

KHYBER PAKHTUNKHWA'S PATH TO GENDER PARITY:

PROGRESS, INSIGHTS, AND WAY FORWARD

AN EXECUTIVE REPORT



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MESSAGE OF CHIEF MINISTER



As we stand at the crossroads of progress, it is imperative that we recognize the transformative power of gender parity in shaping a fairer, more inclusive society. Achieving gender equality is not just a moral obligation but a vital investment in the future of Khyber Pakhtunkhwa. We understand that gender equality is not just a policy but a movement that requires collective action. It is about creating a society where our daughters, mothers, and sisters can realize their full potential without facing discrimination.

Under the leadership of Imran Khan, Government of Khyber Pakhtunkhwa has taken significant steps towards focusing on the education of girls, healthcare access, legal rights, and economic independence. This report reflects our commitment to building a province where every individual, regardless of gender, has the freedom to dream, excel, and contribute to the development of our society.

Our vision is clear: Khyber Pakhtunkhwa will be a model of gender parity, where women are not only given their rightful place in society but are also empowered to thrive and lead. We are striving to eliminate barriers that hinder the progress of women, ensuring they have access to resources, education, and opportunities that will enable them to succeed. We are also committed to creating a safer environment for women in Khyber Pakhtunkhwa. This includes enforcing laws that protect women from violence, as well as promoting awareness and respect for their rights in every aspect of life.

The path to gender parity may be challenging, but it is a journey we must take together. As the Chief Minister of Khyber Pakhtunkhwa, I express my strong commitment to the pursuit of gender equality and the empowerment of women in our province. I urge all citizens of Khyber Pakhtunkhwa to stand with us in this cause. With your support and the continued dedication, we will create a more inclusive and prosperous province, and Pakistan, for all.

A handwritten signature in white ink, appearing to read 'Ali Amin'.

CHIEF MINISTER KHYBER PAKHTUNKHWA

FOREWARD

This executive report – Khyber Pakhtunkhwa’s Path to Gender Parity: Progress, Insights, and Way Forward – draws on the Khyber Pakhtunkhwa State of Gender Parity Report 2024, prepared by the Khyber Pakhtunkhwa Commission on the Status of Women. Curated, compiled, and designed by a team of three women authors, this executive report aims to enhance accessibility and understanding of the original report’s insights. It offers a comprehensive look at the status of gender equality in the province and highlights the persistent challenges faced by women and gender minorities, shaped by the prevailing socio-cultural outlook. Our intention is not only to take stock of existing gender gaps in education, employment, healthcare, social and political participation, and to shine a spotlight on the provincial government’s commitment to promoting gender parity, but also to present actionable recommendations that can lead to a more equitable society and serve as a catalyst for further progress.

Khyber Pakhtunkhwa, a province rich in culture and history, is at a crucial juncture where efforts to empower women and promote gender equality are vital for its future progress. By exploring both the hurdles and the strides made in the province, we hope to contribute to a broader dialogue and inspire tangible change. While this report serves as a testament to the resilience of women in KP and the ongoing need for systemic changes, it is also a declaration of the monumental and meaningful advancements in efforts to achieve gender parity across various sectors in the province in the last decade. Increased investment in girls’ education, enactment and implementation of pro-women laws, expanding employment opportunities, and policy shifts toward greater gender inclusion reflect the province’s commitment to progress and prosperity through gender-responsive governance.

We extend our deepest gratitude to the Chief Minister and his team at the Chief Minister’s Secretariat for extending the opportunity. The path to achieving gender parity is long, but with collective action, we believe a more just and inclusive future for KP is within reach.

CURATED, COMPILED & DESIGNED BY

Tabassum | Amna | Anam | Shehreyar

INTRODUCTION

The executive report on Khyber Pakhtunkhwa's Path to Gender Parity: Progress, Insights, and Way Forward marks a historic milestone as the province's first-ever comprehensive, data-driven assessment of gender inclusion. The report evaluates the status of women and men - and where available, transgender persons - across multiple sectors, focusing on access to services and participation in socio-economic and political spheres of life.

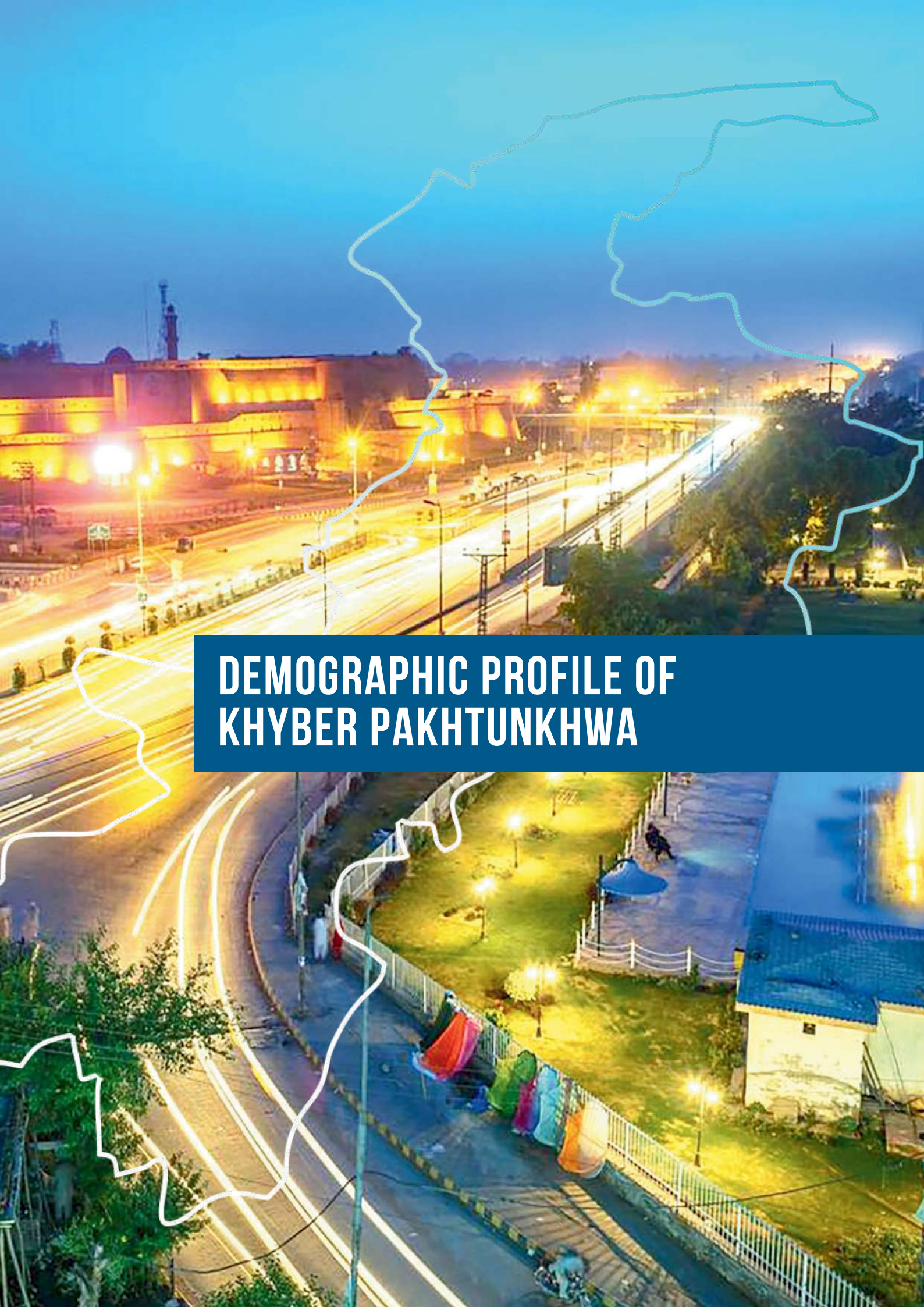
Khyber Pakhtunkhwa has experienced profound socio-political and economic challenges over the past many decades, shaped by human and nature-induced emergencies, displacement and economic hardships. The region has faced waves of instability, due to spill over effects from regional security challenges to internal security crises, natural disasters, complex emergencies and ongoing struggles with economic development. Difficult terrain and energy crises further compound these issues, hindering infrastructure development and affecting the economic growth. These challenges have significantly influenced the social fabric of the province, particularly in terms of gender roles and opportunities. Women and other marginalized groups have historically faced systemic barriers in education, employment, and public participation, while men have often shouldered economic burdens in an environment of limited resources and job opportunities.

This report demonstrates the provincial government's commitment to evidence-based policymaking and inclusive governance. This Executive Report covers eight core dimensions, each presenting a gender-focused analysis of provincial data received from administrative departments & organizations for the period January to December 2023 and leading national and sub-national surveys based literature review from a diverse range of sources including latest qualitative research. These eight core dimensions are listed as follows:

1. Demographic Profile
2. Health & Well-being
3. Education, Learning & Skill Development
4. Economic Participation & Opportunities
5. Governance & Decision-making
6. Access to Justice against Gender Based Violence
7. Gender & Climate Change
8. Special Initiatives for Uplifting the Status of Women in Khyber Pakhtunkhwa

This effort serves as a baseline for the province and is anchored in a robust national and international legal and policy framework that legitimizes and necessitates gender-based assessments and data driven decision-making at the national level, the Constitution of Pakistan provides a clear mandate for gender equality, with Article 25(2) guaranteeing non-discrimination on the basis of sex, Article 25(3) enabling the state to make special provisions for women and children, and Article 27 assuring equal employment opportunities for all citizens. Internationally, Pakistan is committed to a normative frameworks such as the Beijing Declaration and Platform for Action (1995), which calls for eliminating gender disparities through evidence-based evaluation in areas such as education, healthcare, economic participation, and decision-making. As a signatory to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Pakistan is obligated to regularly assess and report on gender disparities. The country is also a committed participant in the Agenda 2030 and its Sustainable Development Goals, particularly Goal 5, which focuses on achieving gender equality and empowering all women and girls.

In addition to these constitutional and international commitments, this Executive Report aligns with and supports the implementation of several key national and provincial policies, including the National Gender Policy Framework 2022, Khyber Pakhtunkhwa Women Empowerment Policy Framework (2015), Khyber Pakhtunkhwa Women Empowerment Policy (2017), Khyber Pakhtunkhwa Health Policy (2018–2025), Khyber Pakhtunkhwa Education Sector Plan 2020/21–2024/25, Khyber Pakhtunkhwa Human Rights Policy 2018, Khyber Pakhtunkhwa Labour Policy (2022), Khyber Pakhtunkhwa Youth Policy 2016, Khyber Pakhtunkhwa Climate Change Policy & Action Plan 2022, and Khyber Pakhtunkhwa Urban Policy 2023. Taken together, these frameworks provide a comprehensive foundation for gender-inclusive governance. Thus, it is more than just a statistical exercise - it is a transformational governance tool. By identifying gaps, measuring progress, and informing targeted policy interventions, it positions the province on a progressive path towards inclusive and equitable development. This report not only sets a new benchmark for Khyber Pakhtunkhwa but also serves as a model for other provinces aiming to integrate gender perspectives into their governance and development agendas.



DEMOGRAPHIC PROFILE OF KHYBER PAKHTUNKHWA

DEMOGRAPHIC PROFILE OF KHYBER PAKHTUNKHWA

POPULATION OF KHYBER PAKHTUNKHWA

As of 2023, Khyber Pakhtunkhwa (KP) has a population of 40.85 million, reflecting a growth of 15.08% from 35.5 million in 2017 over the six-year period. However, this demographic increase is accompanied by a significant trend: a gradual decline in the annual growth rate, which fell from 2.82% in 2017 to 2.38% in 2023. This indicates a slower yet consistent rise in population growth over time. Of the total population of the province, 51.02% are male, 48.97% are female, and 0.0027% identify as transgender. 15.01% of the population lives in urban areas, while 84.99% resides in rural areas. This indicates a predominantly rural demographic, which influences the province's infrastructure, economy, and lifestyle, and necessitates policies and resource allocation that prioritize rural needs.

URBAN POPULATION



15.01%

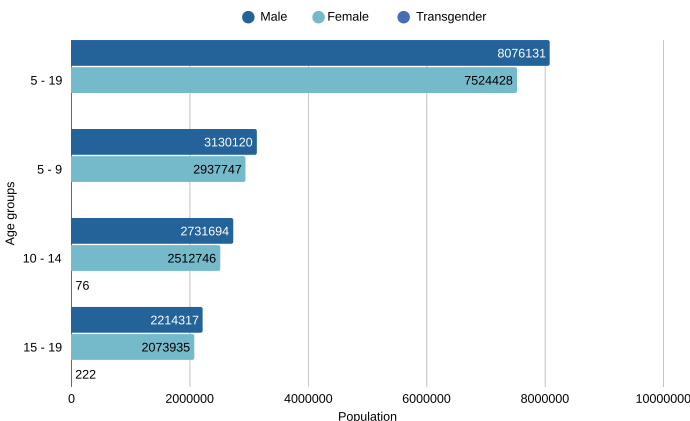
RURAL POPULATION



84.99%

POPULATION BY AGE GROUP

The total population aged 5 to 19 in Khyber Pakhtunkhwa is 15,600,857, comprising 51.8% males (8,080,045) and 48.2% females (7,520,812). Within this age group, the 5 to 9 age bracket is the largest, with 6,067,867 individuals - 51.6% male and 48.4% female. The 15 to 19 age group is the smallest, with a population of 4,288,474, of which 51.6% are male and 48.4% are female (Pakistan Bureau of Statistics, 2023). This gender distribution highlights the youthful demographic of Khyber Pakhtunkhwa, with a significant proportion of the population in their early years, poised to enter the education system and eventually the workforce. The relatively balanced gender ratio in these age groups suggests a stable foundation for future gender parity initiatives within educational and occupational sectors.



TOTAL POPULATION

40.85 MILLION



MALE
51.02%



FEMALE
48.97%



TRANSGENDER
0.0027%



ANNUAL AVERAGE GROWTH RATE 2.38%

CENSUS 2023, PAKISTAN BUREAU OF STATISTICS



WOMEN OF CHILDBEARING AGE (15-49 YEARS): 22% OF TOTAL POPULATION



TOTAL FERTILITY RATE (TFR): 4 BIRTHS PER WOMAN

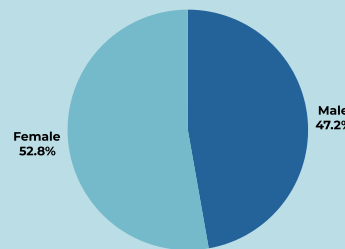
KHYBER PAKHTUNKHWA HEALTH SURVEY 2017

FAITH-BASED POPULATION IN KP

Faith-based population data in Khyber Pakhtunkhwa shows that Christians are the largest non-Muslim group, numbering 134,884 individuals with a female majority of 71,190, approximately 63,685 males and 9 transgender individuals. Hindus follow as the second-largest non-Muslim population group in the province with 5,473 individuals, and an almost equal gender distribution - 2,752 females slightly outnumbering 2,721 males.

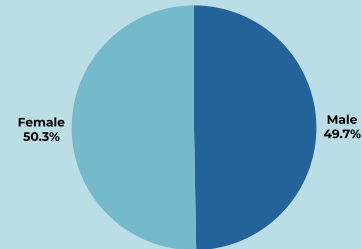
CHRISTIAN

Male Female Transgender



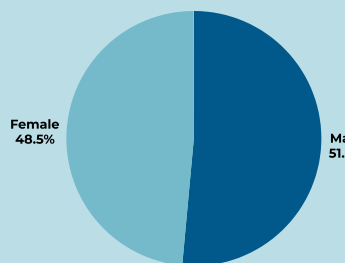
HINDUS

Male Female Transgender



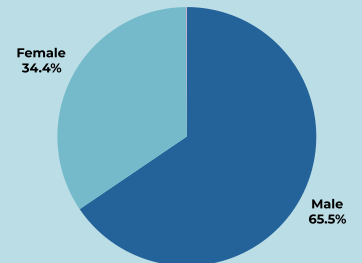
SIKHS

Male Female Transgender



SCHEDULED CASTES

Male Female Transgender



CENSUS 2023

POPULATION WITH DISABILITIES

According to the 2023 Census, in Khyber Pakhtunkhwa, 1,285,273 people have disabilities, accounting for 3.16% of the population. Of these, 87% (1,116,070) reside in rural areas, and 13% (169,203) live in urban. Males with disabilities make up 1.49% of the total population, whereas females constitute 1.26%. In urban areas, males with disabilities represent 0.24% and females 0.28%; in rural areas.

According to data received from the Directorate of Social Welfare, the highest number of disabilities fall under the physical, hearing, visual, and cognitive categories. Peshawar ranks first among the districts, with 9,367 males, 4,034 females, and 3,122 children registered as physically disabled.

Nowshera, with 1,615 males, 1,761 females, and 511 children, is followed by Swat with 1,048 males, 1,237 females and 850 children, in having the highest numbers of individuals registered with visual impairments.

With 1,678 males, 774 females and 930 children, Dir (Lower) reports the highest number of individuals with hearing impairments, followed by the districts of Nowshera and Peshawar. In the category of cognitive disability, the districts of Mansehra, Peshawar, Swabi, Swat, Dir (Lower) and Malakand have the highest registered number of individuals with cognitive disabilities with children & males making up the majority of registered persons (KPCSW, 2025).

ISSUANCE OF CNIC TO PERSONS WITH DISABILITIES BY NADRA

According to data obtained from the NADRA, a total of 468,917 CNICs have been issued to specially abled males. Of these 30,433 (6.49%) individuals are registered as visually impaired, 20,360 (4.34%) with hearing impairments, 34,667 (7.39%) categorized as having cognitive disabilities, and 383,457 (81.78%) with physical disabilities, which constitute the largest share. Similarly, 74,258 CNICs have been issued to specially abled females, with 3,907 (5.26%) registered as visually impaired, 3,500 (4.71%) with hearing impairments, 11,364 (15.30%) categorized as having cognitive disabilities, and 55,487 (74.72%) with physical disabilities, forming the majority.

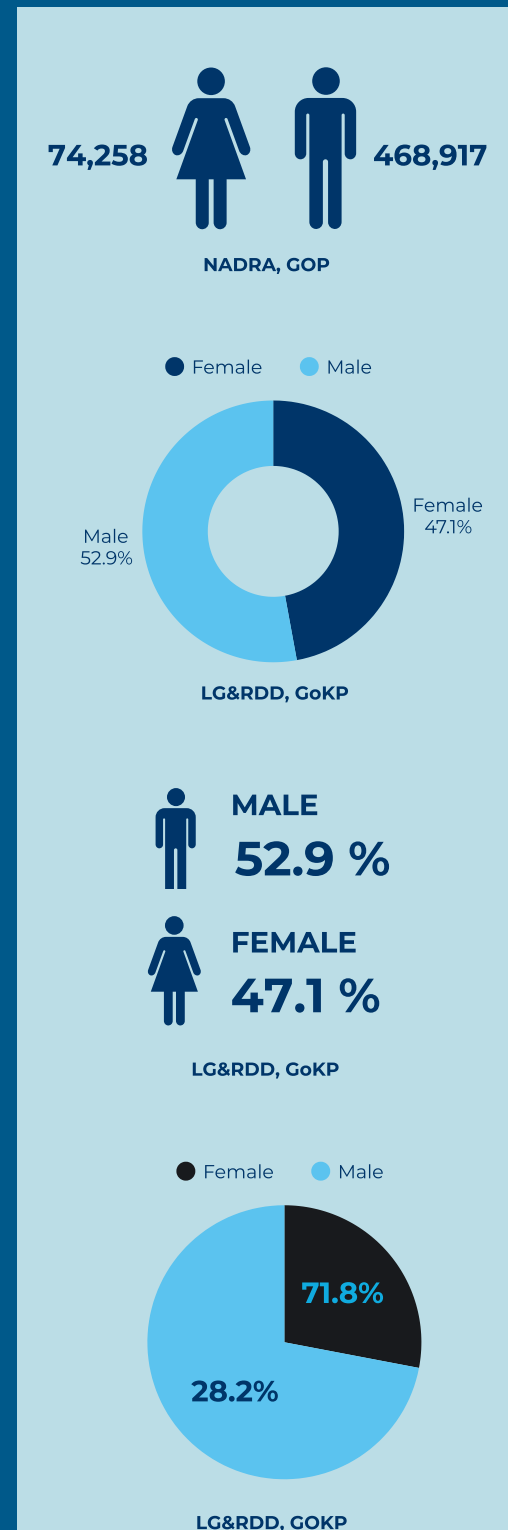
Among transgender individuals in the province, the number of hearing-impaired persons recorded remains at zero, while only five transgender individuals have been registered as physically disabled across all districts. Among them, two transgender persons are registered in the districts of Bajaur and D.I Khan each, with all other districts reporting zero individuals, and District Charsadda recording only one individual across both disability categories. This data highlights a critical gap in the registration and recognition of transgender persons with disabilities, likely due to significant underreporting. Research suggests that under-reporting among transgender population may stem from various systemic barriers such as social stigma, lack of legal identification documents, limited outreach by state institutions, and the exclusion of transgender persons from mainstream disability and health services (Rashid et al., 2022).

REGISTERED BIRTHS

In 2023, KP recorded a total of 1,092,798 births. Of these, 574,787 were male, representing approximately 52.9% of all births, while 511,941 were female, accounting for around 47.1%. This suggests a minor gender imbalance in birth registrations, with more males births registered than females. Despite a generally conservative outlook, the narrow disparity in female birth registrations compared to males is a positive indicator of societal attitudes towards registering female births. This progress is crucial as birth registration forms the foundation for establishing women's civic identity and accessing their rights and services. The districts with the highest birth registrations in 2023 were, Tribal District Khyber, with 146,863 births (66.4% male and 33.6% female), Peshawar, which had 50,536 births (60.4% male and 39.6% female); and Mardan, with 47,531 births (51.6% male and 48.4% female) (KPCSW, 2025).

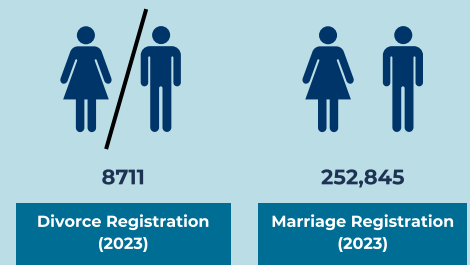
REGISTERED DEATHS

The Government of Khyber Pakhtunkhwa (GoKP) acknowledges the substantial gender disparity in death registrations—71.8% for males compared to just 28.2% for females—and the implications this has for women's legal identity, inheritance rights, and access to social protection. Evidence suggests that this underreporting of female deaths is, in part, influenced by prevailing gender norms in Pakistan. These norms affect women's access to healthcare, contribute to a high rate of home deliveries, and ultimately increase maternal mortality, further compounding the invisibility of women's deaths in official records. (Zakar, Zakar, Mustafa, Jalil, & Fischer, 2018)

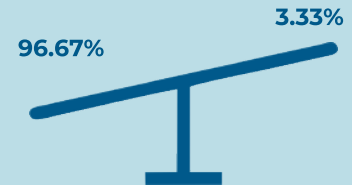


MARRIAGE & DIVORCE REGISTRATION

In 2023, Khyber Pakhtunkhwa recorded 252,845 marriages and 8,711 divorces, with a marriage-to-divorce ratio of 96.67% to 3.33%. Urban centers like Peshawar, Mardan, and Abbottabad showed higher rates of marriage registration, whereas rural and underdeveloped areas such as Torghar, Kohistan, and Battagram reported notably lower figures. This disparity is largely influenced by socio-cultural practices. In many rural and tribal regions, verbal nikah ceremonies-conducted without formal documentation-are still prevalent and upheld under strong community norms and Pashtun traditions. While culturally accepted, these informal unions often lead to legal and administrative challenges, particularly regarding inheritance, marital disputes, and women's rights protections. Research indicates that in these areas, traditional customs often take precedence over formal legal frameworks, leading to the denial of women's rightful inheritance (Ahmad, Batool, & Dziegielewski, 2016). To address these issues, the GoKP has introduced pre-marital counselling within its family planning and reproductive health services, emphasizing the importance of the Nikahnama as a legal instrument within marriage.



MARRIAGE-TO-DIVORCE RATIO



LG&RDD, GoKP- 2023

POPULATION'S EXPOSURE TO MASS MEDIA & INTERNET BY AREA & SEX

WOMEN AND MEN'S EXPOSURE TO MASS MEDIA IN KP

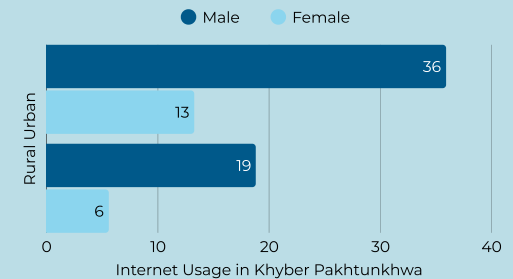
According to a UNESCO study, improved access to media enhances awareness, educational opportunities, and economic involvement. However, in Khyber Pakhtunkhwa, there is a significant gender disparity in media exposure between men and women. According to the Pakistan Bureau of Statistics and UNICEF (2019), 61.2% of men access media weekly, compared to only 27.7% of women. This gap is more evident in urban areas, where 71.3% of men and 46.7% of women access media weekly, and even wider in rural areas, with 45.3% of men compared to 17.8% of women. Television is the most accessed medium, with 49.9% of men and 22.7% of women watching weekly. Differences also appear in newspaper and radio exposure, with just 2.9% of men and 0.5% of women accessing all three media types weekly.

WEEKLY MEDIA ACCESS BY MEN AND WOMEN (AGED 15-49),



INTERNET ACCESS BY MALE & FEMALE IN KP

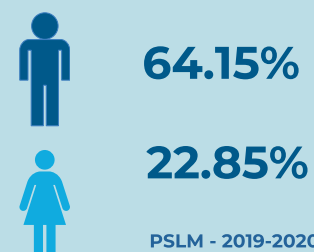
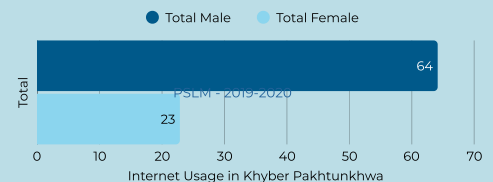
Notable gender disparity in internet usage in Khyber Pakhtunkhwa's urban and rural areas is also a barrier to development and empowerment as internet usage among males is only 21.77% which is still significantly higher than the 6.88% among females. Although urban areas show better internet access for both genders, with 35.91% of males and 13.27% of females using the internet, a significant gap remains. This divide is even more pronounced in rural areas, where only 18.8% of males and 5.59% of females have internet access, indicating lower overall connectivity, especially for women. Several studies suggest that women's limited internet access in Khyber Pakhtunkhwa is due to deep-rooted cultural fears and gender norms in the traditional rural society where mobile and internet use among girls is often seen as a threat to family honor, with fears of interactions with males members of the society (Ahmad, 2020).



ACCESS TO CELL PHONES BY MALE & FEMALE IN KP

In Khyber Pakhtunkhwa, 64.15 percent of males own mobile phones compared to only 22.85 percent of females. In urban areas, mobile phone ownership is comparatively higher for both genders, with 70.65 percent of males and 29.84 percent of females. According to Pakistan Bureau of Statistics. (2020), in urban areas, cell phone ownership is comparatively higher for both genders, with 70.65% of males and 29.84 % of females owning the cell phones, indicating wide gender disparity. Research indicates that social norms play a significant role in limiting women's access to mobile phones in rural Pakistan, including in Khyber Pakhtunkhwa. Additionally, other reported barriers to women's access to mobile internet phones is literacy, lack of digital skills and affordability ("Digital Divide and Gender Inequality in Pakistan," 2021).

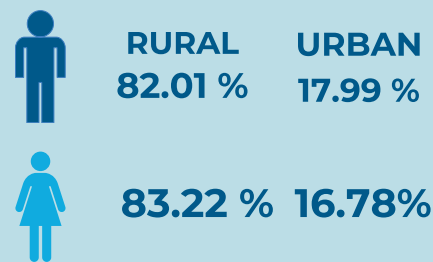
CELL PHONE OWNERSHIP IN KHYBER PAKHTUNKHWA BY AREA & GENDER (%) (2019-20)



CNIC REGISTRATION IN KP

The total number of male CNIC registrations in the province is 12,624,400, with rural registrations making up 10,352,688 (82.01%) and urban registrations totaling 2,271,712 (17.99%).

The total number of female CNIC registrations in the province is 11,325,185, with rural registrations making up 9,424,532 (83.22%) and urban registrations totaling 1,900,653 (16.78%). This distribution underscores a significant rural-urban disparity in female CNIC registrations. Research indicates that women in rural areas often face greater challenges in obtaining CNICs due to socio-cultural restrictions, limited mobility, and lower awareness levels. For instance, a survey by the International Foundation for Electoral Systems (IFES) found that only 13% of women aged 18-24 in large cities possessed a CNIC, compared to 46% in smaller cities and 52% in rural areas, highlighting the complex interplay of factors affecting CNIC registration across different regions.



PSLM - 2019-2020

RECOMMENDATIONS

In light of the above analysis, the following recommendations and proposed actions are outlined:

- With nearly equal numbers of males and females, it is essential that policies and development plans are gender-responsive, ensuring the needs and priorities of both genders are addressed equitably.
- A dedicated digital census should be conducted to accurately identify and document transgender population. It is also necessary to launch inclusive digital literacy programs tailored to their specific needs, and formally integrating transgender representation into social welfare policies. To encourage registration, the government should offer incentives such as access to social protection schemes, skill-building programs, and digital tools.
- To improve civil registration rates and protect women's rights in Khyber Pakhtunkhwa, it is recommended that the government simplify and decentralize the registration process for births, deaths, marriages, and divorces. Special focus should be placed on increasing formal marriage registrations in rural and tribal areas where verbal nikah remains common. This can be achieved by integrating pre-marital counselling and legal literacy on the *Nikahnama* into family planning and reproductive health services. Additionally, targeted awareness campaigns and community-based registration services should be introduced in low-registration districts to address socio-cultural barriers and promote the legal and social benefits of formal documentation. Establishing institutional linkages between death registration and inheritance processes, along with the mandatory collection and publication of sex-disaggregated data by hospitals, NADRA, and local governments, will further strengthen women's access to legal identity, inheritance, and social protection.
- Targeted interventions are necessary to improve women's access to cell phones technology in rural areas, including initiatives focused on digital literacy, affordability, and awareness campaigns. Programs that promote the use of mobile technology for education, health information, financial services, and entrepreneurship can help women become more economically and socially empowered.
- Low urban CNIC registration in tribal-adjacent districts remains a critical barrier to accessing public services and entitlements. To address this, targeted mobile CNIC registration drives should be conducted in urban slums, ensuring outreach to under-served populations. Improving access to NADRA services through extended office hours and simplified procedures can further ease the registration process. Leveraging local government networks to support and facilitate registration, alongwith strategic partnerships with NGOs for awareness campaigns, will be essential in increasing uptake and ensuring urban residents, especially in marginalized areas, are not left undocumented.



DIMENSION - I HEALTH & WELLBEING

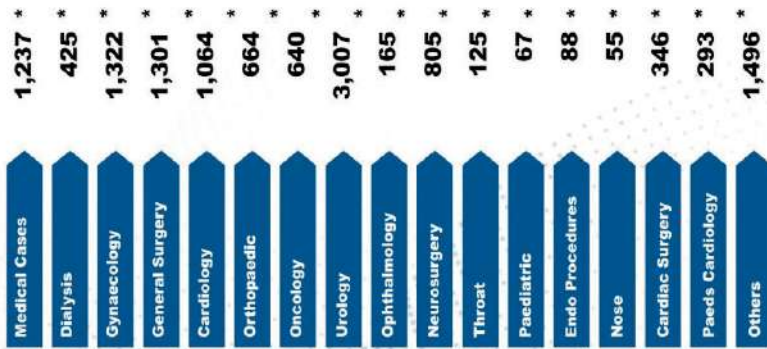


DIMENSION- I HEALTH & WELLBEING

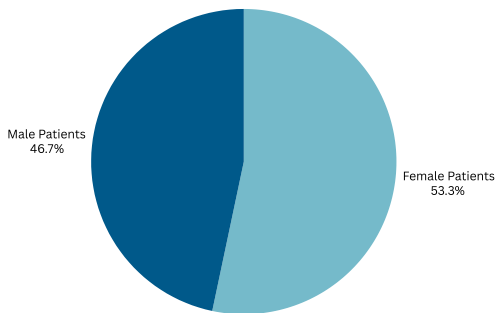
PROFILE OF HEALTH SECTOR

Healthcare facilities in Khyber Pakhtunkhwa have seen a steady growth in a number of significant key indicators like provision of services, number of patients treated, quality of healthcare provided, number of medical and paramedical staff etc. A total of 192 government hospitals, 959 dispensaries, 126 RHCs, 57 TB clinics and 975 private health care institutions in the province, requires an overall healthcare system improvements, including staffing, quality of care, and management.

The overall progressive trends in health sector can be directly linked to Health Sector reforms like Sehat Sahulat program, establishment of independent monitoring unit (IMU), Khyber Pakhtunkhwa Health Policy (2018–2025) etc. These and many other initiatives represent substantial advances toward strengthening the health system, improved healthcare access and better infrastructure, signifying betterment in healthcare on its own across the province.

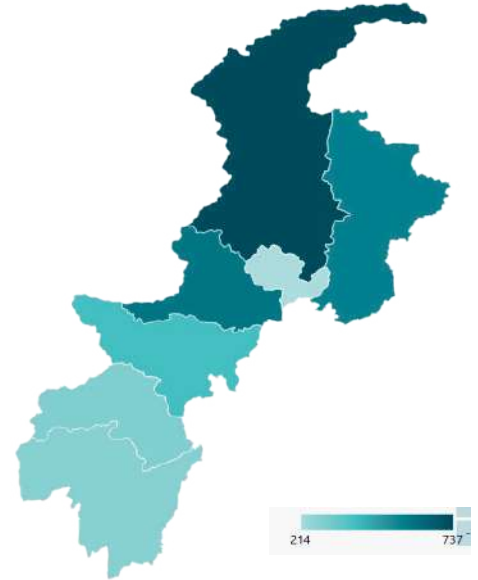


CATEGORY WISE TREATMENT REPORT ON SEHAT SAHULAT CARD
(MARCH - SEPTEMBER- 2024) - IPR



GENDER WISE UTILISATION OF SEHAT SAHULAT CARD
(BETWEEN 12.3.24 TO 12.09.24)

The government hospitals in Khyber Pakhtunkhwa have 9,560 doctors, 7,096 nurses, and 1,407 lady health workers, making up 15% of Pakistan's healthcare providers. Among the nursing staff, 20.9% are male (1,080) and 79.1% are female (4,095). The distribution of doctors is relatively balanced across districts with 32.4% female and 67.6% male medical practitioners. This difference in percentage can be traced back to traditional gender roles, work - life balance and inadequate facilities for working mothers.

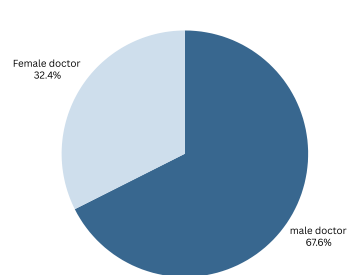


DIVISIONAL DISTRIBUTION OF GOVERNMENT HOSPITALS IN
KHYBER PAKHTUNKHWA
(DGHS- KP 2023)

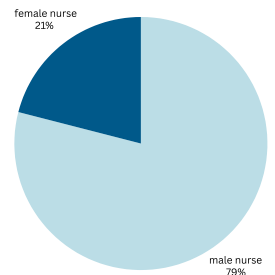
The progressive increase in number of healthcare institutions and services has been reflected in WHO's Joint Action Plan report with special focus on the life expectancy in Khyber Pakhtunkhwa reported to be the highest among Pakistan's provinces. Additionally, under-5 mortality rates are the lowest in KP. These statistics suggest that KP's life expectancy surpasses the national average, highlighting the province's relative success in improving public health outcomes.

With an approximate cost of 13,102 Million (PKR) spent between March and September 2024, a record 263,849 female patients were admitted and treated on Sehat Sahulat Card with Gynaecological services determined as the most availed treatment category.

MALE DOCTORS VS FEMALE DOCTOR
PERCENTAGE



MALE NURSES VS FEMALE
PERCENTAGE



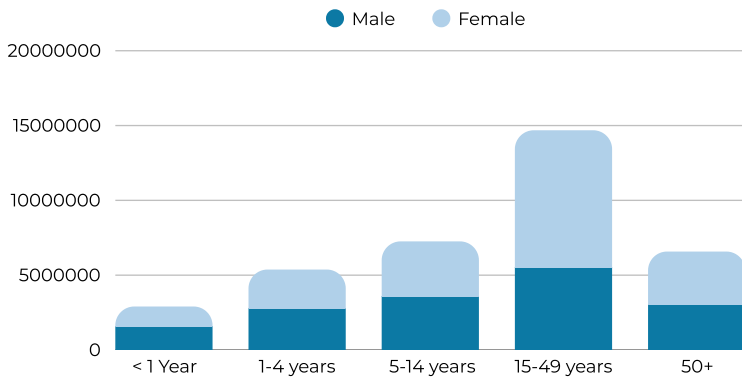
BUREAU OF STATISTICS KP-2023

GENDER BASED DISTRIBUTION OF DOCTORS AS ACADEMIC STAFF IN MEDICAL & DENTAL COLLEGES OF KHYBER PAKHTUNKHWA

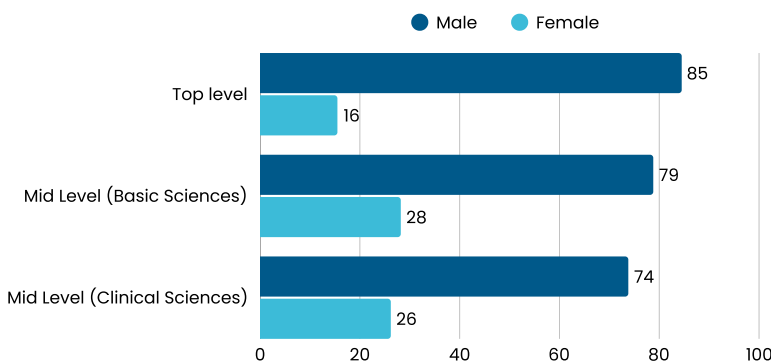
Female doctors as academic staff and administrative leaders in medical and dental colleges across KP remained under-represented. Gender-based differences were highest at top leadership positions, including Principal/Deans/Directors, where women occupy only 15.5% of the total leadership positions in health sector. However, women are relatively well represented in mid-level leadership positions. The mid-level leadership positions are further categorized into three groups (basic sciences, clinical sciences, and medical/ dental education departments). Across the three categories at the mid-level, the leadership gap tends to be narrower in the medical/dental education department, where more than 40% of the heads of the departments were females. The low retention rate of female doctors in field is also alarming as Pakistan Medical Council (PMC) states 50% of graduated women doctors either do not practice or leave employment in a short period (Raza et al., 2023). Consequently, the non-participation of these trained professionals exacerbates the physician deficit in Pakistan, underscoring the need for policies that support and retain female doctors in the healthcare system.

OPD ATTENDANCE BY AGE, AND GENDER

The total male OPD attendance stood at 16,462,835. Among male patients, those aged less than 1 to 14 years accounted for 7,910,048 visits (48.05%), while those aged 15 years and above recorded 8,552,787 visits (51.95%). Similarly, the total female OPD attendance for the year was 20,347,190. Among female patients, OPD attendance for those aged less than 1 to 14 years was 7,628,671 (37.49%), while for those aged 15 years and above, it was 12,718,519 (62.51%).



OPD ATTENDANCE - DGHS - 2024



BAR GRAPH SHOWING THE GENDER-BASED DISTRIBUTION OF ACADEMIC LEADERS IN KP'S MEDICAL AND DENTAL COLLEGE (2024)

GENERAL OPD ATTENDANCE BY GENDER (PRIMARY & SECONDARY HEALTHCARE FACILITIES)

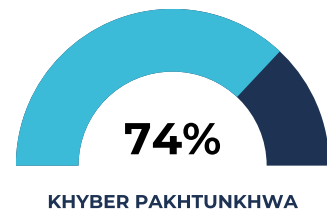
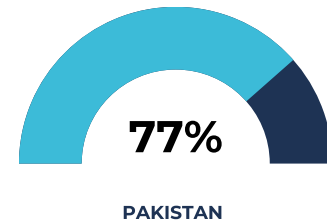
In 2023, outpatient department (OPD) attendance at primary and secondary healthcare facilities across the province comprised 55.28% female and 44.72% male patients



OPD ATTENDANCE (PRIMARY & SECONDARY HEALTH CARE FACILITIES - DGHS (2023))

PRE-NATAL CONSULTATION

The data shows that 77% of pregnant women in Pakistan receive pre-natal consultations. In Khyber Pakhtunkhwa (including merged areas), the percentage is at 74%, indicating a small gap compared to the national average.



COMPARATIVE ANALYSIS OF PRE-NATAL CONSULTATION

CHALLENGES IN ACCESSING HEALTHCARE SERVICES

In Khyber Pakhtunkhwa, 27% of women struggle to obtain permission for healthcare, exceeding the national average of 21%, while this figure rises to 33% in the MDs, reflecting deeper gender-based restrictions. Financial constraints also pose a major challenge, with 47% of women in Khyber Pakhtunkhwa citing affordability as a barrier, compared to 30% nationally and 52% in the MDs. Geographical access remains a concern, with 50% of women in Khyber Pakhtunkhwa reporting distance as an issue, surpassing the national average of 42% but significantly lower than 88% in the MDs. Mobility restrictions further exacerbate access issues, as 66% of women in Khyber Pakhtunkhwa are unwilling to visit healthcare facilities alone, compared to 58% nationally and a staggering 96% in the MDs. Overall, 77% of women in Khyber Pakhtunkhwa face at least one healthcare barrier, exceeding the national average of 67%, while 98% of women in the MDs encounter such obstacles.

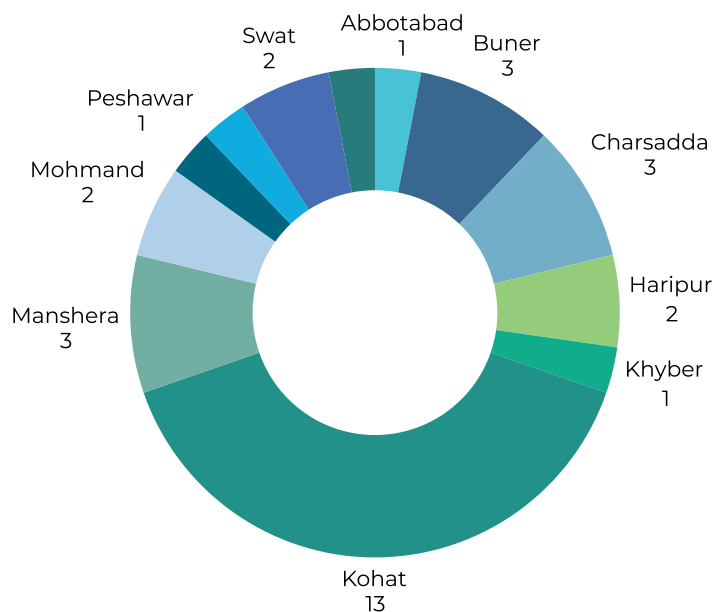
Demographic Representation	Getting Permission to visit Health Facility	Financial Barriers	Distance to Health Facility	Not willing to visit alone	At least 1 Miscellaneous problem
Overall	21	30	42	58	67
BALUCHISTAN	63	67	74	79	90
KHYBER PAKHTUNKHWA	27	47	50	66	77
PUNJAB	20	28	42	58	66
SINDH	10	17	26	46	54
FATA *	33	52	88	96	98

ESTIMATES FROM PAKISTAN DEMOGRAPHIC & HEALTH SURVEY 2017- 2018

MATERNAL MORTALITY RATE

The maternal mortality rate (MMR) in Khyber Pakhtunkhwa stands at 165 deaths per 100,000 live births, reflecting persistent risks faced by pregnant women, particularly in rural and remote areas. In 2023, the highest maternal mortality was recorded in District Kohat, with 13 maternal deaths, followed by Buner, Charsadda, and Mansehra, each reporting three maternal deaths.

Limited or delayed access to emergency obstetric care (EmONC) and inadequate maternal nutrition continue to pose serious threats to maternal health. Increased investments in skilled birth attendants, antenatal care, and postnatal services are crucial for reducing maternal deaths (Vidler, Kinshella, Sevene, et al., 2023).



* FATA (NOW MERGED DISTRICTS) HAVE BEEN REFLECTED SEPARATELY AS THE DATA IS FROM 2017 I.E. PRE- MERGER STATISTICS

STATUS OF WOMEN IN PAKISTAN REPORT- 2023

RECOMMENDATIONS

Based on the foregoing findings, the following recommendations and way forward are presented:

- Investing in maternal healthcare, family planning services, and skilled birth attendants, especially in rural areas to improve maternal health will directly support women's empowerment by giving them greater control over their reproductive health, reducing health risks, and enabling them to participate more freely in education, employment, and community life. Accessible family planning services can empower women to make informed decisions about their family size and timing.
- Expand and functionalise Maternal and Child Health (MCH) centres and adopt gender-responsive healthcare models, ensuring women have access to specialized healthcare services, can reduce gender gap in health outcomes which is a key barrier to women's empowerment.
- Increase the number of healthcare facilities, particularly in rural and under-served areas. Accessible healthcare enables women to stay healthy, minimizing time lost to illness or care-giving. Building facilities closer to residential communities, especially in rural areas, means they can manage their health needs more effectively.
- To strengthen family planning services, address high neonatal mortality rate and improve maternal and child health across Khyber Pakhtunkhwa, efforts should focus on expanding Family Welfare Centers (FWCs) and Mobile Service Units (MSUs) in under-served and remote areas while enhancing mobile outreach to improve access. Raising awareness through targeted gender sensitive campaigns and addressing cultural barriers by involving men through men advisory units and investing in training Lady Health Workers (LHWs) for culturally sensitive counselling and strengthening healthcare infrastructure to be women-friendly can foster a more supportive environment. Additionally, ensuring a steady supply of contraceptive options and utilizing data-driven insights to tailor interventions will help create a more equitable reproductive healthcare system across the province.
- To promote health equity and gender mainstreaming in health, Khyber Pakhtunkhwa can implement regional and international best practices. One such model is Indonesia's Gender Mainstreaming Initiative in Health Services. Indonesia's Ministry of Health has implemented gender mainstreaming across all health programs to ensure that both men and women receive equal access to healthcare services. The approach includes developing gender-sensitive policies, integrating gender perspectives into health training programs, and ensuring that healthcare facilities are equipped to address the specific needs of both genders. The Indonesian government established gender desks in health facilities to provide specialized care for men and women, offered gender sensitivity training to health workers, and used gender-disaggregated data to inform policy-making and service delivery. Government of Khyber Pakhtunkhwa can adopt similar gender-sensitive healthcare approaches by training healthcare workers in gender-sensitive care, and using gender-disaggregated data to tailor services.



DIMENSION-II EDUCATION, LEARNING & SKILL DEVELOPMENT

DIMENSION-II EDUCATION, LEARNING & SKILL DEVELOPMENT

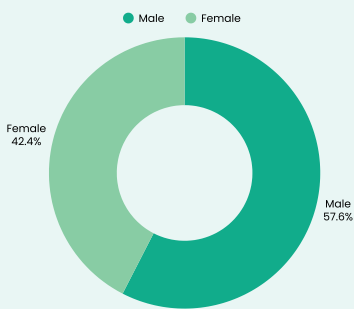
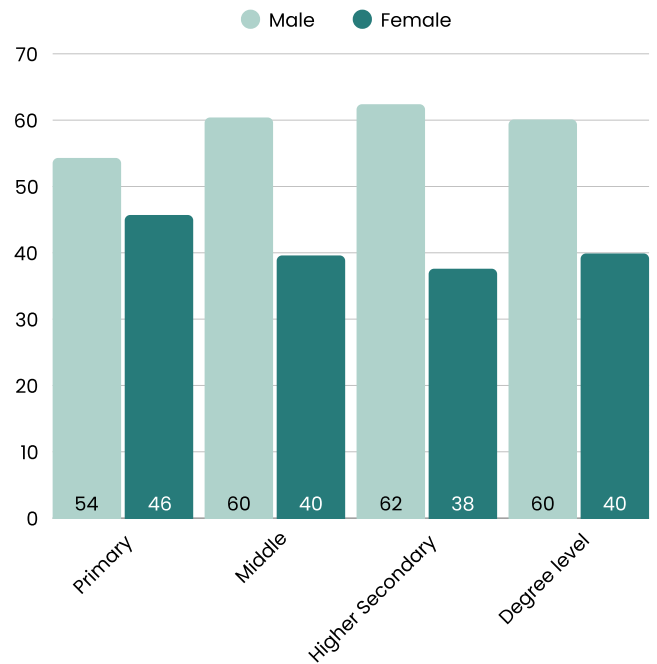
The Government of Khyber Pakhtunkhwa has reinforced its commitment to girls' education through wide ranging initiatives and reflection of its importance in the Khyber Pakhtunkhwa Women Empowerment Policy Framework and Policy. The framework advocates for increased enrolment and retention of girls in schools, alongwith initiatives to address socio-cultural barriers and gender-based discrimination. The recent enrolment drives and Policy interventions further build on these goals, emphasizing the need to create safe and supportive learning environments, improve infrastructure in girls' schools, and strengthen the role of female teachers, particularly in under-served areas.

EDUCATIONAL PROFILE OF KHYBER PAKHTUNKHWA

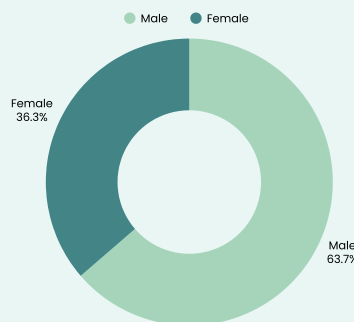
The estimated budget allocation for education in the 2022-23 period was 55,691.810 million (PKR), demonstrating the government's investment in this critical sector. In terms of education infrastructure, in 2022-23, Khyber Pakhtunkhwa had a total of 33,261 educational institutes. Out of these, 63.7 percent (21,175) were institutes for males, while 36.3 percent (12,086) were for females.

In terms of student enrolment, 7,328,032 students were enrolled in various educational institutions, with 60.2 percent (4,409,098) being male and 39.8 percent (2,918,934) being female. This highlights a substantial gender gap in student enrolment.

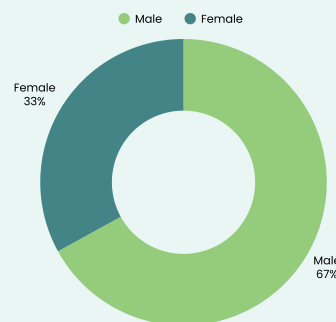
The province employed 296,842 teachers, with 57.5 percent (170,835) being male and 42.5 percent (126,007) being female, reflecting the gender imbalance in the education workforce as well.



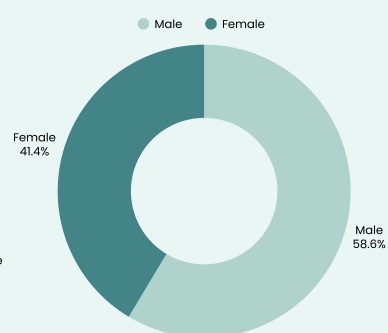
GENDER BASED DISTRIBUTION OF
OF TEACHERS IN MIDDLE SCHOOLS
(2023)-EMIS



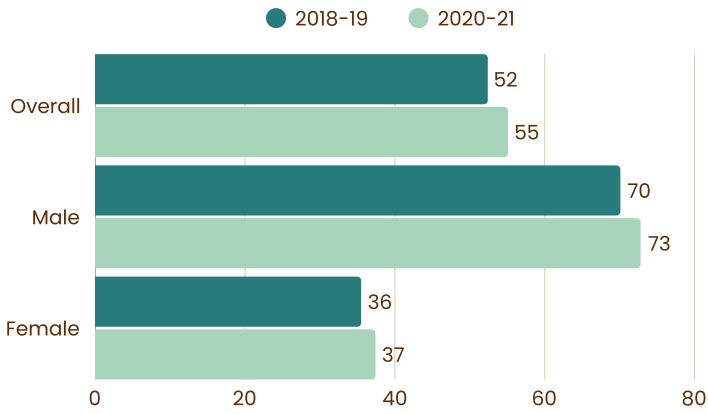
GENDER BASED DISTRIBUTION OF
PRIMARY SCHOOL TEACHERS
(2023)-EMIS



GENDER BASED DISTRIBUTION OF HIGHER
SECONDARY SCHOOL TEACHERS
(2023)-EMIS



GENDER BASED DISTRIBUTION OF GOVTT.
DEGREE COLLEGE TEACHERS
(2023)-EMIS

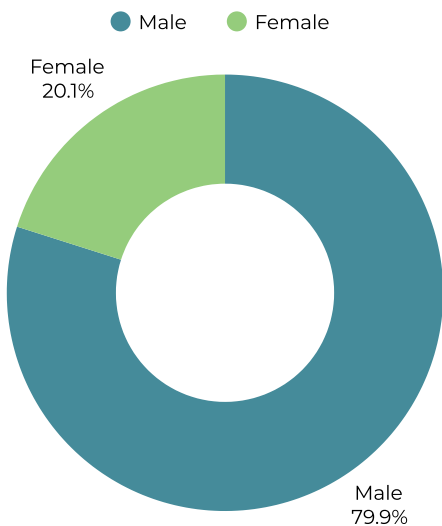


LITERACY RATE IN KHYBER PAKHTUNKHWA

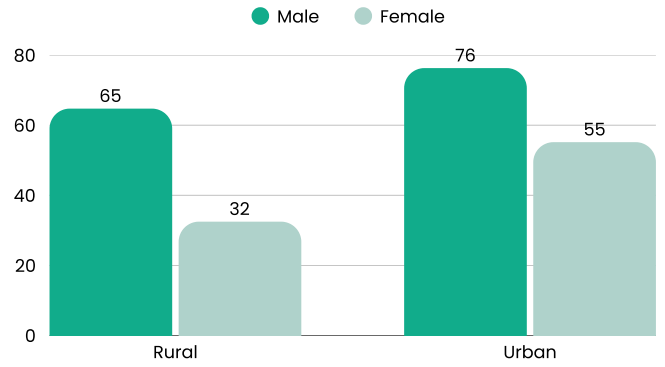
Literacy rate in Khyber Pakhtunkhwa has shown a gradual improvement from 2018-19 to 2020-21, but with a notable gender disparity. In 2018-19, the overall literacy rate stood at 52.4 percent, with males achieving a significantly higher rate of 70.1 percent, while females had a much lower rate of 35.5 percent.

By 2020-21, the overall literacy rate increased to 55.1 percent, with male literacy rising to 72.8 percent. Female literacy also improved slightly to 37.4 percent. Although there has been progress across both genders, the persistent gap between male and female literacy highlights the need for more focused efforts to promote education for women and girls in the province.

TEACHING STAFF AND ENROLMENT IN PUBLIC SECTOR UNIVERSITIES BY GENDER



With 79.9% of public sector university teaching staff being male, the female teaching staff is on a marginally low percentage of 20.1%, with fewer female researchers, role models, lesser retention rate, limited publications and lower participation in academic fields, such as engineering, technology, and physical sciences.



LITERACY RATES OF MALE AND FEMALE ADULTS IN RURAL AND URBAN AREAS

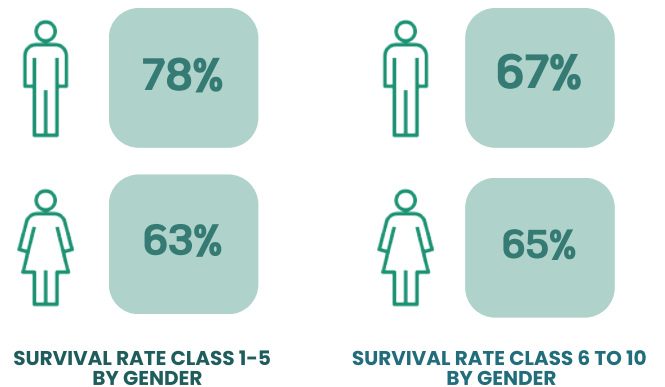
In rural areas of Khyber Pakhtunkhwa, male literacy stands at 64.73 percent, significantly higher than female literacy, which is only 32.48 percent. This indicates a substantial gender disparity in rural adult literacy rates.

In contrast, urban areas show higher literacy rates overall, with male literacy reaching 76.29 percent and female literacy at 55.16 percent. While the gender gap in literacy persists in urban areas, it is notably smaller than in rural regions.

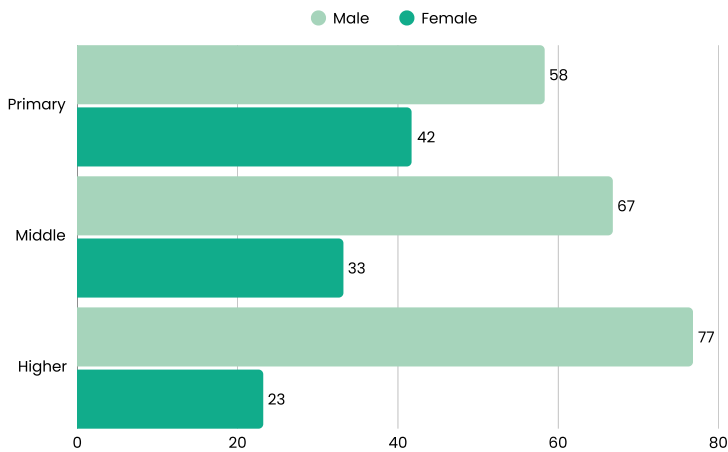
SURVIVAL RATE IN SCHOOLS BY GENDER

The survival rate for boys stands at 78 percent, meaning that the majority of boys enrolled in Class 1 in the 2017-18 academic year managed to reach Class 5 by 2021-22. In contrast, the survival rate for girls is lower, at 63 percent, indicating that a smaller proportion of girls completed the transition from Class 1 to Class 5 during the same period.

In class 6 the survival rate for boys was 67 percent. In contrast, the survival rate for girls is 65 percent, suggesting that a smaller proportion of female students completed their studies up to Class 10 compared to their male counterparts.



ENROLMENT IN MERGED DISTRICTS BY GENDER AND LEVEL OF SCHOOL

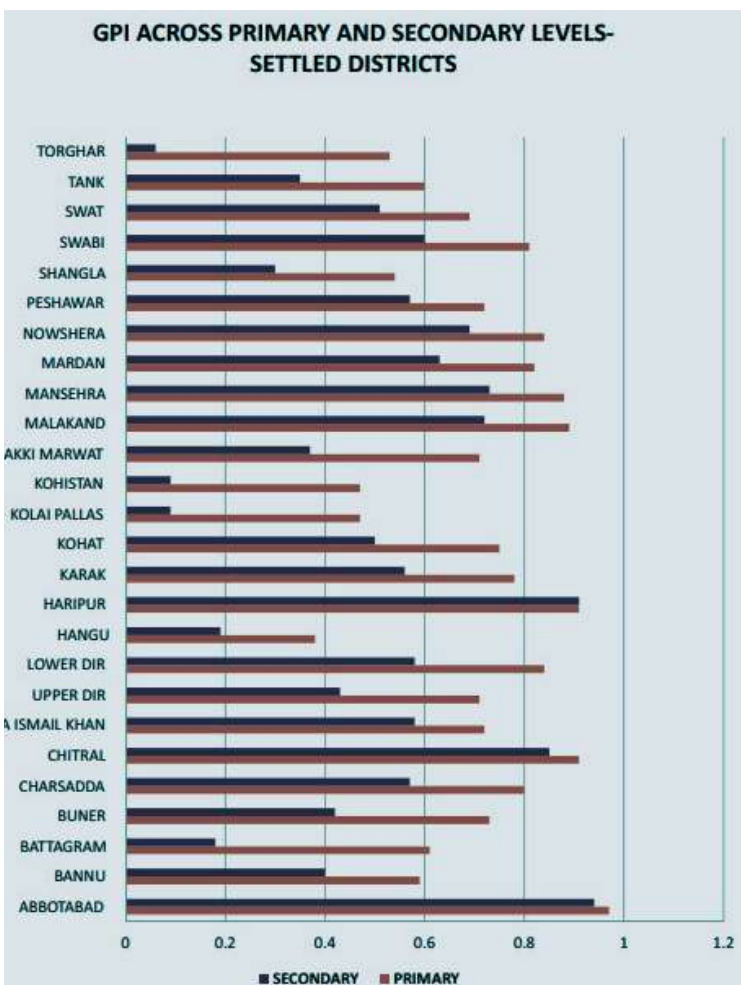


ENROLMENT IN MERGED DISTRICTS BY GENDER AND LEVEL OF SCHOOL (2022)

At the primary level, male enrolment stands at 58.3 percent, with females making up 41.7 percent, indicating a relatively narrow gender disparity. However, the gap increases significantly at the middle level, where males account for 66.8 percent of the students, and females drop to 33.2 percent.

There is a downward trend at the high school level, where male enrolment jumps to 76.8 percent, leaving only 23.2 percent for females. By the time students reach higher secondary education, the gender gap is most pronounced, with males constituting 80.5 % of the enrolled students and females making up a mere 19.5 %.

GENDER PARITY INDEX (GPI) FOR ENROLMENT IN PRIMARY AND SECONDARY SCHOOLS



STATUS OF GENDER PARITY IN KP REPORT- 2024

The data presents the Gender Parity Index (GPI) for school enrolment across various districts in Khyber Pakhtunkhwa for 2022. GPI measures the ratio of female to male students, with a value of 1 indicating parity between genders, values below 1 indicating a gender gap favouring males, and values above 1 favouring females.

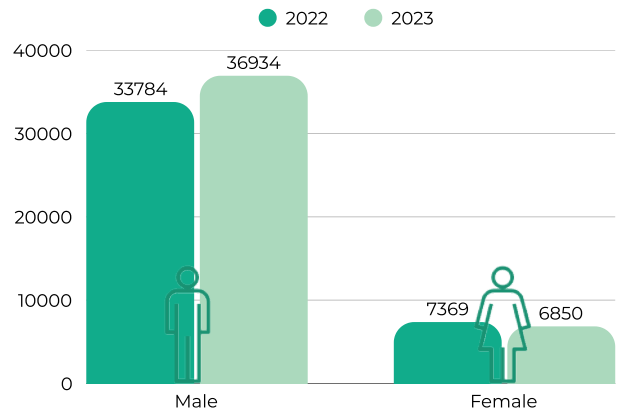
Upper Chitral is the only district with a GPI above 1, at 1.018, indicating that more females are enrolled in schools than males. Districts such as Haripur and Abbottabad follow closely, both having a GPI of 0.980, reflecting near parity between male and female students. Malakand and Karak have moderately high GPIs of 0.949 and 0.878, respectively, indicating relatively smaller gender gaps.

Several districts, including Lower Chitral, Mardan, Nowshera, and Mansehra, exhibit GPIs in the range of 0.866 to 0.876, showing a moderate gender gap where males still have a slight advantage in school enrolment. Major urban centres like Peshawar and Charsadda have GPIs of 0.845 and 0.839, respectively, highlighting the persistent, though relatively smaller, gender disparity.

ENROLMENT IN TEVTA INSTITUTES BY GENDER & YEAR

Enrolment data from TEVTA institutes in Khyber Pakhtunkhwa for the years 2022 and 2023 reveal a slight increase in male enrolment compared to the previous year, while female enrolment experienced a slight decline.

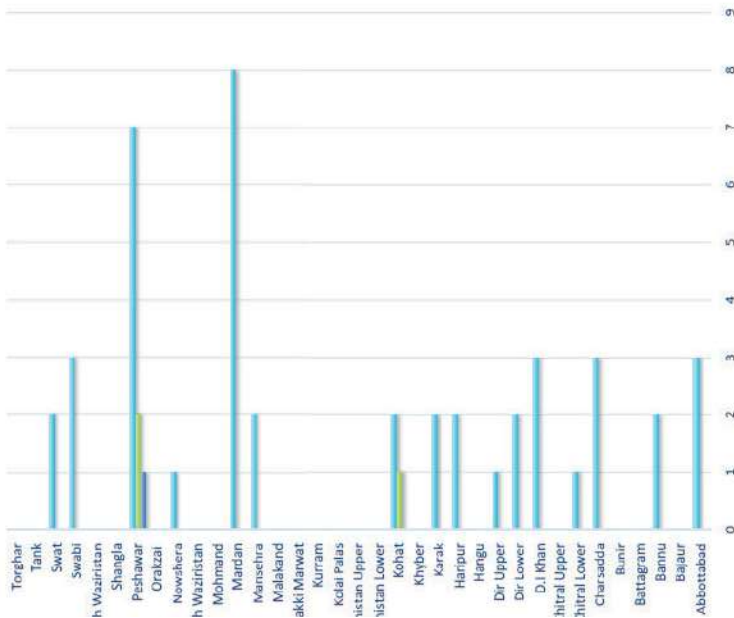
However, the numbers for women are still significantly lower, highlighting ongoing challenges related to access and interest in vocational and technical education for females.



GENDER WISE ENROLMENT STATISTICS IN SKILL DEVELOPMENT PROGRAMS

STATUS OF GENDER PARITY REPORT IN KHYBER PAKHTUNKHWA REPORT- 2024

ENROLMENT IN SPECIAL EDUCATION INSTITUTES BY GENDER

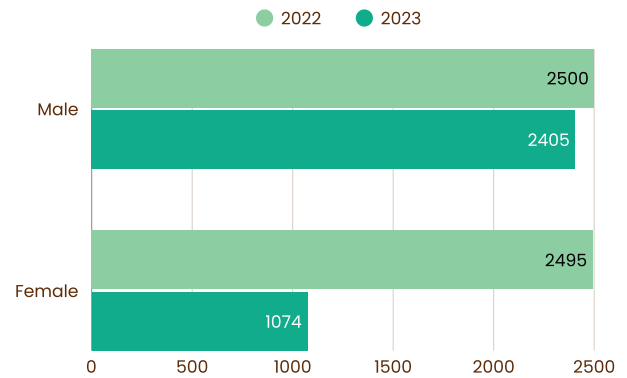


STATUS OF GENDER PARITY REPORT IN KHYBER PAKHTUNKHWA REPORT- 2024

The bar chart compares special education enrolment by gender for the years 2022 and 2023, showing notable trends. In 2022, male and female enrolments were almost equal, with both genders having around 2500 students each, indicating balanced participation. However, in 2023, while male enrolment remained relatively high at around 2300, female enrolment experienced a significant drop, falling to approximately 1074 students. There is no representation of co-education in either year, suggesting that special education institutions may largely operate in gender-segregated settings or that co-education data is minimal. This analysis reveals a widening gender gap in special education between 2022 and 2023, driven by a sharp decline in female enrolment.

SPECIAL EDUCATION INSTITUTES BY GENDER

Districts like Peshawar and Mardan stand out with the highest number of special education institutes, particularly co-educational ones, indicating better access to services in these urban centres. In contrast, many districts such as Kohistan, Lakki Marwat, and South Waziristan show minimal to no presence of specialized institutions, reflecting a stark rural urban divide. Districts like Haripur and Abbottabad have a few institutions, with a mix of male, female, and co-educational setups, but overall, co-education seems to dominate across districts. This suggests a reliance on shared resources, likely due to budgetary or infrastructure limitations. The limited number of female-only institutions, especially in more conservative regions, aligns with known socio-cultural barriers that restrict girls' access to education in rural areas.



STATUS OF GENDER PARITY REPORT IN KHYBER PAKHTUNKHWA REPORT- 2024

ENROLMENT IN SPECIAL EDUCATION INSTITUTES BY GENDER

RECOMMENDATIONS

To address the gaps identified above, the following recommendations are proposed:

- The above dimensions highlight the significant gender disparity in school availability, with only 36.3 percent of schools designated for females. Increasing the number of schools for girls especially at higher Secondary level is essential to close this gap.
- The findings indicate low female participation, particularly in rural areas, where poverty, cultural and socio-economic factors limit girls' access to education. While recent steps in ensuring universal access to free primary and secondary education, providing school supplies, scholarships have been encouraging, there is also a need to allocate resources towards providing transport solutions for girls living in areas without nearby schools, as both the lack of schools and distance from school for girls in rural areas lead to high dropout rates.
- Develop a plan to expand access to middle and high schools for girls. The aforementioned findings indicate that female enrolment drops sharply from primary to middle and high school levels. Creating more middle and high schools for girls would help address this challenge. To this end private sector should be tapped to address the financing gaps.
- The shortage of female teachers, especially in rural areas, also hinders girls' education. This challenge can be addressed by strengthening the system for monitoring teachers' quality and attendance as well as by hiring and training more female teachers, which can be achieved by tapping the potential of public-private partnerships as well.
- Expand the range of technical and vocational education courses available to females to increase their employability and financial independence as well as to provide an alternative to girls where they cannot continue formal education due to financial constraints. A World Bank research highlights how vocational education offers an alternative for students, particularly girls, in regions where traditional academic pathways may not seem feasible. It underscores that TVET (Technical and Vocational Education and Training) increases girls' likelihood of staying in school by offering practical skills leading to immediate employment opportunities. To this end the SWSEWED, Industries Department & TEVTA, KPITB and E&SE along with public and private financial institutions can provide tailored solutions to provide TVET as an alternate to formal schooling.
- Integrate AI, cyber-security and machine-learning into the STEM education to bring the education at par with the present day requirements to enable girls to excel equally in unconventional fields of information technology.



Women Only



DIMENSION-III ECONOMIC PARTICIPATION & OPPORTUNITIES

DIMENSION-III ECONOMIC PARTICIPATION AND OPPORTUNITIES

LABOUR FORCE PARTICIPATION IN KHYBER PAKHTUNKHWA

An analysis of labour force participation in Khyber Pakhtunkhwa during 2020–21 shows a slight increase in male participation, with the overall rate reaching 63.2 percent. The figures for urban areas (63.4%) and rural areas (62.3%) indicate stability and minimal regional differences in male labor involvement. Conversely, female labor force participation also rose modestly to 15.8 percent overall, but regional trends varied significantly. In urban areas, female participation increased to 17 percent, suggesting improved access or opportunities for women in urban labor markets. However, in rural areas, female participation dropped to 9.1 percent, highlighting ongoing or worsening barriers for women in rural economies. The districts with the highest female labor force participation rates are Hangu (50.3%), Tor Ghar (42.5%), Khyber (35%), Shangla (33.3%), Swat (26.3%), Buner (24.5%), Malakand (14.1%), and Peshawar (14%).

PERCENTAGE DISTRIBUTION OF LABOR FORCE BY MALE AND FEMALE

About 14.02 percent of men in the province are engaged in the formal sector, whereas 47.42 percent are part of the informal economy. In contrast, the situation for women is even more stark, with only 2.51 percent of women employed in the formal sector and 4.28 percent in informal work. These numbers suggest that women participation in both sectors is extremely low, which could be attributed to cultural, social, and economic barriers that restrict women's access to formal employment opportunities. This distribution illustrates the heavy reliance on informal work in Khyber Pakhtunkhwa, particularly for men, but also reflects the severe under-representation of women in the workforce overall. Furthermore, it is assessed that true quantification of women doing unpaid labour, as part of traditions or overall expected gender roles may also be required.

EMPLOYMENT STATUS

In Khyber Pakhtunkhwa, the employment rate for men stands at 48.02 percent, which is considerably greater than the 28.04 percent for women.

Several factors contribute to the gender disparity in employment within the province, including work-life balance, the expectation for women to be primary caregivers, mobility and financial limitations, as well as childcare responsibilities.

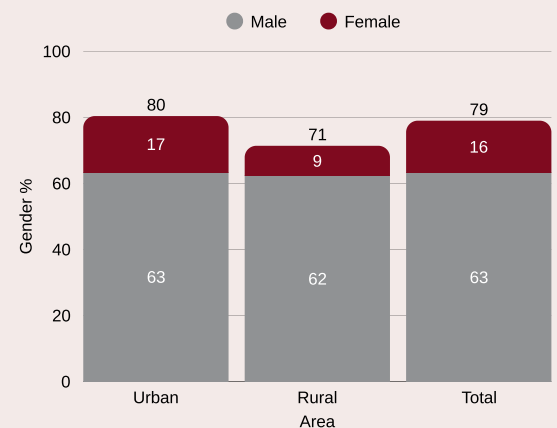
UNEMPLOYMENT RATES

Across all areas in Khyber Pakhtunkhwa, the unemployment rate for males is 7.12 percent, while female unemployment is significantly higher at 15.64 percent. The Pakistan Labour Force Survey 2020-21 highlights that women's employment is predominantly concentrated in the agriculture sector, often in informal and unpaid roles, indicating a lack of diversification in employment opportunities for women. Traditional gender roles, societal expectations, and entrenched cultural norms in KP often restrict women's participation in the formal labor market (Bibi, Amin, & Ul-Haq, 2021). Additionally, limited access to quality education and vocational training constrains women's opportunities for economic participation (World Bank, 2021).

PERCENTAGE OF UNEMPLOYED BY AREA

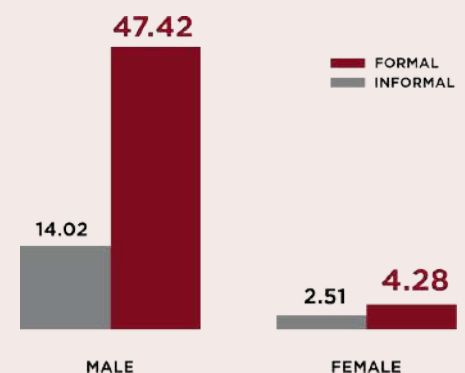
In rural areas, male unemployment is slightly lower at 6.97 percent, and female unemployment is 15.48 percent, reflecting the continued challenges faced by women in rural areas in accessing the labor market. In urban areas, male unemployment is higher at 7.86 percent, while female unemployment is 17.28 percent.

LABOUR FORCE PARTICIPATION

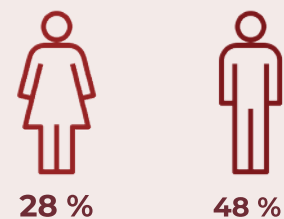


SOURCE: LABOUR FORCE SURVEY 2020-21

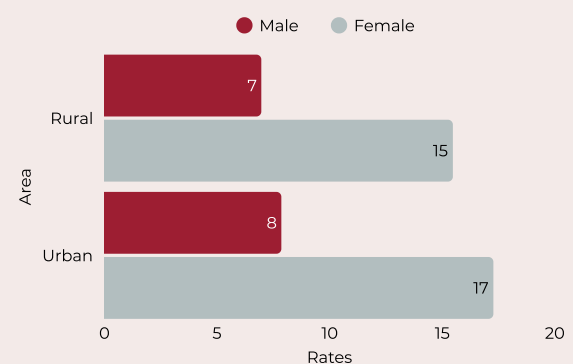
PERCENTAGE DISTRIBUTION OF LABOUR FORCE BY ACTIVITY & GENDER



EMPLOYMENT STATUS



SOURCE: LABOUR FORCE SURVEY 2020-21



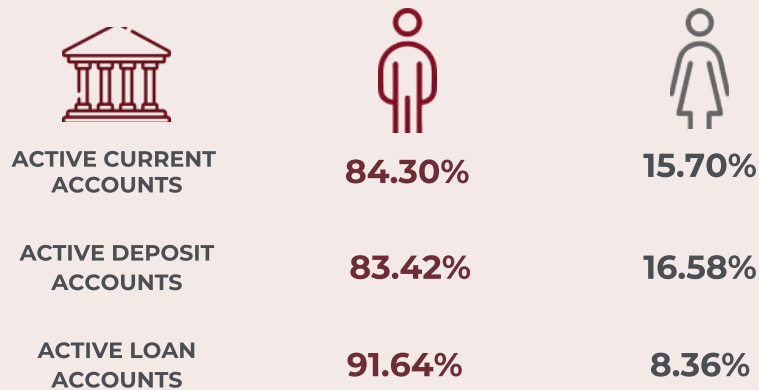
SOURCE: LABOUR FORCE SURVEY 2020-21

ACCESS TO PUBLIC SECTOR BANKS ACROSS KHYBER PAKHTUNKHWA BY SEX

Data from Bank of Khyber concerning ownership of bank accounts in public sector banks with all three types of accounts i.e. current, deposit, and loan reveals that men overwhelmingly dominate holding the ownership. The disparity is most stark in loan accounts, where only 8.36% are owned by women, reflecting systemic barriers in women's access to credit and finance.

While still significantly lower than male participation, women hold 16.58% of deposit accounts - the highest share among the three categories. The low female share in loan accounts (8.36%), despite a slightly better presence in deposit accounts, is particularly concerning. It highlights that while women may be saving, they are not being equally empowered to invest or borrow - activities critical for economic empowerment and enterprise development.

BANKING SERVICES & PRODUCTS IN PUBLIC SECTOR BANKS IN KP

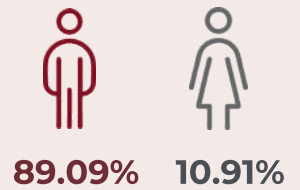


SOURCE: BANK OF KHYBER

ACTIVE BORROWERS OF MICROFINANCE BANKS AND INSTITUTIONS

Out of 1,788 active microfinance borrowers in Khyber Pakhtunkhwa, only 10.91% are women, indicating a significant gender gap. Men dominate at 89.09%, underscoring the need for targeted financial inclusion strategies for women. While microfinance aims to support marginalized groups, women constitute just over 10% of clients. Even though some districts, such as Peshawar and Chitral Lower, show relatively higher levels of female engagement in micro-finance, many rural areas report no female borrowers, underscoring stark regional disparities. This aligns with findings from the International Growth Centre which emphasize that the extreme marginalization of women and girls in KP severely restricts their ability to participate in and contribute to economic development (Kamal, A., & Woodbury, J. 2016).

ACTIVE BORROWERS OF MICRO-FINANCE

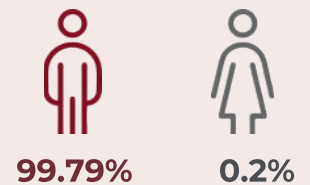


SOURCE: BANK OF KHYBER

VEHICLE OWNERSHIP AND DRIVING LICENSES REGISTRATION

Women's limited mobility in conservative societies is the leading barrier to empowerment, particularly where cultural expectations dictate gendered roles in public spaces (Moghadam, V. M., & Senftova, L. 2005). In such contexts, vehicle ownership can be an empowering measure, enabling women to access economic opportunities and participate in the workforce (Moghadam, V. M., & Senftova, L. 2005). In Khyber Pakhtunkhwa, 99.79% of registered vehicle owners are male (111,855) compared to only 0.2% female (228), highlighting the severe gender gap in mobility and access. This disparity is further reflected in district-level data on driver's licenses, which also shows limited access to independent transportation for women.

REGISTERED VEHICLE OWNERSHIP



SOURCE: EXCISE & TAXATION DEPTT. GOKP

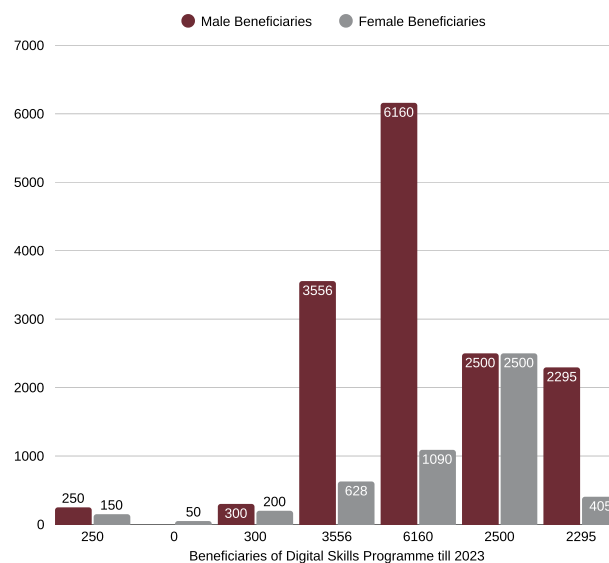
According to data from the Traffic Police of KP, district Peshawar leads with 40,573 licenses issued to men and 1,501 to women, indicating a significant gap between the genders, though it also highlights Peshawar as a relatively progressive district for women's access to mobility. Similarly, Swat follows with 14,001 licenses for men and 258 for women, while Nowshera has 9,891 licenses issued to men and 210 to women. Mardan and Kohat show comparable trends, with 9,009 and 8,513 licenses for men, but only 171 and 160 for women, respectively.

INDUSTRIAL TRAINING CENTERS FOR INCLUSIVE ECONOMIC PARTICIPATION

In addition to TEVTA, the Social Welfare, Special Education and Women Empowerment Department (SWSEWED) GoKP is also managing 121 Industrial Training Centers across Khyber Pakhtunkhwa. These centers aim to equip women, with vocational and technical skills that enhance their employability, support entrepreneurship, and contribute to inclusive economic growth in the province.

BENEFICIARIES OF DIGITAL SKILLS PROGRAMS IN KP

The GoKP launched several digital skills programs. Within the Durshal program, 62.5% of the 400 beneficiaries were male, while females made up 37.5%. The Women Civic Internship Program, designed specifically for women, had 100% female participation with 50 beneficiaries. The Digital Internships Program showed a moderate level of inclusion, with 60% male and 40% female participants out of a total of 500. However, the Digital Economy and Skills Centre and Merged Areas Digital Connects programs reflect a significant gender imbalance: both programs reported 85% male and only 15% female participation. Out of 4,184 beneficiaries in the former, 3,556 were male and 628 were female, while in the latter, 6,160 out of 7,250 beneficiaries were male and only 1,090 were female.



SOURCE: KPITB

RECOMMENDATIONS

- Women's participation in the labour market of the province remains critically low, with only 2.51% employed in the formal sector and 4.28% in informal work, compared to 14.02% and 47.42% for men, respectively. To bridge this gap, targeted policy interventions are needed to enhance women's access to formal employment. This includes skill development programs, workplace inclusivity measures, and supportive labour policies that address structural barriers. Expanding women-friendly work environments, entrepreneurship opportunities, and flexible work options can significantly improve female labour force participation.
- It is essential to simplify the processes for women to open bank accounts as currently only 17% of women hold active bank accounts.
- Encouraging the development of home-based enterprises for women, especially in rural areas, can align with cultural norms and allow women to contribute economically without leaving their homes. This provides a flexible work environment, making it easier for women to balance household responsibilities with economic activities, particularly in regions where mobility might be restricted due to cultural or security concerns.
- Facilitating the placement of skilled women in commercial markets by creating partnerships with local businesses and industries ensures that their skills are utilized in income-generating activities. This enhances their economic status and contributes to the overall economy by increasing the labour force participation rate.
- Addressing the disparity in the number of TEVTA institutes for males compared to females is crucial. Strategic initiatives should establish more TEVTA institutes specifically for females, ensuring equal access to educational opportunities. Encouraging female participation in traditionally male-dominated fields and hiring more female instructors would provide role models and create a more inclusive atmosphere.
- The under-representation of women in tourism businesses in KP, with only 10% of roles filled by women, needs addressing. Measures should be designed to promote inclusion by providing culturally appropriate education and training programs tailored for women. Establishing mentorship and networking opportunities can connect women in tourism with experienced professionals, respecting cultural sensitivities.



DIMENSION-IV GOVERNANCE, DECISION-MAKING & CIVIC ENGAGEMENT

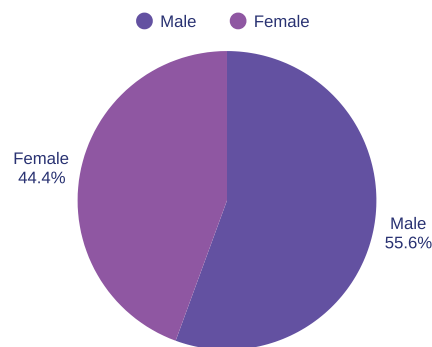
DIMENSION- IV GOVERNANCE, DECISION MAKING & CIVIC ENGAGEMENT

REGISTERED VOTERS IN KHYBER PAKHTUNKHWA

As per the final voters list for the February 2024 General Elections, Khyber Pakhtunkhwa had a total of 20,766,199 registered voters, including 11,542,902 males (55.59%) and 9,223,297 females (44.41%). The under-registration of female voters points to deeper structural and socio-cultural barriers, including limited mobility, lack of CNICs, restricted access to voter registration facilities, and low levels of political awareness - challenges that are particularly pronounced in rural and tribal areas of the province (Free and Fair Election Network, 2024).

Apart from the gender gap in registered voters, low female voter turnout remains a persistent challenge in KP. In the General Elections 2024, a total of 8,444,368 votes were polled for the provincial assembly constituencies in KP. Of these, 5,424,226 votes (64.23%) were cast by men, while only 3,020,142 votes (35.77%) were cast by women (Free and Fair Election Network 2024, December).

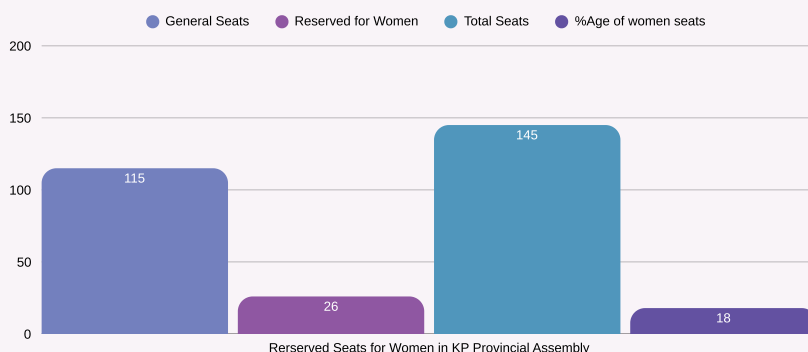
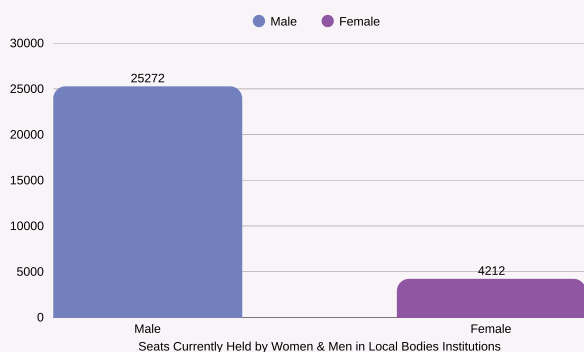
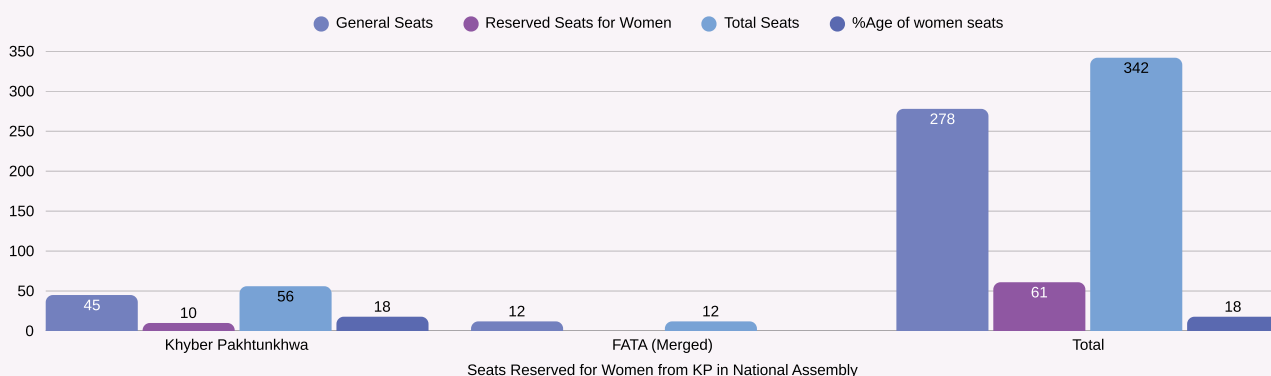
REGISTERED VOTERS IN KP BY GENDER



SOURCE: ECP

WOMEN'S REPRESENTATION IN POLITICAL OFFICES

In the 2024 Pakistan General Elections, 5,121 candidates vied for 266 National Assembly seats, with only 6.09% being female (312 out of 5,121). For the Provincial Assembly, 1,844 candidates ran, with only 4.28% female representation (79 out of 1,844) (Free and Fair Election Network 2024, December). Besides, 26 out of 145 seats are reserved for women. Women also hold just 14.29% of local body positions in KP, indicating significant gender disparity in political participation, influenced by cultural barriers and limited resources (Ullah, S. 2024).



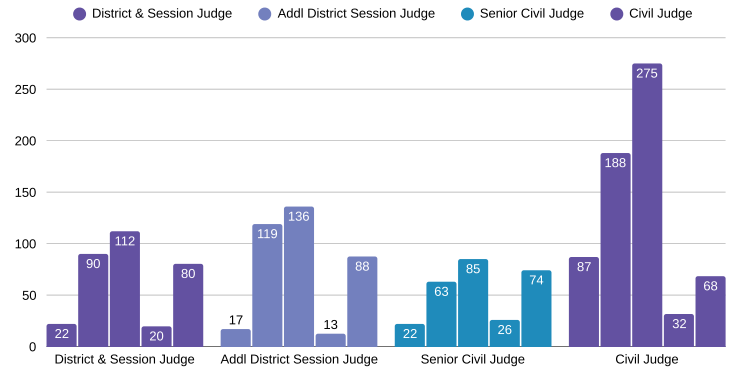
PUBLIC SERVICE COMPLAINTS REGISTRATION & INFORMATION SEEKING BY GENDER

An analysis of complaint data from Khyber Pakhtunkhwa Right to Services Commission for 2021 and 2022 shows a rise in citizen engagement, with complaints increasing from 50 to 71. However, gender disparities persist, as women filed only 4 complaints annually, making up just 8% in 2021 and under 6% in 2022. Men complaints, particularly for FIR registration, surged by 200%, while women's increased from 1 to 2.

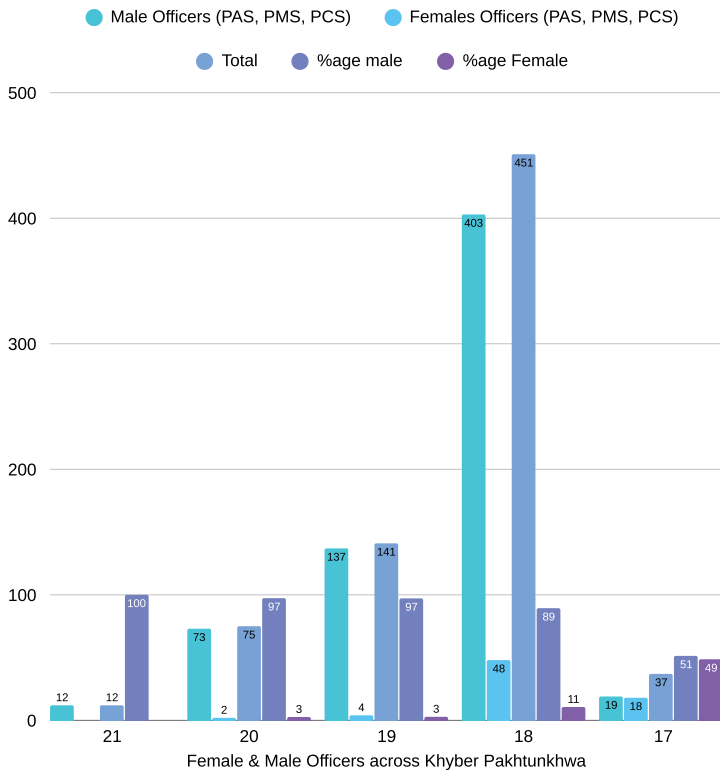
Data from KPIC for 2023 highlights gender imbalances in the use of grievance mechanism, with 93% of the 1,010 total complaints submitted by men. District Peshawar recorded the highest number of complaint (307), with 288 from men and only 19 from women, followed by Mardan (114 complaints, 99 male and 15 female). This disparity reflects persistent gaps in women's access to, and awareness of, their right to information and available reporting channels and calls for more focused engagement with youth in higher education institutions and on social media for creating greater awareness of these mechanisms.

MALE AND FEMALE REPRESENTATION IN JUDICIARY

The first appointment of women judges in Pakistan dates back to 1974. A significant increase in the appointment of female judges since 2009 has led to women comprising more than one third of judges in family courts across the country in Pakistan (Holden, 2020). In Khyber Pakhtunkhwa's judiciary however, women are still under-represented, with only 19.64% of District and Session Judges being female, and 12.5% among Additional District and Session Judges. However, women represent 25.88% of Senior Civil Judges and 31.64% of Civil Judges, indicating better representation at lower levels.



SOURCE: KPCSW GENDER PARITY REPORT-2024



SOURCE: KPCSW GENDER PARITY REPORT-2024

FEMALE & MALE OFFICERS ACROSS KP

In civil service, Grade 21 shows no female representation, indicating a serious gender gap in top-tier leadership and decision-making positions. Moving to Grades 20 and 19, the representation of women in senior management roles remains extremely low, with less than 3% female officers.

In Grade 18, there is a slight improvement, as women make up a somewhat larger share of officers. However, they still remain severely underrepresented. This grade is often the mid-career level for officers, and the 10.6% figure signals a clear bottleneck in upward mobility for female officers.

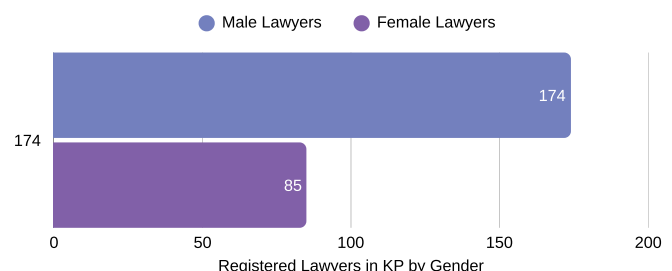
The Grade 17 presents near gender parity, the only grade where such balance is observed. This may reflect recent recruitment trends and the impact of gender-friendly policies that have facilitated increased entry of women into public service. Nevertheless, the data highlights that retention and promotion of women into higher grades remain a significant challenge.

REGISTERED MEDIA PROFESSIONALS IN KHYBER PAKHTUNKHWA BY GENDER

Women in media and journalism are essential for ensuring diverse perspectives, challenging gender stereotypes, and amplifying women's voices in public discourse (International Media Support, n.d.). According to data from the Information & Public Relations Department of GoKP, there is a strikingly higher number of registered male media professionals, while the number of women registered in press clubs remains significantly low. For instance, the Peshawar Press Club has over 500 registered male members, in contrast to a very small number of female journalists. The pattern is evident in other district press clubs as well, including in Mardan, Swat, and Haripur, where the presence of female journalists is notably limited. A brief survey conducted by Khyber Pakhtunkhwa's Commission for Status on Women in March 2025 attributes the low membership of women in Press Clubs/professional media platforms to an unfriendly environment for women journalists such as non-availability of female-only prayer or sitting areas and washrooms, gender bias in work distribution, internal politics/grouping, favoritism & male-dominated culture.

REGISTERED LAWYERS IN KP BY GENDER

The 2023 data on lawyers registered with legal aid platforms in Khyber Pakhtunkhwa shows a modest increase from the previous year, with number of male lawyers rising from 172 to 174 and female lawyers from 77 to 85. While Peshawar continues to lead with a balanced gender ratio, districts like Mardan, Swat, and Haripur also show relatively higher female representation.

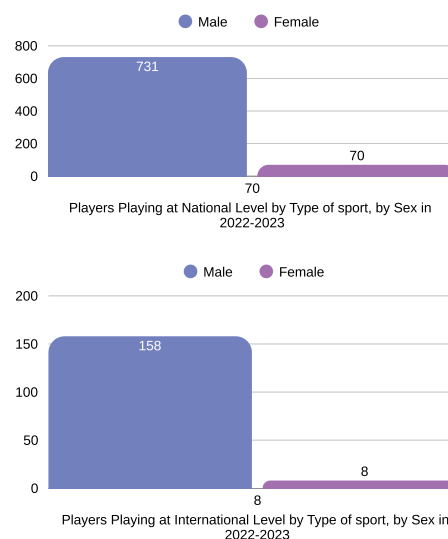


SOURCE: KPCSW GENDER PARITY REPORT-2024

PLAYERS AT NATIONAL & INTERNATIONAL LEVELS BY GENDER

As per data received from Directorate of Sports, at the national level, out of a total of 801 players from settled and merged areas combined, 731 are male and only 70 are female. This means that males make up approximately 91% of the total, while females account for only 9%. The data reflects a significant gender imbalance, with male representation overwhelmingly dominant.

On international level, males represent an overwhelming 95 % of the total, while females make up only 5%. This data includes 2 players from the merged districts, with no representation of female from merged districts on international level. This indicates a significant gender imbalance in participation, access, or representation - suggesting the need for gender-inclusive strategies and targeted outreach to improve female involvement.



SOURCE: DIRECTORATE OF SPORTS, SETTLED & MERGED DISTRICTS

YOUTH (MALE AND FEMALE) REPRESENTED IN DISTRICT YOUTH COMMITTEES ACROSS KHYBER PAKHTUNKHWA

The data from Directorate of Sports & Youth Affairs in Khyber Pakhtunkhwa reveals a significant gender disparity in the membership of district Youth Committees, with 3,883 male members, 1,703 female members, and only 3 transgender individuals. While districts like Chitral Lower and Charsadda have better female representation, many others, such as Bajaur and Kohistan, have none. This suggests cultural restrictions and limited access to decision-making, that hinder women's participation in leadership. The lack of transgender representation further underscores the need for inclusive policies to promote diverse participation in youth governance.

RECOMMENDATIONS

To increase women's participation in decision-making roles and promote a fair, conducive working environment, the following set of recommendations is presented:

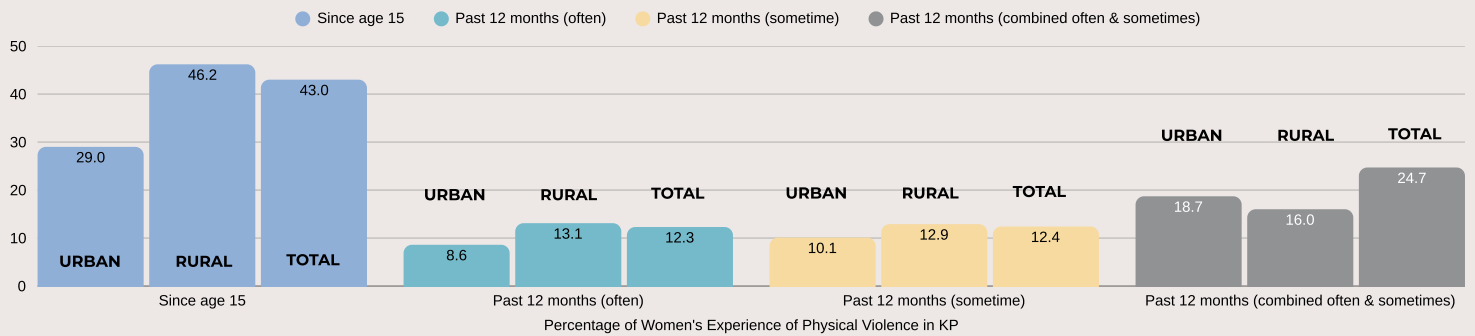
- To tackle the obstacles hindering women's political participation in Pakistan, policy interventions are essential to narrow the gender gap in voter registration. Additionally, modifying local government policies to promote greater inclusion of women in leadership roles—beyond just reserved seats—would foster more merit-based opportunities. Kenya's strategy, which incentivizes women's involvement in governance, offers a pathway to achieving fairer representation of women in decision-making. This underscores the necessity for gender-sensitive electoral reforms.
- Adjusting local government policies to support broader inclusion of women in leadership roles, beyond reserved seats, would create more merit-based opportunities.
- To expand female voter registration, targeted campaigns focusing on women & transgenders, especially in rural and conservative areas, are crucial to closing the gender gap in voter participation. Adopting regional best practices, such as door-to-door registration drives used effectively in Bangladesh, could help reach women facing mobility challenges.
- To promote women in civil service, it is essential to implement gender-responsive career advancement policies - such as need based flexible working hours, maternity return pathways, and professional development - for women in Grades 17-19, alongside enforcing promotion-linked quotas and conducting annual audits to monitor and address the decline in female representation from Grade 18 onward.
- It is essential to establish women-friendly help desks and mobile legal aid units in every district to support women's complaint filing under RTS and KPIC.
- Encouraging women's representation in media is also critical. Revising membership policies within press clubs to promote gender parity in unions and leadership, would empower more women in media roles.
- Develop a fast-track promotion program for female judges in the lower judiciary (Grades 18–19), complemented by structured mentorship and leadership training to support their professional growth, enhance case-handling skills, and build confidence for advancement into senior roles.
- Invest in gender-segregated sports facilities and female coaches to promote safe participation and talent development for girls and women, while organizing district-level girls' tournaments and talent hunts linked with scholarships and pathways to national-level coaching camps.
- Ensure notification of Inquiry Committees under the Harassment at Workplace Act 2010 and strict compliance of law
- Designate separate washrooms, prayer areas and day care for women staff in the workplaces.



**DIMENSION-V
ACCESS TO JUSTICE
AGAINST GENDER BASED VIOLENCE**

PERCENTAGE OF PHYSICAL VIOLENCE EXPERIENCED BY WOMEN IN KP

Data from the Pakistan Demographic Health Survey 2017-18 reveals concerning trends in women's experiences with physical violence in Khyber Pakhtunkhwa, where 43% of women have faced violence since age 15. Rural areas report higher rates (46.2%) than urban areas (29%). In the past year, 24.7% of women experienced violence, with urban women slightly more affected (18.7%) than rural women (16%). This emphasizes the urgent need for targeted interventions, protection mechanisms, and community awareness to address gender-based violence in the province.



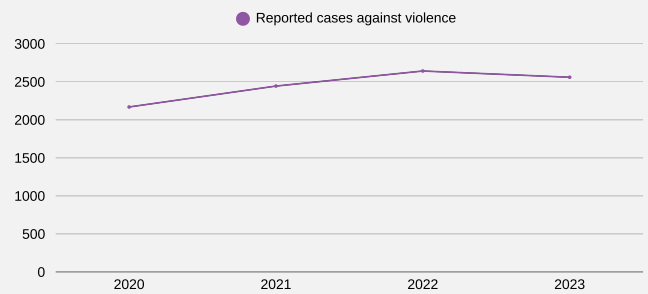
SOURCE: PAKISTAN DHS 2017-18

CHILD MARRIAGES

The data on child marriage in Pakistan reveals a significant challenge, with 18.9 million girls and women married before the age of 18, and 4.6 million married before the age of 15. Child marriages not only affect the well-being and autonomy of young girls but also limits their access to education, healthcare, and economic opportunities. The long-term consequences include higher rates of maternal and infant mortality, increased risk of domestic violence, and economic dependence.

YEAR-WISE REPORTED CASES OF VIOLENCE AGAINST WOMEN

Data from Khyber Pakhtunkhwa Police indicates a rise in violence against women reporting, increasing from 2,035 cases in 2019 to 2,642 in 2022, with the highest number in 2022. There was a slight decline in 2023, with 2,560 cases, but the overall trend over five years indicates ongoing and widespread violence, emphasizing the need for effective prevention and justice systems.

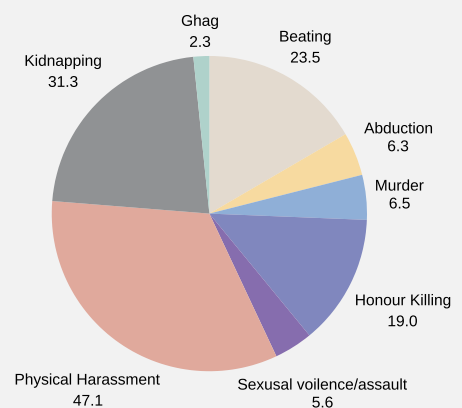


SOURCE: HOME DEPARTMENT, GOKP

THE DATA ON VARIOUS FORMS OF VIOLENCE AGAINST WOMEN IN KHYBER PAKHTUNKHWA

The data on violence against women in Khyber Pakhtunkhwa reveals alarming statistics:

- Abduction: 1,025 cases
- Murder: 541 cases
- Beating: 231 cases (23.5% of total)
- Honour killings: 131 cases (19%)
- Sexual violence: 187 cases (5.6%)
- Physical harassment: 65 cases (47.1% of its category)
- Kidnapping: 35 cases
- Ghag: 83 cases (2.3%)



SOURCE: HOME & TRIBAL AFFAIRS DEPARTMENT, GOKP

SHELTER HOMES FOR GBV SURVIVORS IN KP

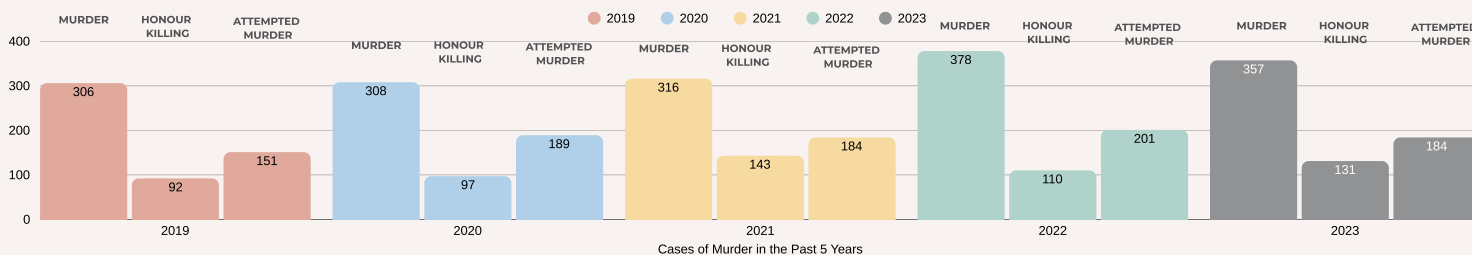
Shelter homes, also known as Darul Amans are safe spaces for women and girls whose life is at risk or are survivors of gender-based violence. Currently there are ten (10) shelter homes in Darul Amans, spread across different districts to ensure that women in crisis can access immediate assistance and a safe environment. The districts housing these Darul Amans include Abbottabad, Bannu, Peshawar, Haripur, Mardan, Swat, Chitral, Mansehra, Kohat, and Dir. Additionally, plans are underway to establish five more shelter homes, with approved Annual Development Programs (ADPs) for the districts of Nowshera, Swabi, D.I. Khan, Buner, and Shangla.

REDRESS OF HARASSMENT OF WOMEN AT WORKPLACE IN KP

Data on workplace harassment cases from 2022 and 2023, obtained from the KP Ombudsperson for Harassment at Workplace Act 2010 shows that Peshawar recorded the highest number of reported cases, while districts like Swabi and North Waziristan showed moderate cases. In contrast, districts such as Battagram, Karak, and Dir Upper reported very low cases, suggesting possible underreporting. Additionally, the Ombudsperson's office in the province is also effectively ensuring service delivery under the Khyber Pakhtunkhwa Enforcement of Women's Ownership Act 2019, particularly at the grassroots level across the province.

MURDER-RELATED CASES IN KHYBER PAKHTUNKHWA FROM 2019 TO 2023

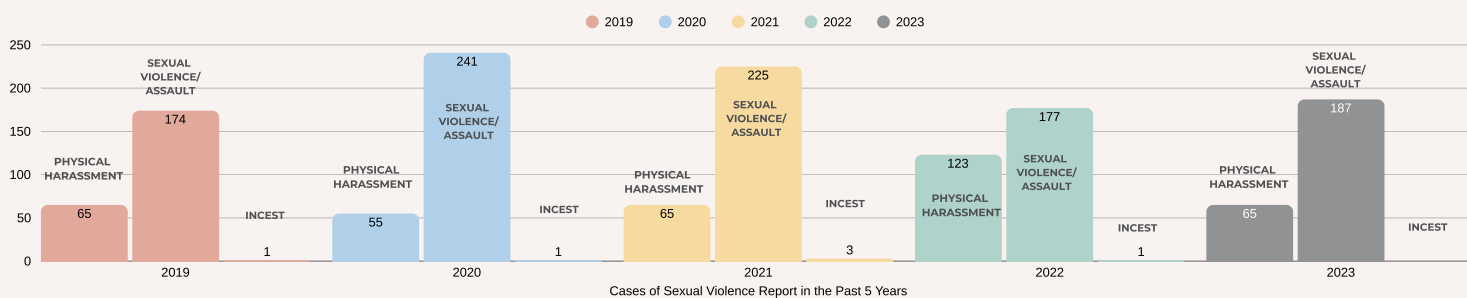
Data on murder cases in Khyber Pakhtunkhwa from 2019 to 2023 indicates persistently high violence levels. Murders peaked at 378 in 2022, slightly declining to 357 in 2023, highlighting issues like local conflicts and weak conflict resolution. Honour killings rose from 92 in 2019 to 143 in 2021, remaining high at 131 in 2023, reflecting patriarchal traditions. Cases classified as attempted murder increased from 151 in 2019 to 201 in 2022, dropping to 184 in 2023, indicating ongoing risks of serious assaults. Comprehensive legal and social protections are urgently needed.



SOURCE: KPCSW GENDER PARITY REPORT-2024

SEXUAL VIOLENCE IN KHYBER PAKHTUNKHWA

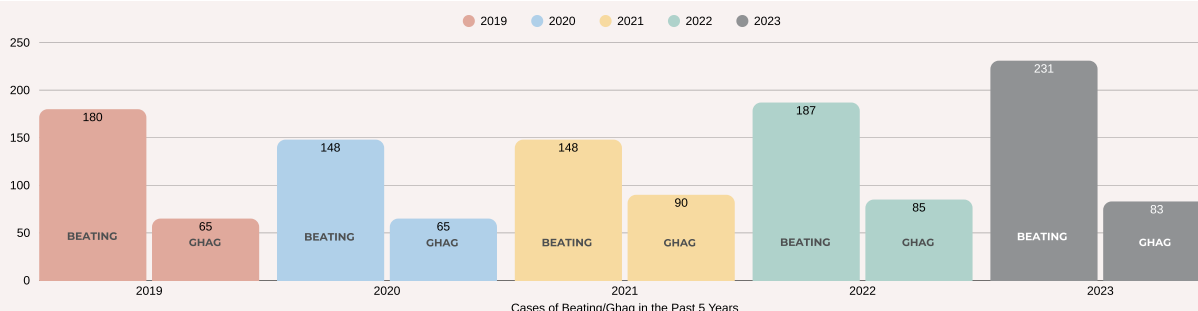
From 2019 to 2023, the data on sexual violence in Khyber Pakhtunkhwa reveals notable fluctuations across categories. Sexual violence and assault cases peaked in 2020 with 241 reported incidents, followed by a gradual decline in subsequent years, though the numbers have remained consistently high. This trend may suggest either improved preventive measures or a potential drop in reporting. A sharp spike in physical harassment was observed in 2022, with cases more than doubling to 123 compared to the 55–65 range seen in other years. This increase could be due to greater awareness, better reporting mechanisms, or a temporary rise in actual incidents. Incest cases remained very low, ranging from one to three annually, with no cases reported in 2023. However, given the sensitivity and stigma surrounding such cases, the low numbers likely reflect underreporting rather than absence.



SOURCE: KPCSW GENDER PARITY REPORT-2024

BEATING AND GHAG CASES IN KHYBER PAKHTUNKHWA FROM 2019 TO 2023

The data from Khyber Pakhtunkhwa Police (2019-2023) reveals rising gender-based violence. Beating cases increased from 148 in 2020 and 2021 to 231 in 2023, a 56% rise, possibly due to better reporting or actual violence increase. Ghag cases, involving non-consensual engagement declarations, peaked at 90 in 2021 and remained high at 85 in 2022 and 83 in 2023, significantly above the 65 cases in 2019-2020.



SOURCE: KPCSW GENDER PARITY REPORT-2024

TRAFFICKING IN PERSONS

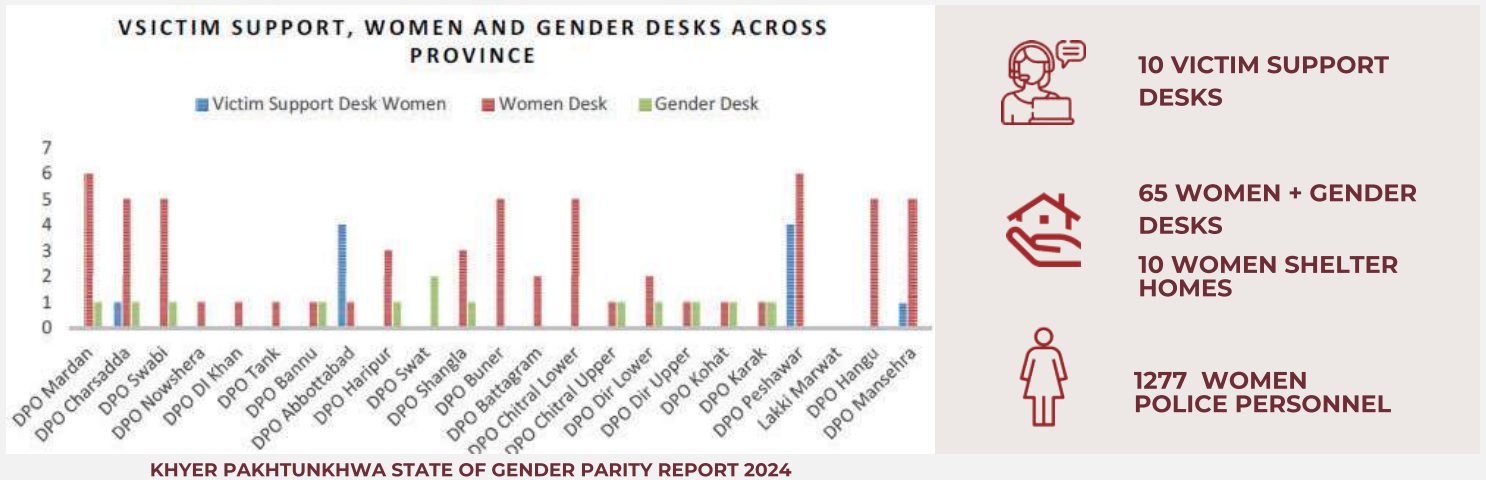
The distribution of different categories of cases in the trafficking as a form of Violence Against Women (VAW) for the year 2023. The data received can be categorized into three segments: trafficking in children for labor purposes, trafficking in persons for purposes of prostitution (sex trafficking), and unspecified cases. The largest segment, comprising 47%, represents trafficking for child labor. This is closely followed by unspecified cases, which account for 50% of the total. Sex trafficking cases make up only 3%.

CONVICTION/ACQUITTAL FOR VAW CASES

The data from Directorate General of Prosecution reveals a high acquittal rate of 98%, with 243 acquitted in violence against women (VAW) and only 30 convicted, representing just 11% of the total. This significant disparity highlights challenges in achieving justice for survivors of VAW cases and potential issues in prosecution or evidence-gathering.

DISTRIBUTION AND AVAILABILITY OF GENDER BASED VICTIM SUPPORT DESKS (VSD)

The Government has established Victim Support Desks, Women Desks and Gender Desks across the province to support women victims of crime, providing assistance and ensuring their cases are handled with sensitivity and care. In addition to 10 victim support desks, 65 Women gender desks have also been established.



Mardan, Charsadda, and Buner show a notable presence of Gender Desks, with each district having five desks, whereas districts like DI Khan, Tank, and Bannu show only one or no such desks at all. Similarly, Peshawar stands out with the highest number of total desks, showing a balance of VSD for women, Women Desks, and Gender Desks, while districts such as Swat, Haripur, and Shangla also reflect a distribution of at least one desk in each category. Some areas like Lakki Marwat and Kohat have relatively fewer desks across the categories, indicating a potential gap in coverage for victim support and gender-specific services.

DISTRIBUTION OF FEMALE LAW ENFORCEMENT PERSONNEL ACROSS KHYBER PAKHTUNKHWA

The total of 1277 women police personnel in Khyber Pakhtunkhwa is an encouraging step toward gender inclusion but remains low compared to the overall population of law enforcing officers in the province. Districts, such as DI Khan, Swabi, and Buner, have relatively higher numbers of FC (Frontier Constabulary) personnel, with DI Khan having 43 FCs and Buner 25, while others like Upper Chitral have no female personnel. Districts like Peshawar and Swat stand out, with Peshawar having a significantly higher strength across different ranks, including 134 FCs, 4 Sub-Inspectors (SI), and 3 PASI (Police Assistant Sub-Inspectors), making it one of the best-represented areas in terms of female law enforcement. In Manshera and Kohat, we see a higher number of FC personnel (142 and 16 respectively), but a complete absence of officers in ranks like Inspector or ASI. Conversely, districts like Nowshera, Shangla, and Abbottabad have very limited female representation, with some having no female officers in key positions.

ANTI-RAPE CRISIS CELLS (ARCCs) ACROSS KP

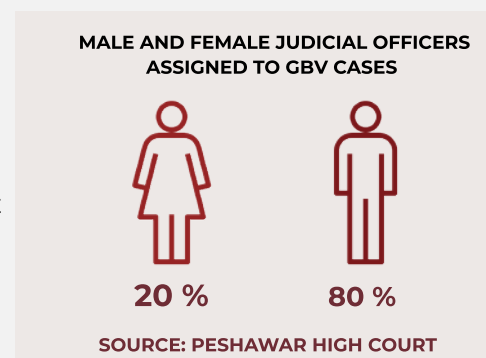
Under the Anti-Rape Act 2021, Anti-Rape Crisis Cells (ARCCs) have been notified and established in various public hospitals across KP to provide immediate support to survivors of rape & sexual violence. These crisis cells, located in hospitals such as District Headquarters (DHQ) in Abbottabad, Bannu, Battagram, Buner, Charsadda, and several others, aim to facilitate immediate medico-legal assistance to survivors of GBV, especially physical and sexual assault. Key hospitals, including Service Hospital Peshawar and Saidu Teaching Hospital in Swat, have also been equipped with these crisis cells to ensure that survivors receive timely and appropriate care.

SERVICES FOR THE PROTECTION OF GIRL CHILD

Building on the success of the Model Institute for State Children, Zamung Kor, located in Peshawar, the Provincial Government has extended its efforts to various regions of Khyber Pakhtunkhwa. Currently, approximately 110 girls are enrolled in the dedicated campus for girls, with 92 of them having successfully reintegrated into their families.

ALLOCATION OF MALE AND FEMALE JUDICIAL OFFICERS FOR HANDLING GBV CASES

The Peshawar High Court appointed 35 judicial officers in Khyber Pakhtunkhwa to handle Gender-Based Violence (GBV) cases, marking a significant step towards gender-responsive justice. Twenty percent of these officers are women, promoting gender diversity in the judiciary. The initiative rolled out in all districts of KP aims at providing access to justice for GBV survivors in both urban and remote areas, in anticipation of future Special Courts for GBV.



RECOMMENDATIONS

To strengthen gender based violence/violence against women prevention, response and rehabilitation systems, the following targeted recommendations are outlined:

- Expand targeted initiatives to address violence against women, particularly in districts with high incident rates, through awareness programs and stricter enforcement.
- Strengthen the judicial process by improving evidence collection and prosecution efforts to increase conviction rates in violence against women cases.
- Launch awareness campaigns challenging cultural norms that justify violence, focusing on changing perceptions around domestic violence.
- Improve the distribution of victim support desks and gender desks across all districts to ensure accessible support services.
- Increase female representation in law enforcement, with targeted recruitment and training programs to encourage women to join higher ranks.
- Implement specialized training for law enforcement and judicial personnel to handle cases of violence against women with greater sensitivity.
- Enhance legal protections against honour killings by strengthening enforcement and imposing stricter penalties, as well as training and capacity development of law enforcement agencies' human resources.
- Promote education on women's legal rights and available justice mechanisms at the community level, especially in rural areas.
- Establish fast-track courts for cases involving violence against women to ensure timely justice and reduce case backlogs.
- Strengthen child protection mechanisms within the justice system to support girls affected by violence and other criminal acts.
- Expand psychosocial support and rehabilitation services for survivors of violence to aid their recovery and reintegration.
- Engage religious scholars and academia to play a role in elimination of violence against women through the institution of mosque and academic institutions
- Exercise check and balance on mainstream and social media for gender-bias and stereotypical content and take measures for its prevention
- Strengthen Cybercrimes wings of the related law enforcement agencies on the sub-national level to eliminate the cyber harassment and bullying against children and women

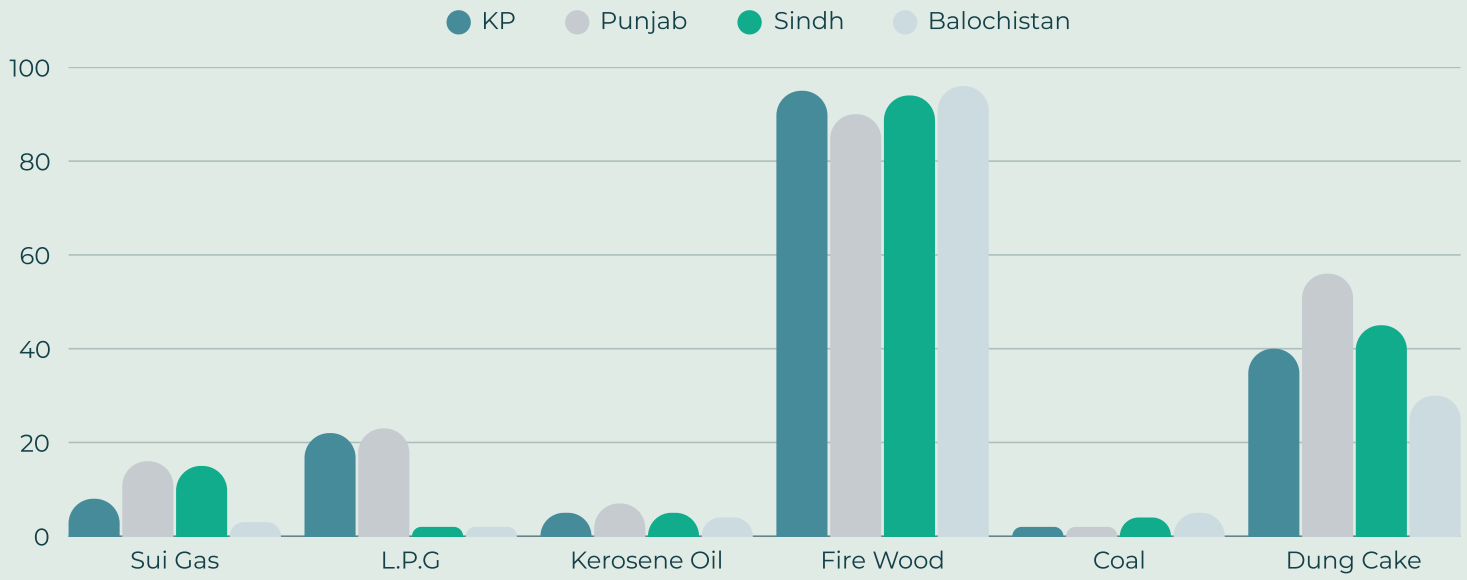


DIMENSION VI GENDER & CLIMATE CHANGE

DIMENSION-VI GENDER & CLIMATE CHANGE

In Khyber Pakhtunkhwa, the impacts of floods, droughts, glacial melt, and extreme weather events have led to significant human and economic losses. Beyond direct human losses, climate change exacerbates existing gender gaps in agriculture, livelihood security, food security, health, and disaster resilience. Women in rural areas, particularly those engaged in subsistence farming and unpaid care work, face increased burdens as erratic weather patterns threaten food production, water availability, and income sources. However, despite being among the most affected, women are also critical agents of climate adaptation, leading efforts in sustainable agriculture, resource management, and community resilience-building

GENDER INEQUALITY IN ACCESS TO CLEAN ENERGY



AVAILABILITY OF FUEL FOR DOMESTIC USE IN RURAL AREA BY PROVINCE (%) - MOUZA CENSUS 2020

Lack of access to clean energy highlights gendered energy inequality. Women being the frequent and predominant users of energy at the household levels are disproportionately affected by lack of clean energy like Sui Gas and L.P.G. Data indicates that in rural Khyber Pakhtunkhwa, firewood (95%) is the predominant domestic fuel source, with limited access to cleaner fuels like Sui gas (8%) and LPG (22%), while dung cakes (40%) are also widely used. This reliance on traditional fuels has significant implications for women, who typically bear the responsibility of fuel collection in rural settings, leading to limiting their opportunities for education, skill development, or income generation.

HUMAN LOSSES AND INJURIES IN KHYBER PAKHTUNKHWA DUE TO NATURAL DISASTERS



GENDER PARITY REPORT ON STATUS OF WOMEN IN KHYER PAKHTUNKHWA- 2024

EFFECTS OF HEAT STRESS ON WOMEN IN KHYBER PAKHTUNKHWA

Extreme heat increases the risk of dehydration, heat stress, and maternal health complications, particularly for pregnant women, leading to higher chances of preterm births and stillbirths. A pilot study conducted with household domestic workers in Peshawar and Kohat reported loss of income and added ailments as a result of exacerbated heatwaves in 2023.

Additionally, water scarcity also exacerbate household burdens, as women in rural areas often have to fetch water from long distances due to increased scarcity, while smog-induced school closures and rising health issues force them into greater caregiving roles, limiting their participation in economic activities.

The data provides a detailed account of human losses and injuries across different districts due to natural disasters, categorized by gender and age group. Abbottabad recorded the highest number of deaths at 40, with a significant proportion being children (21 out of 40). This trend is also observed in Mansehra, where out of 20 deaths, 13 were children, and in Lakki Marwat, where 8 out of 14 fatalities were children. In contrast, Bannu reported a high number of male fatalities, with 17 out of 21 deaths being men, highlighting a different pattern compared to other districts.

When analysing injuries, Bannu stands out with 159 total injuries, with 136 being male, 23 female, and none recorded for children. This is followed by Lakki Marwat, which reported 66 injuries, including 30 males, 20 females, and 16 children. Lower Dir also recorded a considerable number of injuries, with 41 cases distributed among 25 males, 11 females, and 5 children. The data from these districts suggests either a higher rate of incidents are affecting men or a greater male presence in situations leading to injuries. Districts like Khyber and Karak also reported significant injuries, with Khyber at 16 total cases (14 males, 2 females) and Karak at 36 cases (18 males, 8 females, and 10 children).

Districts, such as Torghar and Tank, reported no casualties or injuries, indicating either a lower occurrence of incidents, effective risk mitigation measures or a lesser degree of reporting. Meanwhile, areas like Lower Dir and Lower Chitral show a more balanced distribution of injuries across genders, though, in most districts, the number of injured males remains higher. Lower Chitral reported 24 injuries, with 22 affecting males and 2 females, while Lower Dir had 41 injuries, predominantly among men.

ACKNOWLEDGING ROLE OF WOMEN IN CLIMATE CHANGE ADAPTATION AND MITIGATION

Women are primary stakeholders in climate adaptation due to their involvement in small scale farming, water conservation, and food security. However, the low participation of women in farmer advisory services, agricultural inputs, and mechanization reflects an institutional gap in integrating gender-responsive climate action in agriculture. The dataset reveals a stark gender imbalance in agricultural programs in Khyber Pakhtunkhwa.

The data from Agriculture Department indicates that during both FY 2021-22 and FY 2022-23 initiatives, the number of female beneficiaries was significantly lower than male beneficiaries, particularly in key areas such as:



a. Access to institutional services and products:

- Agriculture Inputs : 1,442 women vs. 330,507 men in FY 2022-23
- Agriculture Machinery 0 women vs. 18,300 men in FY 2022-23



b. Improvement in Organic Farming for Women:

A comparatively positive trend was witnessed in female participation in organic farming, rising from 300 in FY 2021-22 to 1,231 in FY 2022-23.



c. Transfer of Modern Technology:

The Transfer of Modern Technology program shows that male beneficiaries (20,850) remained high in FY 2022-23, female beneficiaries were only 950.

While the improvement in organic farming indicates growing recognition of women's participation and contributions in sustainable and eco-friendly agriculture, which is critical in climate-resilient farming practices, however, the gap indicates a lack of targeted policies to equip women with modern agricultural techniques and climate adaptation tools, limiting their role in improving agricultural sustainability.

To address these challenges, gender-responsive climate policies must integrate healthcare access, awareness campaigns, urban cooling strategies, and pollution control measures, ensuring the protection of vulnerable women, particularly pregnant women, outdoor workers, and those in low-income communities, from the escalating threats of heatwaves and smog.

RECOMMENDATIONS

- Recognizing the role of women in climate action and meaningfully involving more women in policy-making especially in areas of agricultural and climate-smart farming is crucial amid climate challenges. Recommendations specifically to this effect include:
 - Increasing women's access to climate-smart technologies and irrigation.
 - Providing gender-inclusive training in pest management and organic farming.
 - Encouraging women-led initiatives like regenerative agriculture to strengthen community resilience.
- Strengthening early warning systems while ensuring gender sensitivity is critical. It is imperative to focus on assisting women and vulnerable populations, while investing in climate-resilient urban infrastructure.
- It is also imperative to incorporate gender in disaster risk management to enhance resilience in Khyber Pakhtunkhwa.
- Access to modern fuels and clean energy is a critical area of focus. It requires expanding access to LPG and promote energy-efficient technologies, engaging women in clean energy initiatives to alleviate domestic burdens, improve health, and foster economic empowerment, contributing to sustainable development.



**SPECIAL INITIATIVES FOR
UPLIFTING THE STATUS OF
WOMEN IN THE
KHYBER PAKHTUNKHWA**



SPECIAL INITIATIVES FOR UPLIFTING THE STATUS OF WOMEN IN KHYBER PAKHTUNKHWA

Recognizing the socio-economic and cultural barriers that women face, Government of Khyber Pakhtunkhwa has taken special initiatives that have significantly contributed to enhancing the socio-economic status of women, both directly and indirectly. These initiatives are designed to foster gender equality, enhance access to essential services, and support women's empowerment in diverse areas such as education, healthcare, transportation, and public safety. This section delves into these initiatives, highlighting their impact and potential for creating a more inclusive and equitable society for women in the province.

RESPONSE TO THE CHALLENGE OF OUT-OF-SCHOOL CHILDREN (OOSC)

The Government of Khyber Pakhtunkhwa has undertaken several key measures to address the challenge of out-of-school children (OOSC). These initiatives focus on increasing enrolment, improving access to education, and providing support mechanisms to ensure retention. Below are some of the key steps taken to tackle this critical issue.

01 ALTERNATE LEARNING PATHWAYS (ALP)

- Initiated for older-age OOSC, providing basic education at both primary and secondary levels.
- Curriculum and textual materials developed for Primary (Grade 1-5) and Elementary (Grade 6-8).
- Item bank and assessment tools developed for ALP classes.
- ALP Policy is ready for approval.
- 1,378 ALP Centres established through international partners with 46,018 enrolled learners (18,146 males and 27,874 females)



02 DOUBLE SHIFT SCHOOLS PROGRAM

- Double shift initiated in 1,453 schools to increase access to free and compulsory education
- 69,109 students enrolled in double shift schools
- 8,349 teachers engaged on a stipend



03 INSAF FEMALE EDUCATION ENDOWMENT FUND

- 1.3 Billion (PKR) to be spent on 51,500 beneficiaries to extend fee waiver to intermediate students (female & orphans)



04 STIPEND FOR GIRL STUDENT OF MERGED DISTRICTS

- 32,000 Girl students of merged districts have been provided stipend for education



05 GIRLS COMMUNITY SCHOOLS

- 600 Girls' community schools established to tackle the challenge of out of school girl students



06 EARLY CARE & EDUCATION (ECE)

- 1,000 ECE classrooms transformed into modern nurseries, with plans for 2,773 more.
- 100 ECE centres to be established in Kurram & Orakzai in 2022, with 1,600 more planned through GPE funding in the next five years



FIRST EVER
**GIRLS CADET
COLLEGE**
IN SOUTHERN DISTRICTS

INITIATIVES TO ADDRESS OOSC



“ THE GOVERNMENT IS FULLY COGNIZANT OF ITS RESPONSIBILITIES TOWARDS OUR CHILDREN, AND IS DETERMINEDLY STRIVING TO ENSURE THAT CHILD’S RIGHTS TO INCLUSIVE DEVELOPMENT, EDUCATION, HEALTHCARE, PARTICIPATION, DIGNITY AND SECURITY, AS ENVISAGED IN THE UNITED NATIONS CONVENTION ON THE RIGHTS ARE IMPLEMENTED

”

07. PROVISION OF MISSING BASIC FACILITIES

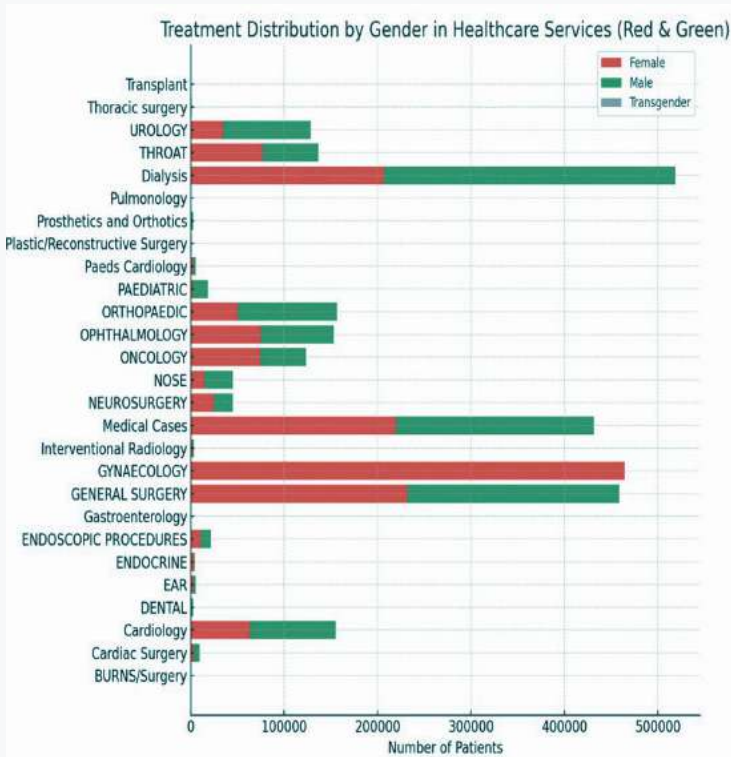
- 28 Billion (PKR) utilized through PTCs under CGP over the past 10 years.
- Friendly toilets introduced in schools for children with special needs
- Ramps added in schools as part of the planning criteria
- 6 Billion (PKR) spent on purchasing furniture for 2 million students

08. MISCELLANEOUS INITIATIVES

- 2800 community schools established for primary level students
- Voucher scheme to support OOSC by enrolling them in nearby private institutes
- Community-arranged transport modes for OOSC (supported by KPRAP, a World Bank Project)
- PTCs empowered to hire temporary teachers to discourage multi-grade teaching.
- 2.4 Billion (PKR) distributed to female students with 80percent attendance under the Girls Stipend Program to improve retention.

SEHAT SAHULAT CARD

Women benefitted significantly from specialized services covered under the Sehat Sahulat Card, with over 464,000 female beneficiaries, highlighting the Government of Khyber Pakhtunkhwa's focus on maternal and reproductive health.



GENDER PARITY REPORT ON STATUS OF WOMEN IN KP- 2024

WOMEN BEING THE BIGGEST BENEFICIARY TREATED UNDER KP SEHAT CARD PLUS

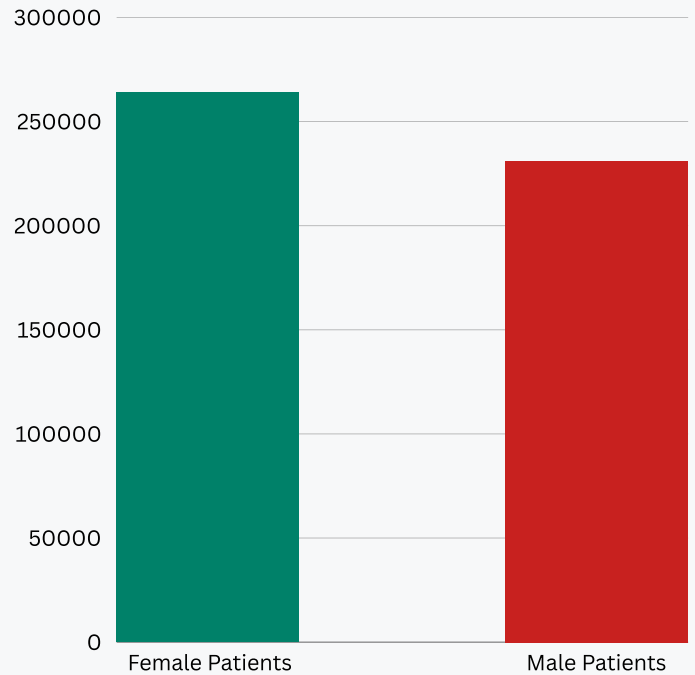
The Gender wise utilisation of Sehat Sahulat card data reflects a positive impact of the healthcare card in both male and female patients, highlighting the government's commitment to equitable healthcare distribution. A key observation is that a significant number of female beneficiaries have utilised the services since the launching of the card, which surpasses male beneficiaries in many districts, showcasing the focus on improving women's access to medical services.



The balanced allocation of resources in areas like general surgery and medical cases underscores the province's commitment to gender equity in healthcare, promoting long-term health outcomes for both men and women.

The data shows that women have a comparable access to critical, medical and surgical services, ensuring their overall well-being. Men, on the other hand, benefit from extensive access to life-saving treatments like cardiac surgery and urology, where male patients outnumber females, reflecting the attention to addressing gender-specific health risks.

By addressing the unique health needs of each gender, the Sehat card not only improves public health but also strengthens the socio-economic fabric of the province, ensuring both men and women can contribute to its development and prosperity.



GENDER WISE UTILISATION OF SEHAT SAHULAT CARD
SEHAT SAHULAT CARD REPROT 2023-24



BUS RAPID TRANSIT (BRT) PESHAWAR

With 90,000 female passengers commuting and 12% employed in customer services, data show a consistent rise in female passengers from 2022 to 2023, indicating improvement in gender parity and accessibility



ECONOMIC EMPOWERMENT

- 1 Billion (PKR) allocated for women's economic empowerment through supporting women led businesses
- 162 kanal allocated for women business development, community center and sports complex



TRAINING AND CAPACITY BUILDING

- 200 women trained and self employed through ready made garment training program, 105 exhibitions by female artisans and inmates
- First aid training given to 21,627 women by Rescue 1122



CLIMATE AND BILLION TREE INITIATIVE

26 million (PKR) allocated for plants to be provided exclusively from women owned nurseries for the Billion Tree Project



LITERATURE & ARTS

First ever women literature festival organised to celebrate female creativity, voices and excellence



FEMALE QUOTA IN EMPLOYMENT

10% Female quota was more effectively utilized with better engagement and success in filling positions as compared to any other categories



BOLO HELPLINE LEGAL AID SERVICE FOR SURVIVORS OF GENDER BASED VIOLENCE

Bolo Helpline is an initiative of the Khyber Pakhtunkhwa government aimed at providing a confidential, toll-free helpline for individuals, particularly women and marginalized groups, to report cases of violence, harassment, abuse, and other social injustices. It was established to ensure that victims of gender-based violence, domestic abuse, and other forms of exploitation have a reliable and accessible channel for seeking help.



AWARENESS

Awareness programs dominate the services provided, making up about 72 percent of the total across 2022 and 2023. This indicates that the GoKP and its allied institutions place great importance on educating and informing the public, acting as a preventive or empowering measure.



COUNSELLING

Legal Aid & Counselling, Psychological Counselling, and Referral Services together make up the remaining 28 percent, which points to these services being more specialized or perhaps requiring more resources, hence being less frequent.



PERFORMANCE

Between 2022 and 2023, all service types saw an increase. Awareness programs, in particular, rose drastically from 1,190 in 2022 to 9,106 in 2023 - a sevenfold increase. This suggests a concerted effort in public outreach and education, likely driven by either an increased budget or urgency to address rising issues in the community.

RECOMMENDATIONS

- It is recommended to scale up awareness raising of the Bolo Helpline to boost services utilization. Furthermore, the helpline should be integrated with Pehel 911 all across the province for scaling up presence.
- To advance gender-responsive public finance management, it is imperative that the government ensures the provision of timely, gender-disaggregated data. This step is essential for facilitating a more thorough examination of the government's commitments to promoting gender equality. By integrating such data, the province can significantly strengthen women's participation in economic policymaking and enhance its capacity to fulfil its obligations towards achieving substantive gender equality. For the purposes, Gender Parity Report produced by Khyber Pakhtunkhwa Commission on the Status of Women should be made an annual feature to track progress.
- It is equally essential to strengthen women's empowerment institutions, as they play a crucial role in advocating for gender equality and providing women with the resources, support, and opportunities needed to thrive. These institutions can offer education, training, and leadership programs that help women build confidence and skills, enabling them to participate fully in economic, social, and political spheres. By reinforcing these organizations, we can work towards creating a more inclusive society where women's voices are heard and valued.
- The Women Empowerment Policy 2017 should be comprehensively updated to reflect the evolving needs of both women and men in the post-FATA-merger context. Its implementation must be strengthened through clear accountability mechanisms and institutional ownership at the highest levels of government to ensure meaningful and sustained impact.
- Monitoring the actual budget allocations and expenditures across various departments is crucial for providing an accurate assessment of the budget's effectiveness in addressing the distinct needs of both women and men. This approach would not only reflect the government's dedication to gender parity but also underscore the importance of transparency and accountability in fiscal policies.

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- Khyber Pakhtunkhwa Urban Policy 2020

LIST OF ACRONYMS

- AI Artificial Intelligence
- CM Chief Minister
- CNIC Computerized National Identity Card
- E&SE Elementary and Secondary Education Department
- GMIS Gender Management Information System
- GPI Gender Parity Index
- KP Khyber Pakhtunkhwa
- KPCSW Khyber Pakhtunkhwa Commission on the Status of Women
- KPIC Khyber Pakhtunkhwa Information Commission
- KPITB Khyber Pakhtunkhwa Information Technology Board
- MDs Merged Districts
- MMR Maternal Mortality Ratio
- NADRA National Database and Registration Authority
- PBS Pakistan Bureau of Statistics
- PKR Pakistani Rupee
- RTI Right to Information
- SWSEWED – Social Welfare, Special Education and Women Empowerment Department
- TEVTA Technical Education and Vocational Training Authority
- TVET Technical and Vocational Education and Training



CHIEF MINISTER'S
SECRETARIAT, KHYBER PAKHTUNKHWA