against women (VAW).</p> <p>Health workers are trusted community members who can provide necessary individual and family information. They can</p>	<ul style="list-style-type: none"> Mapping of existing Health programs and interventions by the SCSW, WDD, SWD and Health Department to identify programs that can be used as strategic entry points for VAW prevention actions. Building VAW prevention strategies within identified health programs like Lady Health Workers; gynaecologists at Basic Health Units, midwives etc. to utilise existing networks and systems for VAW prevention. 	

			<p>also provide awareness to women and girls.</p> <p>Health initiatives have played a key role in leading effective cross-sector interventions to prevent VAW. Prevention strategies can be readily built into other interventions (e.g. Sexual and Reproductive Health (SRH), human immunodeficiency virus (HIV) prevention, adolescent health, mental health programmes).</p> <p>Health programmes can assist in providing support to parents to prevent child abuse and neglect. They can also support married couples in pregnancy and the transition to parenting.</p>		
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<p>4.2.2.</p>	<p>Initiation of programmes with street children and out of school children.</p>	<ul style="list-style-type: none"> • Social Welfare Department • Women Development Department • Local Government Department • Sindh Commission on the Status of Women • Sindh Police 	<p>Street children are particularly vulnerable to sexual violence and are considered a high-risk group. Services supporting them can play an essential role in giving them safe spaces and rescue them from sexual violence.</p>	<ul style="list-style-type: none"> • Consultative meeting with Government of Khyber Pakhtunkhwa to map lessons learnt and best practices regarding the 'Zamung Kor' initiative. • Formulating an urgent short-term strategy and action points to provide aid and services including but not limited to, medical check-up, food, shelter and recreation. • Providing street children with aid and basic services like medical check-up, food, shelter and recreation through sustainable budget allocations. • Formulating stringent protection policies in shelter homes for street children; formulation of welfare 	
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				schemes; provision of skills development courses etc. for street children being rescued.	
4.3. Criminal Justice Sector Playing a Role in Prevention					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
4.3.1.	Cases successfully investigated and prosecuted to be regularly publicised.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Home Department • Sindh Commission on the Status of Women • Women Development Department • Information & Archives Department 	<p>The criminal justice sector, while primarily playing a role in secondary response, also plays a role in prevention.</p> <p>The Women Development Department is in the process of data collection from relevant justice sector departments for this purpose.</p> <p>This will also assist in making informed decisions on projects and programmes for women and the justice sector.</p>	<ul style="list-style-type: none"> • Establishing a data management information system to manage data of sexual violence cases. • Publishing data and figures to create a culture of transparency and accountability regarding cases of sexual violence. • Managing and requisitioning data from Police, Public Prosecutor's Offices and High Court to produce an annual report with a chapter 	

				dedicated to performance of justice sector in sexual violence cases.	
4.3.2.	Introduction of gender and sexual violence into community policing.	<ul style="list-style-type: none"> • Home Department • Police Training Academies (Sindh Police) • Women Development Department • Sindh Commission on the Status of Women 	<p>Community policing is receiving a lot of attention and focus in Sindh, including comprehensive trainings for police officials.</p> <p>Community policing is a key strategy for prevention of crime. It is essential that gender and sexual violence be incorporated into the existing community-policing curriculum to emphasise on how to use community policing for prevention of VAW.</p>	<ul style="list-style-type: none"> • Reviewing training manuals and curriculum being taught in Police Academies with a gender lens. • Incorporating modules on gender and sexual violence in training manuals and curriculum used in Police Academies. • Pre-testing of the modules on gender and sexual violence before finalisation. 	

4.3.3.	Training of judiciary on gender sensitive and appropriate language in judgment writing.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Women Development Department • Sindh Judicial Academy • Sindh Commission on the Status of Women 	<p>Judgments play an important role in setting standards of acceptability and social norms in a society. It is essential that judgments be given importance with a focus on the use of gender sensitive and appropriate language.</p> <p>As with successful prosecutions, good judgments calling out social and gender prejudices and norms contribute towards creating social standards of non-tolerance of violence and empowering potential victims and deterring potential perpetrators.</p>	<ul style="list-style-type: none"> • Reviewing training materials and curriculum being taught in Sindh Judicial Academy. • Incorporating modules on gender, gender sensitivity and appropriate language in judgment writing in training manuals and curriculum taught in the Sindh Judicial Academy. • Pre-testing the modules on gender, gender sensitivity and appropriate judgment writing before finalisation. 	The SJA is revising its curriculum and methodology under its Vision 2027, which includes training on judgment writing.
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4.4. Media and Prevention					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
4.4.1.	Development of media strategy for news and entertainment media for the prevention of VAW, particularly SV.	<ul style="list-style-type: none"> • Sindh Information and Archive Department • Pakistan Electronic Media Regulatory Authority (PEMRA) • Women Development Department • Sindh Commission on the Status of Women 	<p>Media plays a significant role in shaping and maintaining social norms, whether they are positive or negative.</p> <p>Media has been seen to perpetuate violence supportive social norms; actively undermining gender equality and women's freedom from violence.</p> <p>It is essential to engage with all forms of media to ensure that such messages are eradicated and instead gender positive, appropriate messages are disseminated; particularly those that perpetuate social norms</p>	<ul style="list-style-type: none"> • Examining existing Code of Conducts or ethics of media by the Sindh Commission on the Status of Women from a gender lens. • Formulating media protocols and standard operating procedures (SOPs) through consultations with media personnel and gender experts to provide guidelines for news and entertainment media on gender sensitive reporting and entertainment productions. • Formulating an oversight and monitoring mechanism, embedded within the SCSW, to monitor compliance with the developed 	

			that do not rely on violence. It is important to disseminate messages that do not promote social norms premised on perpetuation of women as weak, vulnerable beings and glorifying violence, particularly sexual violence.	media protocols and SOPs to ensure gender sensitive reporting and entertainment productions.	
4.4.2.	Development and initiation of a social media campaign on promoting gender equality, neutrality and challenging patriarchal norms and perpetuation of VAW.	<ul style="list-style-type: none"> • Women Development Department • Sindh Commission on the Status of Women • Information and Archives Department 	<p>Social media has increasingly become a norm in our day-to-day life.</p> <p>Social media campaigns are a key part of a larger communication campaign on preventing VAW or promoting gender equality.</p> <p>It cannot only be an effective way of mobilizing youth and promoting discussion and</p>	<ul style="list-style-type: none"> • Formulating a social media campaign with relevant stakeholders and experts on gender equality and challenging patriarchal norms perpetuating VAW in Sindh. • Initiating and implementing a social media campaign on gender equality and challenging patriarchal norms that perpetuate VAW. 	

			<p>reflection around key topics but also modelling positive behaviours and guiding target audiences to positive solutions.</p> <p>While admittedly, it can never be enough to change attitudes and behaviours as a stand-alone campaign. Social media campaigns have resulted in varying levels of awareness as well as attitudinal, behavioural and/or social norm change. Therefore, it can serve as the starting point for such changes.</p>	<ul style="list-style-type: none"> Formulating and implementing a market survey and evaluation tool to identify the lessons learnt and assess successes of the social media strategy. 	
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4.5. Economic Empowerment of Women

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
4.5.1.	Integrate concepts of gender and VAW into all existing and planned	<ul style="list-style-type: none"> Women Development Department in coordination with 	There is a link between violence and poverty. One of the primary reasons is the woman's	<ul style="list-style-type: none"> Mapping of economic schemes and programs for women and girls across Sindh, for example, BISP, Micro- 	Acid Survivors Foundation (ASF) and BISP are doing a primary data collection and

	<p>economic packages and livelihood projects for women across Sindh.</p>	<p>Benazir Income Support Program (BISP) and other departments providing economic empowerment opportunities and projects for women empowerment</p> <ul style="list-style-type: none"> • Social Welfare Department • Labour Department • Sindh Commission on the Status of Women 	<p>economic dependency on the man, which leaves her vulnerable to exploitation.</p> <p>Building women’s economic resources and empowering women allow them to better resist male power and transform gender relationships, contributing to the prevention of VAW.</p> <p>Furthermore, resisting male power whilst being economically strong allows a woman her own agency to make decisions in life.</p>	<p>finance Loans, and Sindh Technical Education and Vocational Training Authority (STEVTA) etc.</p> <ul style="list-style-type: none"> • Developing a basic curriculum and strategy, in consultation with relevant stakeholders and experts, to integrate into these economic projects. • Researching impact of integration of VAW into relevant economic projects across Sindh to assess success of this integration model. • Women Development Department must identify all economic schemes involving women or girls across the province. 	<p>analysis on VAWG from BISP beneficiaries.</p>
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<p>4.5.2.</p>	<p>Creation of skills training and job opportunities for women, girls, transgender and other vulnerable groups based on demands of these groups.</p>	<ul style="list-style-type: none"> • Women Development Department • Social Welfare Department • Human Rights Department • Labour Department 	<p>At-risk individuals must be able to financially support themselves in order to avoid violent situations. They must not be dependent on a potentially violent spouse or partner and be empowered enough to make decisions on their own.</p>	<ul style="list-style-type: none"> • Mapping of skills development and training programs, by SCSW, to assess the status and impact of these projects as well as to document lessons learnt for future interventions. • Strategizing and devising economic opportunities, paid internships, skills development and jobs for individuals belonging from vulnerable groups to ensure a life of dignity and economic independence. • Options include creation of paid internships in major organisations and institutions; placement at top organisations and institutions for the first year after graduation. 	
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4.5.3.	Creation of Day Cares for children at provincial and district levels.	<ul style="list-style-type: none"> • Women Development Department 	For women, transgender people or any at-risk individual seeking to economically empower themselves, facilitation is required for such individuals to enter the workforce or resume their jobs after childbirth. For this purpose, without any family support, they need to place their children in secure day cares so that they are looked after while the adult works.	<ul style="list-style-type: none"> • Researching the demand for day care, effective model for day care and concentrated number of working women across the province of Sindh to identify most urgent locations of day care. • Ensuring sufficient budget allocations for day cares across the province to ensure that where found necessary, they are a priority of the provincial government and are not shut down due to lack of funds. 	WDD Day Cares exist in Karachi University and Mehran University and in Sukkur.
4.5.4.	Opening of Working Women Hostels including suites for working mothers and Working Transgender Hostels.	<ul style="list-style-type: none"> • Women Development Department • Labour Department • Social Welfare Department 	For women, transgender people or any at-risk individual seeking to economically empower themselves, facilitation is required for such individuals to enter the workforce or resume their jobs. Therefore, Working	<ul style="list-style-type: none"> • Surveying geographic and location-wise demands of hostels in order to develop hostel plans for single women and mothers with children. 	

		<ul style="list-style-type: none"> Human Rights Department 	<p>Women Hostels and Working Transgender Hostels are required to be set up in order to facilitate them. For many of them, there is an urgent need to provide safe and low-cost housing in the form of hostels. This housing security will encourage and benefit women and transgender wishing to work in locations away from their homes.</p>	<ul style="list-style-type: none"> Surveying and researching geographic and location-wise demands of hostels for transgender persons to develop hostel plans for working transgender persons. Researching and surveying viability of Working Transgender Hostels with transgender groups to formulate plans, which are responsive to the needs and demands of transgender community. 	
4.6. Community Engagement					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
4.6.1.	Community engagement at all levels with men and women separately and together addressing	<ul style="list-style-type: none"> Women Development Department Social Welfare Department 	<p>In-depth community engagement is one of the most successful methods of preventive measures.</p>	<ul style="list-style-type: none"> Mapping of government functionaries and civil society organisations working on issues of equality, discrimination and violence. 	<p>The Women Development Department is piloting a project with Legal Aid Society in 2 districts, which involved WDD staff</p>

	<p>and challenging gender roles and responsibilities.</p>	<ul style="list-style-type: none"> • Human Rights Department • Local Government Department and civil society organisations 	<p>This requires trained community mobilisers to have consistent interaction with community members at the district level to raise awareness and discussion on a variety of issues with the objective of changing attitudes and mind-sets over a period of time.</p> <p>The community is often targeted according to different groups to ensure comfort and ease in discussion and discourse emanating from these sessions.</p> <p>Such community engagement is strengthened if combined with other simultaneous measures e.g. a media campaign.</p>	<ul style="list-style-type: none"> • Involving government functionaries and civil society organisations to formulate session plans and training materials for employees and community mobilisers. • Conducting focus group discussions with community mobilisers and community members to observe gender perceptions and relations within the community and identify strategic entry points for gender sensitization and community engagement. • All departments working on issues of equality, discrimination and violence on the ground should be involved in community engagement with trained and qualified employees. 	<p>engaging in community engagement on sexual violence. It is hoped this project will be replicated in further districts if found to be successful.</p>
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<p>4.6.2.</p>	<p>Strengthening women’s participation and voice in decision making at all levels of governance.</p>	<ul style="list-style-type: none"> • Women Development Department • Social Welfare Department • Human Rights Department • Sindh Commission on the Status of Women 	<p>Transformative programming and gender sensitisation programming seek to enable and empower girls and women to imagine and work towards creating a different world by changing power relations, raising their voices, their agency and autonomy as well as empowering them within their social environments.</p>	<ul style="list-style-type: none"> • Identifying relevant training materials for public functionaries and target women groups to sensitise regarding importance of women’s voices in decision-making processes. • Facilitating and training women at all levels of governance (federal, provincial and local) to build networks and alliances to support and empower each other in order to create spaces for women within decision making processes. • Synergising efforts for sensitization and network building with a media campaign reinforcing messages of gender equality. 	
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				<ul style="list-style-type: none"> Creating monitoring and evaluation systems, through the Sindh Commission on the Status of Women, to track women's participation in decision-making processes at all levels of governance. 	
4.7. Engaging Men and Boys					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
4.7.1.	Bystander interventions may be designed to help support on-ground preventative programmes.	<ul style="list-style-type: none"> Women Development Department Social Welfare Department Human Rights Department Youth Affairs Department Education Department Sindh Commission on the Status of Women 	Bystander interventions are mainly implemented in schools or through activity based extra-curricular. These focus on changing individual attitudes and behaviours of boys and men who are often playing the role of bystanders in a culture perpetuating sexual violence.	<ul style="list-style-type: none"> Designing and implementing by-stander programs for men and boys through sports and other innovative methodologies. The by-stander programs can help men and boys realise the positive and negative roles they can play as bystanders in cases of sexual violence. Mapping of existing government programs with boys and men where 	

			By drawing on existing influential relationships, they engage these boys and men to start a discourse challenging existing social norms and identifying a role, they themselves can play in bringing about change.	<p>by-stander programs can be integrated.</p> <ul style="list-style-type: none"> Supporting development of programs and sessions, through SCSW and other subject-matter experts, to integrate within existing government programs. 	
4.7.2.	<p>Creating an alliance or 'social movement' of men or male organizations working on gender issues including sensitisation, advocacy for change and creating a demand for responsive state institutions.</p>	<ul style="list-style-type: none"> Women Development Department Social Welfare Department Human Rights Department 	<p>Male members engaging with other men in their communities on issues relating to changing status quos and social norms such as violence against women has been seen to be a successful strategy world over.</p> <p>It is important to involve men in creating social change in a patriarchal society such as Pakistan. Male allies are</p>	<ul style="list-style-type: none"> Engaging community mobilisers to identify 'agents of change' within male community members as examples of promoting gender equality. Conducting gender sensitization exercises through innovative facilitation methodologies with boys and men to engage boys and men in initiatives countering VAW. 	

			sometimes best placed to advocate for and create desired change.	<ul style="list-style-type: none"> Facilitating and building networks and alliances of boys and men who can work to promote gender equality and positive social change. 	
4.8. Advocacy and Lobbying for Legal and Policy Change					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
4.8.1.	Working in collaboration with advocacy and lobbying groups campaigning for policy or legislative change.	<ul style="list-style-type: none"> All government departments 	<p>Expert advocacy and lobbying groups such as Non-governmental Organisations (NGOs) , corporations etc. often come together to form alliances to create a community supported or demand driven policy or legislative change.</p> <p>It is important for the Government to engage with these groups to gain further information, feedback and</p>	<ul style="list-style-type: none"> Identifying and mapping of NGOs by Government departments working on issues relevant to the Departments. Creating systems for reflect and review sessions and feedback to promote experience sharing and learning. Conducting fortnightly meetings with the community to understand their 	

			analysis of the on-ground realities. The Government often does not have the finances or capacity to record on-ground realities on their own. Through this collaboration, the Government can access expertise and information crucial to planning and developing any such changes.	needs and demands and reflect them within policy decisions.	
4.9. Profiling of Victims/Survivors					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
4.9.1.	A profiling of victims/survivors of rape and sexual violence over the last 5 years must be conducted.	<ul style="list-style-type: none"> • Women Development Department • Sindh Commission on the Status of Women • Home Department • Health Department 	A mapping of victims/survivors of rape and sexual violence will be beneficial in creating both primary prevention and secondary response services.	<ul style="list-style-type: none"> • Identifying research experts to conduct data analysis and research regarding profiling of victims/survivors of rape and sexual violence as well as generating data regarding demographics of the violence of rape and SV. 	The Women Development Department is legally obligated to collect, and analyse data on VAW. It is in the process of data collection from relevant

		<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Sindh Police (Research Department) • Social Welfare Department 	<p>Evidence based information of the relative age group of victims/survivors; common locations; common districts; types of crimes will all contribute in devising relevant strategies. For example, identification of vulnerable districts may result in greater focus of community engagements in those districts; identification of common ages of victims/survivors will result in activities being geared towards that age group.</p>	<ul style="list-style-type: none"> • Collecting data over the last 5 years from police, prosecution, medicolegal, hospitals, shelter homes, media, FIA, Ombudsman for Sexual Harassment, crisis centres on all cases of rape, sexual violence for research and analysis. • Developing indicators and framework for data input to gauge implementation of laws and policies for rape and sexual violence. 	<p>justice sector departments for this purpose.</p> <p>This will also assist in making informed decisions on projects and programmes for women and the justice sector.</p>
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SECONDARY RESPONSE TO SEXUAL VIOLENCE

SECONDARY

5. Secondary Response to Sexual Violence

Immediate responses after sexual violence has occurred to deal with the short-term consequences of violence

5.1. Specialized Co-ordinated Cadre within Criminal Justice System

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.1.1.	A Special Cadre of specially trained police officers, prosecutors, medicolegal officers and judges in every district to be notified to have exclusive jurisdiction on sexual violence cases.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Home Department • Health Department • Sindh High Court • Women Development Department • Sindh Commission on the Status of Women 	<p>There is a lack of awareness amongst relevant criminal justice actors relating to laws (particularly recently passed laws), rules and procedures relating to rape and sexual violence.</p> <p>There is a lack of sensitisation and sensitive appropriate response by key criminal justice actors in responding and handling cases of rape and SV.</p> <p>For an appropriate and successful response to cases of</p>	<ul style="list-style-type: none"> • Advocacy with relevant Government Departments, by the Committee formed by the Home Department, for the notification of a Specialised Cadre of individuals within Criminal Justice Actors (This Cadre must be representative of both urban and rural districts to ensure effective implementation across the province). • Finalising and notifying ToRs explaining the mode of operation and reference for the Specialised Cadre of individuals within Criminal Justice Actors. 	

			<p>rape and SV, relevant actors must be able to understand and respond to the special characteristics and needs of victims/survivors in such cases.</p> <p>Relevant actors must also be aware of the existing legal framework and procedures in responding to such cases and the reasons behind these laws.</p> <p>It is a difficult and lengthy process to re-educate and sensitise each individual within these groups in a comprehensive manner to illicit satisfactory response to sexual violence.</p> <p>It may be expedient to form a specially trained cadre in each</p>	<ul style="list-style-type: none"> • Developing training curriculum for the Specialised Cadre by subject matter experts to be institutionalised within Sindh Judicial Academy and Police Academies. • Training of Trainers of the Specialised Cadre of Criminal Justice Actors to ensure their sensitivity regarding rape and sexual violence. 	
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			<p>institution to respond to sexual violence and other forms of VAW, which will also allow for better response and better qualitative monitoring of response to such cases.</p> <p>Remaining actors must also be provided training, but of a less intensive and comprehensive nature.</p>		
5.1.2	<p>Amendment in law and rules e.g. Sindh High Court Rules for facilitation of specialised cadre and creation of mechanisms and processes for cases of rape and sexual violence.</p>	<ul style="list-style-type: none"> • Women Development Department • Home Department • Health Department • Law, Parliamentary Affairs and Criminal Prosecution Department • Prosecutor General’s Office • Sindh High Court 	<p>In order to create legal cover and clear-cut processes and procedures for the Specialised Cadre to be effective, it must be given defined roles, responsibilities and liaison with justice sector actors.</p>	<ul style="list-style-type: none"> • Amending the Sindh High Court Rules 2012 for gender sensitive laws and procedure in cases of rape and sexual violence. • Amending the Sindh Criminal Prosecution Service (Constitution, Functions and Powers) Act 2009 in order to create a liaison mechanism with the Specialised Cadre to increase 	

				<p>effectiveness and efficiency of criminal justice actors in cases of rape and sexual violence.</p> <ul style="list-style-type: none"> Amending the Criminal Procedure Code, 1898 to introduce gender sensitive provisions for investigation and criminal trial in cases of rape and sexual violence. The amendment should also include a provision creating a liaison mechanism between the Special Cadre constituted by Sindh Government and the criminal justice actors. 	
5.1.3.	Specialized, combined and comprehensive training of Special Cadre within key institutions including police, prosecution,	<ul style="list-style-type: none"> Women Development Department Home Department Health Department Law, Parliamentary Affairs and Criminal Prosecution Department 	The special cadre notified to respond to sexual violence must be trained appropriately to ensure effective and quality response to incidents and cases of sexual violence.	<ul style="list-style-type: none"> Organising joint trainings of criminal justice actors to ensure all actors have the same information and knowledge base and understand each other's roles. It is intended that this cadre works as a team as opposed to individual departments. 	SJA in its Vision 2027 has the objective of mainstreaming gender and women's issues within its curriculum.

	<p>medicolegal department, judiciary and judicial staff on the new laws, precedents and processes.</p>	<ul style="list-style-type: none"> • Prosecutor General Office • Social Welfare Department • Human Rights Department • Sindh Judicial Academy (SJA) • Police training academies (Sindh Police) 		<ul style="list-style-type: none"> • Reviewing existing curriculum of all key stakeholders to incorporate materials on roles and responsibilities relating to cases of rape and sexual violence in the curriculum. • Reviewing and removing segments of curriculum, which are anti-women and provide information contrary to international standards of responding to sexual violence. • Developing and implementing trainings with police, prosecution, judges and judicial staff through WDD, SCSW and SJA regarding gender sensitization, survivor-centric communication skills, non-violent communication etc. 	<p>SJA is currently reviewing its criminal law curriculum, which includes a focus on sensitised and appropriate legal response to cases of rape.</p> <p>LAS is currently reviewing police curriculum and preparing a holistic training needs analysis, which will be completed by 30 April 2020.</p>
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				<ul style="list-style-type: none"> • Monitoring and evaluating the trainings through SCSW and advocating for post training quality performance evaluation of these actors with their administrative departments. • Identification of different training venues, which may include the Sindh Judicial Academy, police training institutes, academic institutes. • Developing different trainings specific to the different institutions involved, including joint sessions to ensure a combined understanding of their linked roles, as opposed to isolated actions. • Developing comprehensive training manuals through WDD in 	
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				<p>collaboration with SJA to include sensitization on gender; cases of sexual violence including investigation techniques and collection, effective prosecution techniques; considerations on how to make the process easier for victims; appropriate language and understanding the special characteristics of sexual violence crimes and cases.</p> <ul style="list-style-type: none"> • Training judges on courtroom management and enhancing their inquisitorial roles in sexual violence, particularly rape trials. • Training criminal justice actors on the increased criminal liability of public servants to negligence in investigations or mala fide hampering of investigation and evidence 	
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				collection in cases of rape and sexual violence as per the Criminal Law (Amendment) (Offences relating to Rape) Act 2016.	
5.1.4.	Setting tenures of minimum 3 years for Investigating Officers in one police station.	<ul style="list-style-type: none"> • Home Department • Sindh Police 	Regular transfers of Investigation Officers (IOs) impact the quality of investigation and prosecution of criminal cases. This can be avoided by set tenures of IOs.	<ul style="list-style-type: none"> • Appointing IOs on the basis of 3 years tenure with regular monitoring and evaluation of their performance. • At the moment only Karachi district has Senior Investigation Officers. These posts should be created across Sindh and tenure should be granted to at least the SIOs. • There has been some success in providing 1-year tenure to SHOs in Sindh and there is room to expand this practice to the heads of investigation in each police station. 	

5.1.5.	Prosecution of rape and SV within custody.	<ul style="list-style-type: none"> • Home Department • Human Rights Department • Law, Parliamentary Affairs and Criminal Prosecution Department • Women Development Department • Sindh Commission on the Status of Women • Sindh Human Rights Commission 	<p>Custodial rape and sexual violence is reported and documented occurrence in Pakistan. The role of law enforcement agencies and prison staff in custodial rape and sexual violence has been highlighted through various media reports. In this regard, it is important to address rape and sexual violence occurring within state custody and devise mechanisms to curb and report it. Recent legislative amendments like life imprisonment for custodial rape can be used to deter such crimes.</p>	<ul style="list-style-type: none"> • Organising meetings of SCSW and SHRC with prison staff/staff of borstal institutions or correction centres, to address, monitor and facilitate prosecution of custodial rape and sexual violence. • Developing an anonymous complaint mechanism within prisons, borstal institutions, correction centres, by SCSW and SHRC, to drop complaints in cases of rape and sexual violence within custody. • Facilitating victims/survivors of rape and sexual violence within custody to file complaints against offenders abusing public authority. 	
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5.2. Coordination and Capacity Building

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.2.1.	Curriculum of all relevant state actors must include sections on Violence Against Women and Girls (VAWG) and Gender-Based Violence (GBV), particularly with reference to sensitisation, new laws, procedures and processes.	<ul style="list-style-type: none"> • Women Development Department • Sindh Commission on the Status of Women • Home Department • Law, Parliamentary Affairs and Criminal Prosecution Department • Sindh Police • Health Department • Social Welfare Department 	<p>All justice sector actors must have a basic level of sensitisation and understanding of GBV, VAWG and the relevant laws and processes.</p> <p>Much of the curriculum being taught to key justice sector actors is outdated, not gender friendly, does not provide for appropriate responses to VAW, gender sensitive issues and is not updated with regards to recent pro-women laws.</p> <p>The curriculum teaching methodology is also often outdated and lecture based instead of the more internationally</p>	<ul style="list-style-type: none"> • Evaluating from a gender lens curriculum taught to all major criminal justice actors including police, prosecution, medicolegal officers and judiciary to provide recommendations for making the curriculum more gender sensitive through the SCSW. • Incorporating recommendations made by SCSW to make the curriculum more gender friendly and responsive. • Designing a facilitation methodology manual for the curriculum of all major criminal justice actors, through SCSW, to introduce and institutionalise innovative and internationally adopted facilitation methodologies for 	LAS is currently reviewing police curriculum and preparing a holistic training needs analysis which will be completed by 30 April 2020.

			commonly used adult learning methodology.	experiential, active and learner-centric approaches to training.	
5.2.2.	Curriculum of all administrative bodies including entry and advancements trainings and certifications must include sections on Violence Against Women (VAW), particularly with reference to sensitisation, new laws, procedures and processes.	<ul style="list-style-type: none"> Establishment Division Women Development Department Sindh Commission on the Status of Women 	<p>One of the hurdles of Government departments is to have gender sensitive employees who understand the social gender dynamics and need for gender programming.</p> <p>Inclusion of such topics in their curriculum will assist in improving and making the bureaucracy of Sindh more gender sensitive.</p>	<ul style="list-style-type: none"> Examining the curriculum of the National Institute of Public Administration (NIPA) courses, Sindh Public Service Commission (SPSC) and Federal Public Service Commission (FPSC) by SCSW to assess and recommend how to incorporate gender dimensions and sensitivity into it. Examining and lobbying by WDD and SCSW to ensure inclusion of gender courses and sessions in Mid-Career Management Course (MCMC), Senior Management Course (SMC), and National Management Course (NMC). 	
5.2.3.	First responders and state actors who come	<ul style="list-style-type: none"> Home Department 	Survivor/victim handling and case management in sensitive		

	<p>into contact with the victims/survivors, their families and their cases must be trained on satisfactory and sensitive response and handling to ensure a victim-centric approach.</p>	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Health Department • Social Welfare Department • Human Rights Department • Women Development Department <p>In addition, in collaboration with SJA or any other training facility interested in proceeding with these trainings.</p>	<p>cases such as rape and SV are critical components of an effective justice response and protection system.</p> <p>Actors and others who are involved in such cases must not only be given awareness of laws and procedures but also be given communication and sensitization training to ensure effective, proper and satisfactory handling of such cases.</p>	<ul style="list-style-type: none"> • Developing training materials and facilitation methodologies on gender sensitisation and survivor-centric communication skills by SJA in consultation with SCSW and WDD. • Training judicial staff, police staff, medicolegal staff and staff of protection services (Dar-ul-Amans (DuAs) Crisis Centres, Child Protection Units (CPUs) on gender sensitized responsiveness and survivor-centric communication skills through SJA or other training academies. 	
5.2.4	<p>Establishment of a mechanism of coordination and collaboration between all actors of the response and</p>	<ul style="list-style-type: none"> • Home Department • Law, Parliamentary Affairs and Criminal Prosecution Department • Health Department • Social Welfare Department 	<p>There is a lack of coordination amongst key actors in the justice system, resulting in systemic gaps and failures in the investigation and prosecution of rape and SV cases.</p>	<ul style="list-style-type: none"> • Requesting nominations from judiciary, police, medicolegal, prosecution, shelter Homes, crisis centres and legal aid institutions to facilitate interface between these key criminal justice actors to ensure 	<p>The Home Department has already set up a Committee to respond to the Supreme Court instructions from the Salman Akram Raja</p>

	<p>protection sector of the justice system.</p>	<ul style="list-style-type: none"> • Women Development Department • Human Rights Department 	<p>Improved coordination between key actors would ensure effective prosecution of cases and support to victims in a holistic manner.</p>	<p>implementation of laws and policies pertaining to rape and SV cases.</p> <ul style="list-style-type: none"> • Organising regular joint meetings of Government Departments to identify tools and mechanisms of co-operation on ground and to respond to the challenges emerging in the co-operation mechanism. • Establishing an on-ground system to facilitate regular cooperation and coordination between the key criminal justice actors. • Monitoring, assessing and evaluating the outcomes of the cooperation and coordination mechanism. 	<p>judgment 2013 and the Kainat Soomro case. This Committee aims to focus on the justice system's response to SV as a whole and not just be limited to Court instructions.</p>
<p>5.2.5.</p>	<p>An online case management system shared among the</p>	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department 	<p>The current mechanism of information sharing among these three key investigating</p>	<ul style="list-style-type: none"> • Contracting Information Technology (IT) experts (national or international) in collaboration with justice sector 	

	<p>police, medicolegal/forensic; and prosecution must be developed.</p> <p>This system may also be extended to the judiciary if felt appropriate.</p>	<ul style="list-style-type: none"> • Home Department • Health Department • Planning and Development Department • Finance Department 	<p>agencies responsible for establishing a prosecution case is through a paper trail with a little reliance on email or over the phone.</p> <p>For purpose of expediency, an online case management system will require each actor updating the system at every stage of their investigation with only specific individuals being allowed access and control to make changes. Others may view the updates to keep track and guide on any aspect of the investigation process.</p> <p>This will also speed up process of sharing of evidence with each other.</p>	<p>experts for the purposes of developing, and conducting feasibility for setting up of an online case management system and catering it for each relevant department in Sindh.</p> <ul style="list-style-type: none"> • Coordinating and establishing an online case management system among police, medicolegal and prosecution through Home Department. 	
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5.3. Provision of Legal Aid					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.3.1.	Provision of free legal advice and aid.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Home Department • Social Welfare Department • Human Rights Department • Women Development Department • Bar Council/Associations • District Legal Empowerment Committees (DLEC) • Public Prosecutors Office 	<p>There is scant legal literacy in the population of Pakistan and few places to access free of cost quality legal advice and legal aid.</p> <p>Without such legal advice and aid, survivors/victims are often exploited and vulnerable to legal processes and law being used against them, thereby obstructing their attainment of justice.</p> <p>Access to legal resources is limited and expensive and poverty is rampant in Pakistan. Free or low-cost legal aid is</p>	<ul style="list-style-type: none"> • Formulating SOPs to provide legal aid to victims/survivors of rape or sexual violence as per section 161-A Code of Criminal Procedure 1898. • Identifying and mapping all existing private and public legal aid mechanisms to understand availability and scope. • Establishing a mechanism to provide free legal advice and aid for victims/survivors as found necessary as a result of evaluation. • Establishing a referral and procedure mechanism with directory to refer victims/survivors of rape and SV to the 	<p>Sindh Legal Advisory Call Centre has been established under the Law, Parliamentary Affairs and Criminal Prosecution Department and is operating in a public private partnership with LAS since 2017.</p> <p>SMS campaigns publicising this service are conducted regularly.</p> <p>Posters on rickshaws and all 598 police stations have been put</p>

			essential to ensure access to justice for everyone.	correct forum and guiding them through the process.	up to raise awareness of the service. Quarterly and annual reports are accessible for any Government monitoring bodies for transparency.
5.3.2.	Establishing a list of institutions and organisations that provide legal advice and aid, within Police Stations and other criminal justice actors, to provide to any complainants.	<ul style="list-style-type: none"> • Home Department • Law, Parliamentary Affairs and Criminal Prosecution Department • Health Department • Women Development Department • Human Rights Department • Social Welfare Department 	<p>The Salman Akram Raja 2013 judgment requires all police stations to have a list of NGOs and institutions providing legal aid.</p> <p>This is extremely useful as survivors/victims and their family often need instant legal advice and aid to protect their best interests. Thus, such a list must be available at all immediate first responders'</p>	<ul style="list-style-type: none"> • Identifying and making a list of functional public and private legal aid bodies and institutions including DLECs, legal aid bodies of the Bar Associations/Councils etc. • Requesting a list of lawyers for pro bono services by the Sindh Bar Council to be available at all police stations, hospitals, BHUs, shelter homes, protection services etc. 	<p>Sindh Legal Advisory Call Centre has been established under the Law, Parliamentary Affairs and Criminal Prosecution Department and is operating in a public private partnership with LAS since 2017.</p> <p>SMS campaigns publicising this service</p>

			<p>offices for instant access. The requirement for having a list of institutions providing legal aid can be extended to hospitals, Basic Health Units (BHUs), Basic Health Centres (BHCs), medicolegal departments, shelter homes and all protection services.</p>	<ul style="list-style-type: none"> Developing criteria for organisations, NGOs and legal aid providers to be listed at police stations, hospitals, BHUs, shelter homes, protection services. 	<p>are conducted regularly.</p> <p>Posters on rickshaws and all police stations have been put up to raise awareness of the service.</p> <p>Oxfam is in the process of developing a referral service directory for GBV and SV which will cover districts in Punjab and some in Sindh. (Expected to be completed by June 2020).</p>
5.3.3.	Ensure legally informed justice	<ul style="list-style-type: none"> Women Development Department 	<p>There is a general lack of awareness of the new 2016</p>	<ul style="list-style-type: none"> Developing legal awareness session plans and trainings for the relevant 	<p>The SLACC can also be used by state actors in</p>

	<p>sector institutions through updated curriculum and training of key justice sector institutions.</p>	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Home Department • Social Welfare Department. • Human Rights Department • Sindh Commission on the Status of Women 	<p>amendments amongst the key institutions of the justice response sector, particularly prosecutors/lawyers, judges, police, medicolegal, shelter homes, child protection units and crisis centres etc.</p> <p>In addition to the training for specialised cadre, it is essential that all individuals are familiar with the law, in particular the recent amendments to rape and sexual violence laws and procedures between 2016 - 2018.</p>	<p>criminal justice actors and institutions by WDD and SCSW.</p> <ul style="list-style-type: none"> • Incorporating recent developments into existing curriculum designed for the criminal justice actors through consultations with WDD and SCSW. • Ensuring easy access of legal knowledge for the criminal justice actors through posters, guidebooks, calendars etc. by WDD and SCSW. • Conducting trainings and legal clinics on updating legal knowledge of criminal justice stakeholders. 	<p>the justice system for clarity on laws and processes.</p> <p>Posters providing contact information of the SLACC have already been displayed in police stations across Sindh.</p> <p>The Women Development Department is running a project with Legal Aid Society in 2 districts, which works with communities and local justice sector institutions in providing updated legal information on</p>
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					rape and SV laws through interactive sessions and Information, Education and Communication (IEC) material.
5.4. Legal Awareness and Empowerment					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.4.1.	Legal awareness media campaigns for the public in rural and urban settings, giving relevant information about laws and processes.	<p>WDD in collaboration with:</p> <ul style="list-style-type: none"> • Planning and Development Department • Information & Archives Department • Home Department • Health Department • Social Welfare Department • Human Rights Department • PEMRA and media houses 	<p>Public media campaigns are considered as the best and easiest way to spread information and awareness to the wider population.</p> <p>However, any such campaign must be run by effective communication experts.</p> <p>The primary objective is to provide as much information</p>	<ul style="list-style-type: none"> • Developing a marketing and publication strategy by communication experts in consultation with WDD and SCSW. • Developing a community legal awareness campaign by communication experts and community engagement experts in consultation with the WDD and SCSW. The campaign can include the following information: 	<p>Law, Parliamentary Affairs and Criminal Prosecution Department has run public print media, SMS and rickshaw campaigns to promote the Sindh Legal Advisory Call Centre to provide free legal information and advice to all.</p>

			<p>consistently to the public at large in a manner and mechanism that they understand and find relevant.</p>	<ul style="list-style-type: none"> - how to access justice and resources; - the specific processes that protect the identity of the survivor and the family; - the court procedures catering towards protection of survivor/victim and family; and - Special procedures for reporting and registering cases of rape and sexual violence. <ul style="list-style-type: none"> • Developing and designing an evaluation framework within the campaign to identify messages, which are best received in order to improve future campaigns. <ul style="list-style-type: none"> • Rolling out the campaign across all forms of print and electronic media (e.g. billboards, posters, social media, 	
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				<p>newspapers etc.), and may include other forms of community engagement such as theatre, public hall meetings etc.</p> <ul style="list-style-type: none"> • Sensitization of media regarding the criminal liability with regards to disclosure of identity of rape victim/survivor and reporting on such trials without express permission of the Judge. • Developing a protocol of framework for all media reporting on cases of rape and other forms of sexual violence in consultation with PEMRA. 	
5.4.2.	Legal capacity building sessions with key justice sector institutions regarding	<ul style="list-style-type: none"> • Women Development Department • Law, Parliamentary Affairs and Criminal Prosecution Department 	There is a general lack of awareness of the new 2016 amendments amongst the key institutions of the justice	<ul style="list-style-type: none"> • Developing legal awareness session plans and trainings for the relevant criminal justice actors and institutions by WDD and SCSW. 	The SLACC can also be used by state actors in the justice system for

	<p>criminal liability of public servants and others in investigating, evidence handling, reporting etc in cases of rape and SV.</p>	<ul style="list-style-type: none"> • Home Department • Social Welfare Department • Human Rights Department • Planning and Development Department 	<p>response sector, particularly prosecutors/lawyers, judges, police, medicolegal, shelter homes, child protection units and crisis centres etc.</p> <p>The lack of awareness exists particularly with regards to new offences relating to obligations of public servants in investigation of cases and their culpability in destroying, deliberately mishandling or obstructing or giving false information in such cases; the elimination of the relevance and use of victim's/survivors' past history in investigation and trials; and new penalties and procedures.</p>	<ul style="list-style-type: none"> • Incorporating recent developments into existing curriculum designed for the criminal justice actors through consultations with WDD and SCSW. • Ensuring easy access of legal knowledge for the criminal justice actors through posters, guidebooks, calendars etc. by WDD and SCSW. • Conducting trainings and legal clinics on updating legal knowledge of criminal justice stakeholders. 	<p>clarity on laws and processes.</p> <p>Posters providing contact information of the SLACC have already been displayed in 598 police stations across Sindh.</p>
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			In addition to the training for specialised cadre, it is essential that all individuals are familiar with the law, in particular the recent amendments to rape and sexual violence laws and procedures between 2016 - 2018.		
5.4.3.	Development and implementation of a community engagement strategy by Government functionaries starting from the grass-root level.	<ul style="list-style-type: none"> • Women Development Department • Social Welfare Department • Human Rights Department • Planning and Development Department • Law, Parliamentary Affairs and Criminal Prosecution Department 	<p>Lack of basic legal knowledge about legal rights, protections and liberties and fundamental human rights manifests itself into society as a violation of human rights. Legal literacy and legal awareness assume critical significance in this scenario.</p> <p>Critical knowledge of legal provisions and processes, coupled with the skills to use</p>	<ul style="list-style-type: none"> • Developing and implementing a cohesive and complimentary plan for community legal awareness through Government Departments with significant community outreach at grass-roots level. • Developing a Paralegal Manual on Rape and Sexual Violence by WDD and SCSW to produce training content on legal literacy regarding rape and SV laws and procedures. 	

			<p>this knowledge to realize rights and entitlements will empower people to demand justice, accountability and effective remedies at all levels.</p> <p>Therefore, engagement at the community level must be done consistently with different groups and thus different types of training of those conducting these sessions including: women (married and single); adolescent girls; male and female children; adult men; adolescent boys etc.</p> <p>Such a strategy may involve the training and designation of government employees to oversee and implement a community paralegal programme in their districts; or</p>	<ul style="list-style-type: none"> • Training of Trainers of Government employees and Community Paralegals to ensure legal literacy within community members who can facilitate victims/survivors of rape and SV. • Developing an oversight and monitoring framework with relevant Government Departments to document successes and lessons learnt of the Community Engagement Plan. 	
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			creation of government employees as paralegals themselves; or both.		
5.5. Processes and Procedures as Per Law					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.5.1.	The Sindh High Court Rules must be amended to reflect the mandatory procedures and mechanisms under the Criminal Law (Amendment) (Offences relating to Rape) Act 2016.	<ul style="list-style-type: none"> • Sindh High Court • Law, Parliamentary Affairs and Criminal Prosecution Department • Sindh Commission on the Status of Women 	<p>The 2016 amendments create a legal framework of protection of the survivor in an attempt to create a more victim-centric approach in the system.</p> <p>However, there has been inaction on the ground to operationalize this law through systematic and comprehensive procedures.</p> <p>In order for this to be done, changes must be made in the Sindh High Court Rules 2012 to</p>	<ul style="list-style-type: none"> • Conducting a review by SCSW of the Sindh High Court Rules and other relevant laws, rules, protocols, and compare them to the 2016 amendments in order to provide recommendations on required changes in the rules, SOPs or protocols etc. • Collaborating among WDD, Law, Parliamentary Affairs and Criminal Prosecution Department and the Sindh High Court to recommend the necessary legal changes and to ensure 	

			<p>operationalise these amendments.</p>	<p>their implementation in the best way possible.</p> <ul style="list-style-type: none"> • Engaging key stakeholders (medicolegal, police, prosecution, judiciary, Bar Council) to advocate for the buy in, development and implementation of the specific mechanisms in cases of rape and SV. • Formulating SOPs for the Police, Prosecution, and Court regarding recording of statement, testimonies, cross-examination. The SOPs should also include rules of procedure for questioning victims/survivors including women and children in cases of rape and SV. • Formulating SOPs for MLOs and forensics to ensure release of chemical and forensic examiners 	
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				<p>reports earlier to fit into legal requirements.</p>	
				<ul style="list-style-type: none"> Involving civil society organisations with experience in cases of rape and SV to share specific recommendations regarding mechanisms related to rape and SV to further improve systems. 	
5.5.2.	Operationalising the Criminal Law (Amendment) (Offences Relating to Rape) Act 2016.	<ul style="list-style-type: none"> Women Development Department Home Department Law, Parliamentary Affairs and Criminal Prosecution Department Social Welfare Department Human Rights Department Sindh High Court Sindh Commission on the Status of Women Sindh Human Rights Commission 		<ul style="list-style-type: none"> Identifying and assessing on-ground situation by WDD and SCSW with regards to implementation of Criminal Law (Amendment) (Offences Relating to Rape) Act 2016 to produce a list of recommendations to ensure implementation of the law. 	

<p>5.5.3.</p>	<p>Identifying and rectifying bottlenecks during trial to combat delays in meeting the time frame of 3 months under the 2016 Amendment.</p>	<ul style="list-style-type: none"> • Sindh Judicial Academy • Law, Parliamentary Affairs and Criminal Prosecution Department 	<p>Trials in general in Pakistan are known to take an extended period of time. This can be damaging to the litigants, an issue exacerbated for survivors/victims of rape and other forms of SV. For this purpose, the 2016 law provides a mandatory 3-month time limit for the conclusion of the case, but this is not realistically possible without understanding why and where the delays are occurring.</p> <p>Thus, through this research, the judiciary and Government will become aware of exactly where</p>	<ul style="list-style-type: none"> • Researching rape and SV trials at the district and sessions courts in Sindh, by Sindh Judicial Academy, to identify bottlenecks during trials causing delays. • Formulating legislative recommendations, based on the research, to meet the 3-month time frame for trials given in the 2016 Criminal Law Amendment to be adopted by the Sindh High Court and Law, Parliamentary Affairs and Criminal Prosecution Department. • Formulating strategy and incentives, based on the research, to involve justice sector actors in concluding trials of rape and SV cases within the legislative time frame. For example, Incentives reducing absence of judges, 	<p>Police has established District Assessment Committees to explore quality of disposals from model courts. These forums can also be used for research into studying disposals in SV cases.</p>
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			<p>the gaps and delays occur in the trial system to eliminate them.</p> <p>This study requires close analysis of all court files, many of which may be private. Thus, the SJA may be the best institution to conduct such a research. The SJA may hire subject matter and research experts to conduct and author this research with concrete recommendations.</p>	<p>or some sort of incentives for lawyers to be prepared for cases and not adjourn proceedings.</p>	
5.5.4.	<p>Establishment of mechanisms to ensure anonymity of the complainant/ victim to fulfil requirement of Section 376A PPC.</p>	<ul style="list-style-type: none"> • Sindh High Court • Law, Parliamentary Affairs and Criminal Prosecution Department • Women Development Department • Sindh Commission on Status of Women 	<p>Section 376A of the PPC requires the identity of victims of rape and other forms of SV not to be disclosed.</p> <p>There needs to be an entire system during the trial process</p>	<ul style="list-style-type: none"> • Developing an SOP to ensure anonymity of the victim/survivor in cases of rape and SV. The SOP may include: <ul style="list-style-type: none"> - deciding on the use of pseudonym for the name of the victim/survivor; 	

		<ul style="list-style-type: none"> • Home Department • Health Department <p>with specific focus on police, medicolegal, prosecution and judicial reporting</p>	<p>that must be developed and implemented for this purpose.</p>	<ul style="list-style-type: none"> - how a pseudonym is to be decided and assigned; - where all will it be used; - who will know the correct identity of the victim/survivor; - how to ensure it stays hidden; - how to ensure victims/survivors participation in the trial process while maintaining anonymity; - measures and mechanisms to use pseudonyms and related rules and mechanisms; - how to ensure anonymity during the trial process e.g. victim/survivor cannot appear in the courtroom as the identity will be disclosed; and - arranging separate entrances for victim/survivor during trial and separate waiting areas, etc 	
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				<ul style="list-style-type: none"> Assessing on-ground trial procedures, including physical examination of courts, by SCSW to understand the viability of proposed SOP to maintain anonymity. Recommending mechanisms and arrangements to be ensured, by SCSW, to operationalise the developed SOP. Deciding mechanisms and arrangements to be put into place, by the Sindh High Court based on recommendations of SCSW, with timelines for speedy implementation. 	
5.5.5.	Development of a case management system to be able to deal with the legally	<ul style="list-style-type: none"> Sindh High Court Law, Parliamentary Affairs and Criminal Prosecution Department 	As noted earlier, the non-disclosure of the identity of the victim/survivor is one of the	<ul style="list-style-type: none"> Establishing SoPs or protocols to discuss and identify how the case must be managed, including who has access to real name/files etc. 	

	<p>mandated anonymity of the survivor through every step of the trial.</p>	<ul style="list-style-type: none"> • Planning and Development Department • Finance Department 	<p>most important aspects of the 2016 amendment.</p> <p>For this purpose, in addition to the SOPs, a case management system should be generated for this purpose by the Sindh High Court, to ensure the identity of the victim/survivor is revealed only to necessary and relevant persons and all related mechanisms and training must be identified in a collaborative process with relevant administrative departments.</p> <p>The case management system must generate the pseudonym for the victim/survivor and keep records of the real name and</p>	<ul style="list-style-type: none"> • Institutionalising a training process for personnel in all departments including police, medicolegal, prosecution, judiciary, and lawyers etc. to sustain operationalisation of the case management system. • Developing case management information system, by SJA and WDD, through: <ul style="list-style-type: none"> - Creating dialogue between key stakeholders on options and agreement on what kind of case management system there should be; - Development of the system; - Training of relevant staff on how to use this system; - Launching and implementation of the system; and ensuring its usage with strict penalties for any lapses. 	
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			original transcripts of the victim/survivor's documents etc.		
5.5.6.	<p>Identification and notification of safe places within the jurisdiction of the Sindh High Court where complainants/victims/survivors of rape and other forms of SV can record their statements as per Section 154 of the Code of Criminal Procedure 1898.</p>	<ul style="list-style-type: none"> • Sindh High Court • Home Department • Law, Parliamentary Affairs and Criminal Prosecution Department • Women Development Department 	<p>Under the 2016 amendments, Section 154 Code of Criminal Procedure 1898 allows for victims/survivor's statements being recorded by the IO at the residence or convenient place of the complainant's choice in the presence of a female police officer, family member or any other person with the consent of the complainant.</p> <p>For purposes of admissibility in the trial, any such place outside the residence of the complainant must have some sort of notified status from the courts, otherwise accusations of inducing, coercing, forcing</p>	<ul style="list-style-type: none"> • Identifying and notifying, by the Sindh High Court and Home Department, a satisfactory and secure place ensuring sanctity, secrecy and privacy of victims/survivors of rape and SV to record statements. • Identifying safe places, by Sindh High Court and Home Department, in every district for recording of statements by victims/survivors of rape and SV. • Formulating SOPs for recording statement and information from victim/survivor/complainant from her premises or place of her choosing as per Section 154 Code of Criminal Procedure 1898. 	

			statements of the victims/survivors could be argued. Thus, a protocol or SOP must be developed by Sindh High Court (SHC) to ensure legal cover is given. For example, it may establish a safe space within its jurisdiction.		
5.5.7.	Notification and SOPs on holding trials of rape and other forms of SV in camera as per Section 352A Code of Criminal Procedure as amended by the Criminal Law (Amendment) (Offences Relating to Rape) Act 2016.	<ul style="list-style-type: none"> • Sindh High Court • Law, Parliamentary Affairs and Criminal Prosecution Department • Sindh Commission on the Status of Women 	<p>The 2016 amendments have sought to make the trial process less torturous for the victims/survivors. One of the primary ways of doing this is to eliminate the need for the case to run in open court or the use of screens.</p> <p>Thus, to make these amendments viable, notifications and mechanisms</p>	<ul style="list-style-type: none"> • Notifying all courts, by the Sindh High Court, to hold trials of rape and SV in camera or by using screens. • Assessing capabilities of magistrate, district and sessions courts for conducting in-camera trials or by using screens by SCSW in collaboration with Sindh High Court. • Evaluating physical viability of magistrate, district and sessions courts to conduct in-camera trials and trials 	

			<p>must be established to ensure compliance.</p>	<p>by use of screens by SCSW in collaboration with Sindh High Court.</p> <ul style="list-style-type: none"> • Recommending on the basis of on-ground realities, concrete actions points to ensure anonymity of victims/survivors as well as requirements of creating a safe and secure environment for victims/survivors during trial. [Recommendations can include running trials on Saturdays or in mornings with the court closed to the rest of the public due to insufficient space in the courtrooms on regular days to conduct in-camera trials.] • Notifying necessary processes and procedures in conformity with the Salman Akram Raja case and 2016 criminal law amendment, by the Sindh 	
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				High Court, for trials concerning rape and SV cases.	
5.5.8.	Arrangements of technical equipment must be made to allow for trial to be conducted via video-link.	<ul style="list-style-type: none"> • Sindh High Court • Law, Parliamentary Affairs and Criminal Prosecution Department • Planning and Development Department • Women Development Department • Sindh Commission on the Status of Women • Finance Department 	<p>The use of video-link for trials is a common tactic used in controversial or sensitive cases across the world.</p> <p>There has been a demand for the use of video-link in trials from judiciary in Pakistan not just in rape cases, but other sensitive cases as well.</p> <p>In a technologically and electricity confronted scenario in the province , and where the laws do not reflect technical advancement, it is essential to formulate protocols and mechanisms for the use of such technology and rules and</p>	<ul style="list-style-type: none"> • Developing SOPs, by the Sindh High Court and Law, Parliamentary Affairs and Criminal Prosecution Department, for the use of technology during trials to include: <ul style="list-style-type: none"> - Who can be present in and around the video-link room during trial; - Ensuring the complainant/ victim/ survivor or witness is not being coerced or forced to make any statement from any person behind the camera; - Ensuring the jurisdiction of the Sindh High Court extends to the venue where the video-link has been established; - Modalities of examination and cross-examination in such cases etc.; 	The Prosecutor General, Sindh has developed a legal document providing the legal basis and mandate for the provision of video link in Sindh. This can be crucial in ensuring the support and finances for its development and implementation.

			<p>procedures to be employed for its use to be acceptable evidence in court.</p> <p>The arrangements for technical and legal notifications must also include the technological set up and training of relevant staff on how to use the technology in every set up. It must also focus on the use of screens and audio-visual requirements to be set up in the courtroom or wherever such trials are heard. It must also address the electricity issues facing the province and how to ensure this does affect the trial process.</p> <p>It is also necessary to create and notify a protocol or SOP or making an amendment to the</p>	<p>- How to arrange for recording of complainant's/survivor's/victim's statements and use of screens.</p> <ul style="list-style-type: none"> Identifying spaces within district courts, by Sindh High Court, Law, Parliamentary Affairs and Criminal Prosecution Department and WDD, that are appropriate for setting up video links for victims/survivors of rape and SV cases. Setting up video links with relevant technological machinery including Uninterruptible Power Supply (UPS), generator or solar panels etc. for effective operationalisation of video links for in-camera trials in cases of rape and SV. 	
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			Sindh High Court Rules for how this new modality of trial must be conducted.	<ul style="list-style-type: none"> Building capacity of court staff, through the Sindh High Court and Law, Parliamentary Affairs and Criminal Prosecution Department, to operate video links and back-up electricity in cases of rape and SV. Formulating a monitoring mechanism with stakeholders, for SCSW, to monitor implementation of the SOPs with a focus on gender sensitivity to ensure protection women and girls in cases of rape and SV. 	
5.6. Medical Examination in Cases of Rape and Sexual Violence					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.6.1.	Practical applicability of the Criminal Law (Amendment) (Offences Relating to	<ul style="list-style-type: none"> Health Department Sindh High Court Law, Parliamentary Affairs and Criminal Prosecution Department 	The lack of medicolegal staff across Sindh has a negative impact on the medical examination of both accused	<ul style="list-style-type: none"> Notifying criteria for 'registered medical practitioners' in cases of rape and SV, by Sindh High Court and Health Department, to include 	

<p>Rape) Act 2016 for registered medical practitioners employed in a hospital run by the Government or local authority to conduct medical examination of accused persons under Section 53A and 164A of the Code of Criminal Procedure 1898.</p>	<ul style="list-style-type: none"> • Women Development Department • Sindh Commission on the Status of Women • Finance Department 	<p>and victim/complainant where medical examinations are conducted too late; or not at all; or improperly.</p> <p>For this purpose, the category of who can conduct these examinations has been widened and requires notification and acceptance from all actors in the justice system.</p>	<p>Medicolegal Officers (MLOs) and Women Medicolegal Officers (WMLOs) who have been trained on medical examination of sexual violence. Notification to be shared with police, prosecutors, court, protection service providers and the public at large.</p> <ul style="list-style-type: none"> • Notifying definitions for Sindh regarding ‘registered medical practitioners’ and ‘hospitals run by government or local authority’, by Sindh High Court, to clarify ambiguities in implementation of the provisions. Notification to be shared with police, prosecutors, court, protection service providers and the public at large. 	
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				<ul style="list-style-type: none"> • Formulating and updating SOPs for MLOs, by the Health Department, to conduct medical examination of victims/survivors of rape and SV [with their consent] as well as medical examination of accused as per the 2016 criminal law amendments. • Formulating and updating the medicolegal certificates (MLCs), by the Health Department, to reflect the recent requirements stipulated by the 2016 criminal law amendment. • Creating a record and tracking system, by Health Department, Home Department and Law, Parliamentary Affairs and Criminal Prosecution Department, to enter medicolegal certificates or MLCs in the system for 	
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				<p>official record for criminal investigation.</p> <ul style="list-style-type: none"> Ensuring presence of MLOs and WMLOs, by the Health Department, in all government hospitals, including BHUs and RHCs, to conduct medical examination in cases of rape and SV. Providing rape kits, by the Health Department, in all government hospitals, BHUs and RHCs to conduct medical examination of rape victims/survivors as well as accused. Formulating a monitoring and evaluation system, by SCSW, to report and highlight lessons learnt in implementation of these proposed actions to comply with the 	
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				<p>requirements of 2016 criminal law amendment.</p> <ul style="list-style-type: none"> Formulating protocols, by Sindh High Court and Law, Parliamentary Affairs and Criminal Prosecution Department, regarding calling MLOs to court for examination and cross-examination based on the MLCs. Building capacity of medical practitioners, falling within the defined criteria [above], regarding the MLC requirements stipulated in 2016 amendment and their expanded role to ensure examination is conducted with a survivor-centric approach in cases of rape and SV. 	
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5.6.2.	Protocol or SOP for medicolegal, prosecution and police for the collection of DNA and forensic evidence in cases of rape or SV as per the Code of Criminal Procedure (Sindh Amendment) Act 2017.	<ul style="list-style-type: none"> • Health Department • Home Department • Sindh High Court • Law, Parliamentary Affairs and Criminal Prosecution Department. • Finance Department 	<p>DNA is one of the primary and most important forms of evidence in cases of rape and SV. However, due to inadequacies within the justice system, it is often difficult to collect, store and use appropriately.</p> <p>It is essential that protocols/SOPs be established for its collection, storage, sampling and use. The issues relating to training on collection and practical issues regarding storage and its transport must be examined and resolved in order to truly and properly use this category of evidence.</p>	<ul style="list-style-type: none"> • Formulating and notifying SOPs, by the Law, Parliamentary Affairs and Criminal Prosecution Department, on how to handle (chain of custody and storage of DNA samples as per Code of Criminal Procedure (Sindh Amendment) Act 2017. • Providing necessary storage and electrical equipment (refrigerators, generators etc) to preserve DNA evidence and avoid loss of evidence due to electricity shortages. • Providing necessary storage and electrical equipment in all districts to ensure safe preservation of DNA samples. The necessary storage and electrical equipment also to be provided during transport to the 	
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			<p>This is also necessary to ensure no tampering with DNA evidence and rules relating to chain of custody etc.</p>	<p>forensic laboratory to ensure safe preservation of the samples.</p> <ul style="list-style-type: none"> • Training police, MLOs, forensic staff etc. jointly on the correct method of collecting and preserving DNA samples. The training should include: <ul style="list-style-type: none"> - Method of collecting DNA samples; - Method of preserving DNA samples; - Methods to avoid contamination of DNA samples; - Method of preserving DNA samples during transport; - Legalities regarding chain of custody. • Formulating SOPs for protection services staff and other relevant persons on protecting DNA evidence 	
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				<p>on the person of the victim/complainant of rape or SV.</p>	
				<ul style="list-style-type: none"> • Training protection services staff and other relevant persons on protecting DNA evidence on the person of the victim/complainant of rape or SV. 	
5.6.3.	<p>Establishment and operationalisation of Medicolegal centres in all districts of Sindh with both human and technical resources.</p>	<ul style="list-style-type: none"> • Health Department • Finance Department 	<p>Medicolegal centres are not operational in districts which raises many questions related to their effectiveness and capacity.</p>	<ul style="list-style-type: none"> • Establishing Medicolegal Centres across all districts of Sindh with relevant technical and human resources to be made available including rape kits, tools, and equipment, male and female MLOs etc.) • Updating existing Medicolegal Centres with the relevant technical and human resources to be made available including rape kits, tools, and equipment, male and female MLOs etc.) 	

5.6.4.	Appointment and posting of doctors and paramedical staff on a priority basis at medicolegal (ML) centres, especially women staff.	<ul style="list-style-type: none"> • Health Department • Finance Department 	There is insufficient staff currently provided at ML centres which hampers the medico-legal evidence and reports, with a direct negative impact on investigation and trial.	<ul style="list-style-type: none"> • Notifying and appointing medicolegal staff, by the Health Department, on an urgent basis. The health Department must also ensure that the appointed staff take charge of their duties and are regularly present. • Directing on a temporary basis, by the Health Department, male and female medical officers to work as MLOs where MLOs are not available or have not been posted. 	Health Department has notified several MLOs/WMLOs who have also undergone some level of training, but many of them have been working in other sections.
5.6.5.	Incentives regarding working as MLOs or WMLOs to promote it as a career choice for medical professionals.	<ul style="list-style-type: none"> • Health Department • Finance Department • Planning and Development Department 	Few medical practitioners are willing to work as MLOs due to the long hours, obligations of courts with little or no incentive. This must be remedied to try to encourage or invite people to join the profession.	<ul style="list-style-type: none"> • Creating an incentives plan, by the Health Department, to provide competitive salary packages and benefits to MLOs in Sindh. • Endorsing the incentives plan for MLOs, by the Finance Department and Planning and Development Department, to ensure government's 	

				ownership of the initiative to improve access to justice by incentivising key criminal justice actors.	
5.6.6.	Appointment and posting of Medicolegal assistants / Mortuary assistants at all Medicolegal Centres on a priority basis.	<ul style="list-style-type: none"> • Health Department • Finance Department • Planning and Development Department 	To create an effective medicolegal team, it is essential that there must be support for the MLOs/WMLOs. For this purpose, medicolegal assistants and mortuary assistants may be hired in all districts. This will support the enhancement of the quality of the work.	<ul style="list-style-type: none"> • Creating a hiring plan, by Health Department, with detailed ToRs to ensure appointment and posting of MLOs and mortuary assistants across all districts in Sindh. • Approving the hiring plan, by Finance Department and P&D, to ensure government ownership and commitment to having MLOs and mortuary assistant available at medicolegal centres across Sindh. • Creating a monitoring mechanism, by Health Department, to ensure attendance of MLOs and mortuary assistants across Medicolegal Centres in districts of Sindh. 	

5.6.7.	Capacity building of Medicolegal Officers (MLOs) and Women Medicolegal Officers (WMLOs) on a priority basis.	<ul style="list-style-type: none"> Health Department 	<p>There is no specific training of medicolegal staff during their medical degree courses. Furthermore, it is not uncommon for newly appointed medicolegal officers not to receive any proper training. In fact, most current medico-legal officers have probably not received training of any sort and learnt the job based on experience.</p> <p>This has a direct negative impact on quality of performance and investigation.</p>	<ul style="list-style-type: none"> Developing curriculum for MLOs with a module on rape and sexual crimes, by the Health Department, for capacity building of MLOs. Designing a training, with relevant medical equipment and dummies, to provide practical and experiential learning environment to the MLOs during training. Ensuring a compulsory training course before induction as MLO, by the Health Department, to ensure that MLOs possess the requisite technical, medical and legal information before taking charge. Institutionalising yearly training courses, by the Health Department, for newly inducted and serving MLOs 	<p>For example, Dr. Summaiya Syed Tariq, WMLO Karachi has developed a training course for General Duty Staff Nurses, who may be called Forensic Nurses upon completion of training.</p>
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				<ul style="list-style-type: none"> to ensure up to date legal principles and practices are imparted to MLOs. Hiring nationally and internationally trained MLOs with sufficient practical experience in forensics and medical jurisprudence to develop, design and facilitate induction trainings for MLOs. Creating a Competency Framework for MLOs, by the Health Department or provincial licensing council, for the MLOs to pass at the time of induction. Designing curriculums based on different cadres and categories of staff, by the Health Department, to address the needs of each cadre and category. 	
5.6.8.	Introduction of uniform protocols in	<ul style="list-style-type: none"> Health Department 	In order to ensure uniformity and effective delivery of services	<ul style="list-style-type: none"> Formulating SOPs for MLOs when dealing with cases of VAW, particularly rape and SV, to be 	A prototype has already been

	<p>the entire province for all types of medico-legal cases.</p>		<p>of the medico legal centres, it is essential that protocols and SOPs be established to be used all over Sindh. This will not only allow for implementation of basic standards, but create a comprehensive and an effective medico-legal system.</p>	<p>institutionalised by hospitals across the province.</p> <ul style="list-style-type: none"> • Training MLOs on the formulated SOPs to ensure a uniform and effective medicolegal system is present. 	<p>developed at the Police Surgeon Office, Karachi and is currently being used at all centres.</p> <p>There already exists a draft on SOPs for medicolegal centres dealing with VAW from the NGO Aahung. An updated version with the 2016 criminal law amendments has been produced by Strengthening Participatory Organization (SPO)</p>
<p>5.6.9.</p>	<p>Provision of free post-exposure preventative medical treatment for</p>	<ul style="list-style-type: none"> • Health Department • Population Welfare Department 	<p>It is essential to avoid further harm coming to the victims/survivors of rape. Thus,</p>	<ul style="list-style-type: none"> • Notifying the duty of MLOs to provide post-exposure preventative medical treatment, by the Health Department, 	

	<p>Sexually Transmitted Diseases and emergency contraception.</p>		<p>in addition to the examination for purposes of investigation, medico-legal officers must be allowed to provide emergency contraception and preventative treatment for sexually transmitted diseases (STDs).</p> <p>Providing post-exposure services to victims of sexual offences is important to minimise or, as far as possible, eliminate secondary traumatisation. This can include affording a victim of certain sexual offences the right to require that the alleged perpetrator be tested for his or her HIV status and the right to receive Post Exposure</p>	<p>to avoid secondary traumatisation of victims/survivors.</p> <ul style="list-style-type: none"> • Providing medicines, contraception and post-exposure preventative medical treatment, by the Health Department and Population Welfare Department, at Medicolegal Centres across the province. 	
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			Prophylaxis in certain circumstances.		
5.6.10	Nurses in hospitals and other health units and Lady Health Workers may be trained to recognise, respond and report cases of rape and SV.	<ul style="list-style-type: none"> • Health Department • Women Development Department 	<p>Nurses are often the first point of contact and most regular point of contact for victims/survivors of rape and sexual violence. The Lady Health Workers have the most amount of contact with women and girls in private spaces and may be able to reach victims/survivors who do not approach proper medical facilities.</p> <p>It is important to have these categories of medical services to be able to provide support, care and response to such cases, including necessary information and aid.</p>	<ul style="list-style-type: none"> • Developing curriculum and special trainings for nurses and Lady Health Workers, by the Health Department in collaboration with experts and SCSW to provide necessary information to recognise, respond and report cases of rape and SV. • Developing IEC material, by WDD, to provide information regarding laws, procedure, access points and protection centres for the nurses and lady health workers. 	

<p>5.6.11</p>	<p>Set timings for MLOs/WMLOs in courts for giving their testimony.</p>	<ul style="list-style-type: none"> • Sindh High Court • Health Department • Law, Parliamentary Affairs and Criminal Prosecution Department 	<p>One of the biggest complaints of MLOs/WMLOs is the inordinate time spent in courtrooms waiting to be examined or cross-examined about medical evidence. This can take many hours and many days and entirely dependent on the lawyers and court system to function efficiently.</p> <p>This exacerbates the issue of lack of MLOs/WMLOs being available to look after or respond to cases during their investigation. This also creates the issue of MLOs not coordinating with other bodies in the investigation team i.e. police and prosecution.</p>	<ul style="list-style-type: none"> • Notifying time for magistrates, district and sessions courts, by the Sindh High Court, to decrease inordinate time wasted of the MLOs during court procedures. The Notification can include directions to have time fixed for examination and cross-examination of MLO/WMLO or a day and time set for this purpose, which would reduce the time of the MLO/WMLO in court and reduce delay in trials. 	
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5.6.12	Space to be provided for MLOs/WMLOs and prosecution in courtroom.	<ul style="list-style-type: none"> • Sindh High Court • Law, Parliamentary Affairs and Criminal Prosecution Department 	<p>There is no prosecutors' office or spaces in the courtrooms. When MLO/WMLOs are called to give testimony, they are often not provided the case and file number. Often, they see their own relevant notes and medical examination report right before trial from the prosecution files in court. This only allows time for a cursory glance, instead of a proper comprehension of the case, to be able to testify accordingly.</p>	<ul style="list-style-type: none"> • Setting up a room and space for the prosecution, IOs and MLOs in the district courts, by the Sindh High Court, to be able to go through the cases in order to better prepare themselves during examination and cross-examination. 	
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5.7. Enhancing Capacity and Powers of Public Prosecutors

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.7.1	Establishment of a Public Prosecutors Training Academy.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Planning and Development Department • Sindh Judicial Academy 	<p>Public prosecutors have no formal training when they join the office unlike the judiciary or police.</p> <p>Currently, they only receive ad hoc training. The Sindh Judicial Academy has started providing more regular trainings for them but without any uniform or standardised curriculum approved by the Public Prosecutors Officer.</p> <p>Working as a public prosecutor is an extremely important job which does require training on different types and categories of cases as opposed to private</p>	<ul style="list-style-type: none"> • Developing a training curriculum and training plan, by the Law, Parliamentary Affairs and Criminal Prosecution Department, for new recruits and in-service prosecutors. • Establishing a Public Prosecutor Training Academy, with required support of the Finance Department and Planning and Development Department, to institutionalise training curriculum and training courses for public prosecutors. • Training public prosecutors by the Sindh Judicial Academy until the Academy is established, to build 	Sindh Judicial Academy has prepared the first draft of a training manual for Public Prosecutors, which is currently under review.

			counsel, especially if not all those joining have had previous experience in criminal trials.	capacity of newly inducted and serving public prosecutors.	
5.7.2	Establishment of a room or chambers for Public Prosecutors in all courtrooms.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Sindh High Court • Planning and Development 	<p>The prosecutors have no space or area, which is confidential to confer with their clients or witnesses before appearing in court, in particular witness preparation.</p> <p>Currently this happens in public spaces, resulting in intimidation or confusion of clients or witnesses etc.</p> <p>As an arm and representative of the Government, it is essential that due to respect of their work and position, private office space be created for them in the Court.</p>	<ul style="list-style-type: none"> • Identifying and notifying, by the Sindh High Court, spaces and rooms in all courthouses to be allocated for the use of public prosecutors. 	

<p>5.7.3</p>	<p>Prosecution offices in all districts to be made operational.</p>	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Home Department • Finance Department • Planning and Development Department 	<p>Currently not all prosecution district offices are operational. Many are not in easily accessible areas. This makes the work of prosecution difficult, impacting their quality etc.</p>	<ul style="list-style-type: none"> • Mapping of public prosecution offices in the districts which are operational and which need to be established, by the Law, Parliamentary Affairs and Criminal Prosecution Department, to identify the amount of resources required. • Evaluating level of accessibility of public prosecution offices in the districts, by the Law, Parliamentary Affairs and Criminal Prosecution Department, to ensure that the offices are easily accessible to the public. • Allocating budget and resources, by the Finance and Law, Parliamentary Affairs and Criminal Prosecution Department, to establish and operationalise public prosecution offices in the districts across Sindh. 	
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5.7.4	Public Prosecutor Case Management System to be developed.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Planning and Development Department • Finance Department 	<p>Public Prosecution Office does not have any operational form of a case management system. The Prosecutor General oversees 27 districts and a vast number of cases. This is done through paper work with judgments and case files being physically sent back and forth.</p> <p>This impacts the time spent on oversight resulting in inefficient use of time; wastage of paper; and also makes monitoring and evaluation cumbersome.</p> <p>The office must have an online case management system in order to improve its entire functioning, particularly with</p>	<ul style="list-style-type: none"> • Developing a case management system, by the Law, Parliamentary Affairs and Criminal Prosecution Department, for the Public Prosecutor to manage and record data pertaining to cases. • Establishing an Information Technology (IT) Department within the Public Prosecutor Office to maintain the case management system as well as respond to any bugs or operational issues. • Training Public Prosecutors on the use of case management system to enter and receive information and data regarding their cases. 	
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			regards to monitoring and oversight.		
5.7.5	Collection, collation, analysis and publication of annual data on cases of the Public Prosecution Department.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Public Prosecution Department 	<p>The Prosecution Service must ensure a certain level of transparency for the public.</p> <p>This will ensure greater faith and trust in the public prosecution department.</p> <p>Such data is also essential to identify patterns of crime and associated factors across the province, allowing for more informed targeted programming etc.</p>	<ul style="list-style-type: none"> • Formulating standardised formats, through the Law, Parliamentary Affairs and Criminal Prosecution Department, to collate and organise data pertaining to cases. • Hiring data experts and researchers for collation and robust data analysis of the cases prosecuted by the prosecution department to identify patterns of crime and trend analysis of trial decisions. • Publishing, online and offline, an annual report with analysis of the data of cases prosecuted by the Public Prosecutors Office. 	The Prosecution Service on a monthly basis already does regular data collection.

5.7.6	Law and rules for Prosecution Service must be revised.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Public Prosecution Department 	The current law does not reflect the current needs for the prosecution services.	<ul style="list-style-type: none"> • Revising and reforming the Sindh Criminal Prosecution Service (Constitution, Functions and Powers) Act, 2009 and its Rules, by the Law, Parliamentary Affairs and Criminal Prosecution to ensure a more effective prosecution services. For example, the Public Prosecutors must have powers to refuse to proceed with cases with insufficient evidence so as not to waste the time of the court; to allow for deviation of cases to alternative mechanisms for e.g. ADR or mediation under the Small Claims and Minor Offences Ordinance 2002. 	The Prosecution Service has initiated a National Prosecutors Committee, which is focusing on identification of mechanisms and processes on how to improve the prosecution.
5.7.7	Improved Monitoring and Evaluation system of the Public Prosecution Services.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Public Prosecution Department 	There is a Directorate of Monitoring, Implementation and Evaluation to monitor criminal prosecution side.	<ul style="list-style-type: none"> • Developing a qualitative and quantitative monitoring and evaluation framework, by SCSW, at both the head and district offices to ensure a regular oversight of prosecutors. 	Directorate of Monitoring and Implementation to monitor criminal prosecution side.

		<ul style="list-style-type: none"> Sindh Commission on the Status of Women 	<p>However, a standardised monitoring and evaluation framework must be made with monitoring, evaluation (M&E) experts, and regular oversight of the prosecutors.</p>		<p>There must be enhanced support of this in line with given recommendations.</p>
5.8. Victim/ Survivor Support					
No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.8.1.	Individualized focus on victims/survivors must be placed to ensure emotional and psychological support.	<ul style="list-style-type: none"> Social Welfare Department Women Development Department Human Rights Department Sindh Commission on the Status of Women <p>Support will be needed from:</p> <ul style="list-style-type: none"> Home Department Law, Parliamentary Affairs and Criminal Prosecution Department 	<p>It is recognised that victims/survivors often suffer secondary trauma especially during trial process. It is also known that due to the lengthy trial process and pressures of trial, there is a high rate of compromises during the trial. It is essential to provide emotional and psychological support to the victims/survivors throughout</p>	<ul style="list-style-type: none"> Training criminal justice actors, by SCSW, on survivor-centric communication skills and basic psycho-social support to ease the trauma of the victim/survivor during the trial process. Institutionalising a psycho-social support mechanism within WDD, Social Welfare and Human Rights Department, to provide emotional and psychological support to the 	

		<ul style="list-style-type: none"> Other government departments where necessary 	the trial process to ensure their well-being, recovery, and avoidance of secondary trauma.	victim/survivor whenever needed during the entire trial process.	
5.8.2.	All bodies and institutions with grass-roots level support and protection services must be made functional and publicised e.g. Child Protection Units, [Domestic Violence]Protection Committees and [Domestic Violence] Protection Officers, local government bodies etc.	<ul style="list-style-type: none"> Women Development Department Social Welfare Department Human Rights Department Sindh Human Rights Commission. Sindh Commission on the Status of Women Finance Department 	Women often do not know where to turn to for help and find governance institutions intimidating. These district level structures are key first point of contact for women for their support and facilitation.	<ul style="list-style-type: none"> Mapping existence and functionality, by WDD and Social Welfare Department, of district level structures (committees, desks and units) that are to be set up under various laws. Allocating resources and budget, by Finance Department, to set up the requisite statutory district structures for support and referral in cases of rape and SV. Developing a community engagement plan and marketing plan for these district level structures to ensure that the public is aware of them and know how to access them. 	

5.9. Monitoring and Evaluation Mechanisms

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.9.1.	Monitoring mechanisms must be set up to ensure Supreme Court and High Court orders are implemented.	<ul style="list-style-type: none"> • Home Department • Law, Parliamentary Affairs and Criminal Prosecution Department • Women Development Department • Sindh Commission on the Status of Women • Other relevant bodies 	The provincial departments such as the police and medico-legal do not automatically respond and incorporate orders of the Supreme Court. This must be remedied.	<ul style="list-style-type: none"> • Collaborating and coordinating with relevant government departments, by the Law, Parliamentary Affairs and Criminal Prosecution Department, to effectively implement the orders of the High Court and Supreme Court. The Law, Parliamentary Affairs and Criminal Prosecution Department Law, Parliamentary Affairs and Criminal Prosecution Department can be the custodian and set up a 'Judicial Implementation Mechanism' to implement orders and judgements of the superior courts across the province of Sindh. 	The Home Department has formed a Committee to implement and respond to the Court on the requirements in the Salman Akram Raja case 2013 and the Kainat Soomro judgment. The ToRs of this Committee can be expanded to monitor other Supreme Court and High Court orders.

<p>5.9.2.</p>	<p>Monitoring of implementation of new criminal justice procedures from a qualitative and quantitative mechanism relating to rape and SV.</p>	<p>Administrative Departments including:</p> <ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Health Department; • Home Department • Women Development Department • Human Rights Department • Sindh Commission on the Status of Women • Sindh Human Rights Commission 	<p>Training of staff of key institutions is essential, but even more important is to ensure the trainees incorporate the lessons from training into their work.</p> <p>Their monitoring will allow for better analysis of the success of such initiatives.</p> <p>It must be done regularly with legal and other consequences if an individual, institution or department ignores these legal procedures.</p>	<ul style="list-style-type: none"> • Developing a qualitative and quantitative monitoring and evaluation framework, by SCSW, Law, Parliamentary Affairs and Criminal Prosecution and relevant experts, to be institutionalised within administrative departments. • Developing a set of indicators, by SCSW, for effective monitoring and evaluation of implementation of the new criminal justice procedures for cases of rape and SV. • Lobbying with partner civil society organisations and media to facilitate in the monitoring and evaluation framework developed to ensure both quantitative and qualitative monitoring of implementation of the new criminal justice procedures. 	<p>Sindh High Court has a MIT system which oversees the monitoring of judges in the field – however this is primarily quantitative monitoring as opposed to qualitative monitoring.</p> <p>The administrative departments of key institutions build in such monitoring into their regular work for sustainability.</p>
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5.10. Data Collection and Analysis

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.10.1	Data on VAW, particularly rape and SV must be identified from various sources including the police, prosecution, judiciary, hospitals and medico-legal centres, shelter homes and crisis centres, consolidated and analysed on a regular basis to identify patterns of violence being inflicted upon women and girls.	<ul style="list-style-type: none"> • Women Development Department • Sindh Commission on the Status of Women • Home Department • Law, Parliamentary Affairs and Criminal Prosecution Department • Health Department • Social Welfare Department 	There is limited authentic data on cases of rape from the State which hinders required seriousness and responsiveness to such cases.	<ul style="list-style-type: none"> • Lobbying with WDD key Government Departments and Institutions, by WDD, to analyse data on the number of cases of rape being complained of, prosecuted and convictions achieved. • Formulating data collection tools, indicators and analysis, by SCSW, to produce research analysis on VAW, particularly, rape and SV across Sindh. • Analysing data gathered by WDD, by SCSW, to produce a qualitative and quantitative analysis on the patterns and demographic of VAW, especially rape and SV. 	The Women Development Department is legally obligated to collect, collate and analyse data on VAW. It is in the process of data collection from relevant justice sector departments for this purpose.

5.10.2	Regular qualitative and quantitative research to elaborate and diagnose specific gaps and bottleneck within the system.	<ul style="list-style-type: none"> • Sindh Commission on the Status of Women • Sindh Judicial Academy • Home Department • Law, Parliamentary Affairs and Criminal Prosecution Department • Women Development Department. 	<p>The judiciary must examine in detail case trials to identify where exactly the delays at trial level are and to develop strategies to combat this.</p> <p>An assessment of the District and Session Courts responses to cases of rape to examine and to identify the average time of response to share with parties to a case and prosecution to encourage more appeals where necessary.</p>	<ul style="list-style-type: none"> • Formulating data collection tools, indicators and analysis, by SCSW, to diagnose specific gaps and bottlenecks within the system in cases of VAW, especially rape and SV. • Researching to diagnose specific gaps and bottlenecks within the system in cases of VAW, especially rape and SV, by SCSW and SJA, on a regular basis. 	
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5.11. Amending Definition of “Rape”

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
5.11.1	Proposal to the Federal Government to amend the	<ul style="list-style-type: none"> • Women Development Department • Home Department 	The gaps in the current definition include lack of definition of consent or	<ul style="list-style-type: none"> • Proposing amendment to the definition of rape in PPC to make the definition gender neutral, inclusive and covering all facets of rape and 	

	<p>definition of rape given in section 375 of the Pakistan Penal Code, 1860.</p>	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal • Public Prosecution Department 	<p>inclusion of male rape and other forms of rape and raising age of consent to 18 i.e. a major.</p> <p>There is a lack of broader definition of rape and sexual violence, which if defined could ensure criminalization of a range of unacceptable conducts.</p> <p>The definition of rape should be amended to make it gender neutral and eliminate the perception that only female rape is highly punishable, and to expand the understanding of rape beyond merely penile penetration of the vagina.</p>	<p>penetration of a sexual nature, by the WDD and Law, Parliamentary Affairs and Criminal Prosecution Department. The proposed amendment can be forward to the federal Ministry of Law and Justice through the Law, Parliamentary Affairs and Criminal Prosecution Department, for consideration.</p>	
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**TERTIARY RESPONSE
TO SEXUAL VIOLENCE**

TERTIARY

6. Tertiary Response to Sexual Violence Framework

Long-term responses after sexual violence have occurred to deal with the lasting consequences of violence

6.1. Support to Victim/Survivor

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
6.1.1.	Ensuring provision of counselling or therapy (individual or group depending on the need) for victims/survivors.	<ul style="list-style-type: none"> Health Department 	<p>Trauma and Post-Traumatic Stress Disorder (PTDC) are common concerns faced by victim/survivors post the actual rape or sexual violence.</p> <p>Counselling, therapy etc. are key ingredients contributing towards a victims/survivor's full recovery. Often this treatment goes for many months if not years, and is particularly useful during the trial process.</p> <p>Several counsellors incorporate life management skills into the</p>	<ul style="list-style-type: none"> Identifying medical practitioners and councillors, by the Health Department, who are qualified and can provide these types of services in all districts. In particular, those providing pro bono services must be identified. Providing the lists of identified medical practitioners and councillors, by the Health Department, to court, as well as all departments that provide legal aid. 	

			<p>sessions for survivors/victims. This helps them to mitigate some of the damage and restore a sense of safety and master over their lives. In essence, it turns them from a victim into a survivor.</p>	<ul style="list-style-type: none"> Utilising funds allocated to the Government to provide medical aid to victims/survivors of rape and SV. Launching media campaigns, by Health Department and SCSW, to combat the stigma of mental health issues in order to promote better mental health, particularly of those who have experienced such trauma. 	
6.1.2.	Development of a long-term protection plan for victims/survivors not residing in Dar-ul-Amans and other shelter homes.	<ul style="list-style-type: none"> Social Welfare Department Women Development Department Human Rights Department Home Department Law, Parliamentary Affairs and Criminal Prosecution Department Other government departments where necessary 	<p>Protection of complainant and witnesses is a major concern in such cases where they are known. There must be mechanisms for their protection which go beyond just sending them to Dar-ul-Aman's or other shelter homes for an immediate time period during crisis,</p>	<ul style="list-style-type: none"> Developing individualised plans for victims/survivors of rape and SV, by Women Development Department, Social Welfare Department and Human Rights Department in coordination with other relevant Departments and institutions, to ensure long-term protection and safety of the victims/survivors. Developing a policy and notifying rules, by the Law, Parliamentary 	

			<p>particularly as cases often take years to be resolved.</p> <p>The victim/survivor has to move out of the shelter homes and continue with her life with potential continued threat. Thus, the government with the support of experts must be available and ready to develop individualised plans to ensure their continued long-term protection and support.</p>	<p>Affairs and Criminal Prosecution Department, Home Department and Social Welfare Department, for providing support beyond legal and medical aid to the victim/complainant, which may include re-allocation and economic empowerment of the complainant/victim.</p>	
6.1.3.	<p>Development of a long-term rehabilitation and reintegration plan for victims/survivors/complainants who have fled from environments</p>	<ul style="list-style-type: none"> • Social Welfare Department • Women Development Department • Human Rights Department • Finance Department <p>Support will be needed from:</p> <ul style="list-style-type: none"> • Home Department 	<p>This kind of plan is different from a protection plan as that requires actual protection.</p> <p>A rehabilitation and reintegration plan requires a plan of action to support the survival of the victim/survivor</p>	<ul style="list-style-type: none"> • Accessing different financial support mechanism such as Zakat, Bait-ul-Maal and Women in Distress and Detention funds, by WDD and Social Welfare Department, to provide support to the victim/survivor. 	

	(including family) which have perpetuated the sexual abuse and violence.	<ul style="list-style-type: none"> • Law, Parliamentary Affairs and Criminal Prosecution Department • Other government departments where necessary 	<p>away from her family and normative support systems.</p> <p>This may include housing, employment, support funds etc.</p>	<ul style="list-style-type: none"> • Providing access to low cost housing and employment in addition to start up funds, by the WDD and Social Welfare Department, in order to make victim/survivor able to create a life on her own as a form of rehabilitation. Removal of economic dependency will assist her in the long term. 	
6.1.4.	Formation of support groups and other resources for survivors/victims self-healing.	<ul style="list-style-type: none"> • Women Development Department • Social Welfare Department • Human Rights Department 	<p>Support groups have been recognized to support to healing process of the victim/survivor.</p> <p>It is essential for the victim/survivor to have knowledge and access to such groups to be able get the support and treatment needed.</p>	<ul style="list-style-type: none"> • Forming support groups, by the WDD and Social Welfare Department, of victims/survivors who have accessed government services for self-healing. WDD and Social Welfare Department can facilitate their meetings and collaborations. 	

6.2. Intervention at Early Stages

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
6.2.1.	Identification of early signs of VAW and SV in order to attempt to prevent VAW and SV from happening in the first place for example intervention in cases of domestic violence or harassment etc.	<ul style="list-style-type: none"> • Women Development Department • Social Welfare Department • Human Rights Department • Sindh Commission on the Status of Women 	In an attempt to combat VAW and SV in particular, international practices have shown success in addressing root causes of discrimination and equality, resulting in greater self-agency.	<ul style="list-style-type: none"> • Identifying root causes of VAW and SV, by WDD and SCSW, in order to formulate a strategy to address early signs of VAW and SV. 	

6.3. Continued Financial, Legal and Medical Support

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
6.3.1	Economic/financial support must be given to the victim/survivor and the primary	<ul style="list-style-type: none"> • Women Development Department • Social Welfare Department • Human Rights Department • Pakistan Bait ul Maal 	One of the biggest issues survivors/victims and their family face is loss of earning and loss of security system in their community if accused belongs	<ul style="list-style-type: none"> • Identifying and accessing existing Government pools of funds, by WDD and Social Welfare Department, to use these funds to help victims/survivors of rape and SV. 	

	earning member of the family.		to the same community. They need to have some funding to support the family. This makes them frustrated and vulnerable to compromising the cases on the basis of financial compromise. This financial support provided, however, must not be limited to a certain use.	<ul style="list-style-type: none"> Facilitating victims/survivors to access, the Government pools of funds, by WDD and Social Welfare Department, to provide economic and financial support. 	
6.3.2	Low or No Cost Housing for Victims/Survivors of Rape and Sexual Violence.	<ul style="list-style-type: none"> Women Development Department Social Welfare Department Law, Parliamentary Affairs and Criminal Prosecution Department Home Department Local Government Department 	Upon reporting of a case of rape and SV, a victim/survivor often finds it difficult to return to home to the same conditions experienced previously, including violence and threats of violence to the family. Difficulty in obtaining and maintaining employment is also	<ul style="list-style-type: none"> Allocating funds for survivors/victims, by WDD and Social Welfare, to provide support and services which go beyond the immediate medical and legal aid. Identifying potential property for the low-cost housing, by Social Welfare Department, to establish low-cost housing for victims/survivors of rape 	

			<p>an issue, particularly due to the mandatory attendance during a long-protracted trial. Often shelter becomes the primary concern.</p> <p>It is essential to provide the victim/survivor with financial support, but it is also essential for them to have a safe home to reside in during this time.</p>	<p>and SV who cannot return home. Also providing a set amount of finances to the victim/survivor to cover costs of rent and other associated costs based on a pre-decided criterion.</p> <ul style="list-style-type: none"> Analysing potential establishment of mid-way houses, by Social Welfare Department, to provide a minimum of one-year stay for victims/survivors until reintegration into society. 	
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6.4. Rehabilitation of Perpetrators

No.	Intervention	Responsible Agencies	Relevance of Intervention	Proposed Actions	Status of Compliance
6.4.1.	Formulation of a Rehabilitation Plan for a long-term strategy.	<ul style="list-style-type: none"> Prison Department Home Department Law, Parliamentary Affairs and Criminal Prosecution Department Social Welfare Department 	<p>There is little focus on rehabilitation of offenders and prisoners. There must be an increased focus to ensure that the high prison sentences result in reformed citizens when they re-enter society.</p>	<ul style="list-style-type: none"> Evaluating the objectives, principles and processes of Prisons, by Sindh Prisons Department, shifting the focus from retribution to rehabilitation. Providing therapy and psycho-social support to sex offenders, by the Prisons Department and Social Welfare Department, to initiate 	<p>The Government of Sindh the Sindh Prisons and Corrections Services Act, 2019 which includes a focus on rehabilitation of</p>

				processes of rehabilitation of perpetrators.	prisoners as opposed to purely retribution.
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ANNEXURES

7. Annexures

7.1. List of the Meetings

S.No.	Name	Designation	Organization/ Department/ Institution	Meeting Date
1	Barrister Murtaza Wahab	Advisor to Chief Minister	Law, Environment, Climate Change & Coastal Development	January 28, 2020
2	Ms. Syeda Shehla Raza	Minister	Women Development Department	July 23, 2019
3	Dr. Muhammad Usman Chachar	Additional Chief Secretary	Government of Sindh	January 23, 2020
4	Mr. Shariq Ahmed	Secretary	Law, Parliamentary Affairs and Criminal Prosecution Department	November 12, 2019
5	Ms. Alia Shahid	Secretary	Women Development Department	February 15, 2019 & April 24, 2019
6	Ms. Lubna Salahuddin	Secretary	Human Rights Department	November 25, 2019
7	Mr. Salman Talibuddin	Advocate General	Law, Parliamentary Affairs and Criminal Prosecution Department	September 17, 2019
8	Mr. Fiaz Shah	Prosecutor General	Law, Parliamentary Affairs and Criminal Prosecution Department	November 15, 2019
9	Mr. Ayaz Tunio	Prosecutor General	Law, Parliamentary Affairs and Criminal Prosecution Department	March 29, 2029 & July 26, 2019
10	Justice (Retired) Khilji Arif Hussain	Director General	Sindh Judicial Academy	September 26, 2019
11	Justice (Retired) Majida Razvi	Chairperson	Sindh Human Rights Commission	May 22, 2019
12	Ms. Nuzhat Shirin	Chairperson	Sindh Commission on the Status of Women	May 21, 2019
13	Mr. Javed Riaz, PSP	DIGP Investigation	Sindh Police	July 25, 2019
14	Dr. Qarar Abbasi	Police Surgeon, Karachi	Health Department	October 29, 2019
15	Dr. Summaiya Syed Tariq	Senior Medicolegal Officer, Civil Hospital	Health Department	February 28, 2019
16	Dr. Shabnam	Chief Technical Advisor	Health Department	November 14, 2019

17	Ms. Sarah Zaman	Independent Researcher		February 04, 2019
18	Ms. Nazish Brohi	Development Consultant		March 25, 2019
19	Ms. Asiya Munir	In-House Lawyer	WAR Against Rape	February 04, 2019 & 25 February 2019
20	Mr. Shehneel Gill	Senior Trainer	Aahung	March 25, 2019
21	Ms. Sara Malkani	Advocate High Court		March 25, 2019



GOVERNMENT OF SINDH