



ACTION PLAN FOR HUMAN RIGHTS

February 2016

**MINISTRY OF HUMAN RIGHTS
GOVERNMENT OF PAKISTAN**



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PREAMBLE

The Constitution of Islamic Republic of Pakistan obligates the state of Pakistan to protect and promote human rights of all its citizens without any discrimination. Furthermore, Pakistan being a responsible member of the international community honors its obligations.

2. The Prime Minister of Pakistan approved a Plan of Action to further improve the human rights situation in Pakistan on 13th February, 2016. The plan was prepared by Ministry of Human Rights on the directives of the Prime Minister's Office.

3. The Action Plan consists of the following six broad areas of intervention: (i) Policy, Legal Reforms, (ii) Access to Justice, (iii) Implement Key Human Rights priorities, (iv) International/UN Treaty implementation, (v) Establish and strengthen national human rights institutions, (vi) Implement and Monitor mechanism for the Action Plan.

4. The Action Plan envisages activities at both federal and provincial levels in collaboration with Federal Ministries and Provincial Departments. An amount of Rs. 750.00 million has been approved to put in place institutional mechanisms for realizing the rights proposed in the Action Plan which include an amount of Rs. 400.00 million for human rights education, sensitization, awareness raising, research and communication, Rs. 250.0 million for establishment of a human rights institute and Rs. 100.0 million endowment fund for free legal assistance for poor victims of human rights violations.

5. A National Task Force under the Chairmanship of Federal Minister for Human Rights with representation of Federal Ministries and Provincial Law/Human Rights Departments for implementation of the Action Plan shall have oversight and monitoring in this regard.

6. I am hopeful this Action Plan will help us in realizing the dream of our founding fathers of a country where there is justice, rights and dignity for all.

Barrister Zafarullah Khan
Special Assistant to the Prime Minister/
Minister of State for Human Rights

1. Introduction

Safeguarding human rights and fundamental freedoms is an essential and integral part of all democratic and progressive societies. Globally, the international image of countries is being increasingly associated with the state of their human rights. Government of Pakistan attaches high priority to promotion and protection of human rights of all the citizens as guaranteed by the Constitution and in accordance with our religious ethos as well as the national and international obligations. As a party to the core international human rights conventions, Pakistan has undertaken commitments to uphold the universal human rights standards and to implement them at the national level.

2. The Constitution of Islamic Republic of Pakistan is the primary legal source of protection of fundamental rights. The 'Principles of Policy' lays down fundamental rights in the constitution which ensures full participation of women in national life; protection of minorities; promotion of social justice and eradication of the social evils; promotion of local self-government; promotion of social and economic well-being of the people, and the promotion of international peace. The laws of Pakistan take their base from the Constitution of Pakistan. Article 5 of the Constitution places an obligation, of loyalty and obedience to the Constitution and law, on all the citizens of Pakistan. Article 8 states that 'Any law, or any custom or usage having the force of law, in so far as it is inconsistent with the rights conferred by the Constitution, shall, to the extent of such inconsistency, be void'. Human rights covered under the constitution of Pakistan include the right of individuals to be dealt with in accordance with law etc (Article 4); Right to life and liberty (Article 9); Laws inconsistent with or in derogation of fundamental rights to be void; Dignity of Man (Article 14); Freedom of speech; Right to profess religion (Article 20) etc. Article 25 is the most significant clause: the equality of citizen's clause, stating all citizens are equal before law and are entitled to equal protection of law.

3. Government of Pakistan is mindful of the fundamental rights enshrined in the Constitution of Pakistan and trying to translate these principles into legislation with institutional mechanisms for protection and promotion of human rights. However, the situation on ground contains profound challenges with opportunities to improve the human rights situation in the country. On the one hand due to lack of education, awareness, prevalence of certain social and cultural discriminatory patterns and taboos, human rights violation prevails resulting in issues such as discrimination against women, child abuse, human trafficking, violence against women and children, discrimination against persons with disabilities, bonded and child labour. On the other hand, the effective enforcement of laws and vibrant institutional mechanisms are needed for protection of human rights which will eventually pave the way for elimination of extrajudicial killings, torture, rape, poor

prison conditions, arbitrary arrest and lengthy pre-trial detention, violations of due process, harassment, limits on freedom of association, religion and movement.

4. The International Community has also committed to facilitate Pakistan to overcome these problems not only through legislation but through effective administrative measures and to work for promotion of human rights which are compatible with international standards as codified in various international treaties/conventions.

5. Considering the present need for protection and promotion of human rights, the Prime Minister's Office directed the Ministry of Law, Justice and Human Rights to lead a time bound inter-ministerial process with representation of all stakeholders, including provincial governments, to draft an action plan to improve the human rights situation in Pakistan and to:-

- (i) Enact appropriate laws giving effect to Pakistan's international human rights obligations.
- (ii) Amend and bring the PPC and CRPC in line with current human rights thought and Pakistan's international obligations.
- (iii) Modernize school, college and law degree curricula to include human rights concepts.
- (iv) Improve the training and SOPs of the police, prison staff and lower and mid-level judiciary.
- (v) Prime Minister's office has also directed to take various administrative measures (suggested in para-6 of summary submitted by the Ministry of Foreign Affairs for promotion and protection of the rights of minorities.

6. The inter-ministerial process was governed by the following principles:

- (i) Reaffirming a commitment to Pakistan's human rights national and international obligations
- (ii) Improving human rights protection through review of the discriminatory legislations
- (iii) Giving importance to human rights education and training
- (iv) Enhancing domestic and international engagement on human rights issues
- (v) Achieving greater respect for human rights principles within the society.

7. Following steps have been taken for the formulation of the Plan:

- (i) The Chief Secretaries of the Provinces, Gilgit-Baltistan and AJK were requested to forward their recommendations on actionable points for Action Plan.

- (ii) The Federal Secretaries of Interior, Religious Affairs and Interfaith Harmony, Education and Professional Training, Inter-Provincial Coordination, Foreign Affairs, Information and Broadcasting, Establishment Division, Commerce, Planning, Development and Reform and Chairman, Higher Education Commission were requested to forward their actionable points/recommendations on Action Plan.
- (iii) Governments of Punjab, Sindh, KPK, FATA Secretariat, Ministry of Religious Affairs and Interfaith Harmony, Ministry of Professional Training and Education, Ministry of Foreign Affairs, Inter-Provincial Coordination, Ministry of Planning, Development and Reform, Chairman, Higher Education Commission and National Commission on the Status of Women (NCSW) forwarded their recommendations.
- (iv) Ministry of Law, Justice and Human Rights, prepared an initial draft Action Plan through internal consultative process, including recommendations received from stakeholders. The Action Plan consists of six Thematic Areas with 16 Expected Outcomes and 60 Actions on protection and promotion of human rights in Pakistan:
- (v) Recommendations of federal ministries and provincial departments were consolidated into final Action Plan.

8. The Action Plan consists of the following six thematic areas with 16 expected outcomes and 60 actions on protection of human rights in Pakistan:

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|-----|-------------------|--|
| (a) | Thematic Area-I | Policy and Legal Reforms |
| (b) | Thematic Area-II | Implementing Key Human Rights Priorities |
| (c) | Thematic Area-III | Cross cutting Interventions for Protection of Human Rights |
| (d) | Thematic Area-IV | International/UN Treaty Implementation |
| (e) | Thematic Area-V | Institutional Interventions |
| (f) | Thematic Area-VI | Implementation and Monitoring Mechanism |

(a) Thematic Area-I -Policy and Legal Reforms:- Policy and legal reforms interventions are key to set priorities of the government for the protection and promotion of human rights in line with fundamental rights enshrined in the constitution and guidelines provided in international obligations. In the absence of National Policy Framework, interventions for protection and promotion of human rights could not culminate into strategic direction and logical conclusion. It is need of the hour to have a National Policy Framework on human rights and to set direction of future interventions consistent with Government of Pakistan's national and international commitments on human rights.

Thus, Plan of Action proposes formulation of National Policy Framework and provincial strategies on promotion and protection of human rights. Legal reforms are necessary for bringing human rights issues in conformity of domestic laws and international obligations. The Plan proposes constitution of Joint Committee comprising of representative of federal and provincial governments and civil society organizations to recommend amendments, bring new legislations and suggest mechanisms for effective implementation of laws. The Plan also lists pending legislations on human rights issues, proposed amendments in existing laws and also indicates enforcement of existing legislation to improve human rights situation. It proposes actions for effective administration of justice to all citizen of Pakistan. Plan proposes establishment of fund for free legal aid to the poor victims of human rights violations along with proposal to improve forensic sciences, upgrade physical facilities and equipments to investigate human rights violation on scientific grounds in order to give impetus to speedy justice. Recommendations of Cabinet Committee on enactment of special laws for provision of speedy justice have also been incorporated in the Plan of Action to provide speedy justice to violation of human rights and establish mechanisms for dispensation of speedy and effective justice to all.

- (b) **Thematic Area-II - Implementing Key Human Rights Priorities:-** Vulnerable groups such as women, children, persons with disabilities and minorities require special attention with respect to progressive realization of their rights. Due to socio-economic structural impediments and overall social fabric of the society, vulnerability of these groups increases manifold with respect to progressive realizations of their rights. Considering the importance of mainstreaming these marginalized groups, Plan of Action sets four key human rights priority areas concerning to vulnerable segments of the society i.e protection of women rights, protection of child rights, protection of rights of minorities and protection of the rights of Persons with Disabilities (PWDs). The bulk of proposed actions are planned for the protection and promotion of the rights of vulnerable segments with five expected outcomes and 25 time bound actionable points along with responsible relevant organizations.
- (c) **Thematic Area-III Cross Cutting Interventions for promotion and protection of Human Rights:-** Protection of human rights involves crosscutting areas of intervention and it is essential to take into consideration crosscutting themes and translate them into actions with multi-stakeholders including Civil Society Organizations, INGOs/NGOs , UN Agencies and donor organizations for promotion and protection of human rights. Accordingly, Plan of Action has incorporated the cross cutting themes for promotion and protection of human rights and special emphasis have been given to human rights education and sensitization for all the duty bearers who are directly or indirectly

involved in progressive realization of human rights. Capacity building initiatives have been proposed to build the capacity of all key stakeholders involved in realization of this plan at the grass roots level. Another key component of Right Based Approach to Development Planning has been proposed with adequate allocation of funds in Public Sector Development Program (PSDP) to institutionalize human rights in development planning. The Plan proposes action for mass-media awareness raising and advocacy campaigns to bring attitudinal change in the society for protection of the rights of every citizen of the country.

- (d) **Thematic Area-IV - International/UN Treaty Implementation:** As a party to the core international human rights conventions, Pakistan has undertaken commitments to uphold the universal human rights standards and to implement them at the national level. The Plan attaches high priority for implementation of Government of Pakistan's international commitments and proposed actions related to capacity building and effective functioning of Treaty Implementation Cells (TICs) established at federal and provincial level and a study on core human rights conventions to identify gaps in policies, legal cover and institutional mechanisms for bringing further program interventions.
- (e) **Thematic Area-V- Institutional Interventions:** Establishment of independent National Human Rights Institutions (NHRIs) are an essential part of the human rights protection system globally. NHRIs provides a platform to oversee human rights situation in the country and recommend measures for putting in place standardized systems for protection of human rights. Accordingly, Plan of Action proposes establishment, strengthening and effective operationalization of National Human Rights Institutions (NHRIs) including National Commission on Human Rights (NCHR), National Commission on the Status of Women (NCSW), National Commission on Minorities (NCM), and a National Commission on Child Rights (NCCR) for promotion and protection of human rights. It also proposes a National Human Rights Institute for Policy, Research and Development, Training and Communication Center for capacity building and knowledge production on human rights issues in Pakistan.
- (f) **Thematic Area-VI /Implementation and Monitoring Mechanism:** Monitoring and implementation is a built in factor of any proposed intervention for optimum outcomes. Thus, the Plan proposes establishment of a National Task Force under the Chairmanship of Federal Minister for Law, Justice and Human Rights with representation of federal ministries and provincial ministers of Law and HR Departments for implementation of Plan of Action. The Plan also proposes prevention of human rights violation redressal mechanism through effective functioning of human rights funds established by Government of Pakistan.

9. A detailed outline along with responsible agencies and tentative timeframe is as follows:

[illegible]

<u>Effective Enforcement:-</u> - Bonded Labor System (Abolition) Act 1992 - Protection Against Harassment of Women at Workplace Act 2010 - Criminal Law (2nd Amendment) Act 2011 (Acid Control and Acid Crime Act) - Criminal Law (3rd Amendment) Act 2011 (Anti Women Practices Act) - Section 194 and 211 of PPC to ensure the punishment for false accusation of blasphemy Law. <u>Review of following Legislations:-</u> - Child Marriage Restraint Act 1929 - Prevention and Control of Human Trafficking Ordinance 2002 - Human Smuggling Ordinance 2002 iii. Research study to review and identify legal provisions to be enacted for harmonization of legislation / amendments in the PPC and CrPC in line with Government of Pakistan's international human rights obligations.	
Outcome 3: Administration of Justice	
i. Establishment of fund for free legal aid to the poor victims of human rights violations. ii. Speedy justice for victims of Human Rights violations through provision/strengthening of human, technical resources to law enforcement agencies. Probation officers, prosecutors, forensic science and capacity building of medico-legal experts. iii. Following Recommendations of Cabinet Committee on Enactment of Special Laws for provision of speedy justice be implemented immediately:- - A mechanism of inspectorate to review the pendency position and performance of subordinate courts - Amendments in judicial procedures to fix time limits for adjudication of cases and appeals	Dec, 2016 Dec, 2016 Onward Dec, 2016

- Role of Ombudsman to be strengthened and enhanced in respect of public complaints and to consider establishing District Ombudsmen to redress grievances at grass-root level - Identification of recommendations of various judicial commissions pertaining to Speedy Justice still not implemented iv. Improve forensic sciences; upgrade physical facilities and equipment to investigate Gender Based Violence crimes on scientific grounds in each province.	July, 2016
THEMATIC AREA-II IMPLEMENTING KEY HUMAN RIGHTS PRIORITIES	
Outcome 1: Protection of Women Rights and Elimination of Gender Based Violence (GBV)	
Proposed Actions	Time Frame
i. Formulation of National Policy guidelines on Gender Based Violence.	Dec, 2016
ii. Study to review all discriminatory legislation against women which give impetus to gender based violence.	Dec, 2016
iii. Establishment of new Crisis Centers for women and strengthening/standardization of existing centers/services at district level in collaboration with Civil Society Organizations to provide rehabilitation services for victims and survivors of violence .	On going
iv. Design and execution of Men Engage Model Program to eliminate Gender Based Violence	Dec, 2016 Onward
v. Directions for a uniform Women's empowerment package for federal and provincial governments under Article 149 of the Constitution of Islamic Republic of Pakistan	Dec, 2016
Outcome 2: Protection of rights of minorities	
i. Effective operation of an independent National Commission for Minorities (NCM) to monitor violation of minorities' rights through allocation of adequate financial resources as well as placement of technically trained and sensitized human resource.	Dec, 2016
ii. Formulation of National Policy Guidelines and National Plan of Action for promotion and protection of rights of minorities	Dec, 2016

iii. Strengthen and enhance the effectiveness of Interfaith Harmony Committees established at the district level with active engagement of the district administration and police and a strong periodic reporting regime for the concerned ministries/divisions/departments	July, 2016 Onward
iv. Effective enforcement of Sections 99-A and 295-A of PPC that are related to criminalize the incitement to religious hatred that leads to imminent violence, including hate speech	Ongoing
v. Special security arrangements (Special Police) for protection of places of worship of minorities through adequate deployment of well equipped, trained and sensitized security personnel.	Immediate
vi. Launching of a comprehensive program/package for socio-economic uplift of the members of the minority communities including: ● Increase in funds and number of scholarships ● Provision of financial assistance to vulnerable groups from minority community, i-e elderly, widows, orphans, disabled and forced labourers ● 5% quota for minorities in National Income Support Program and other social safety nets	Immediate
vii. Ensure enforcement of 5 percent quota for jobs allocated for minorities in letter and spirit	Ongoing
viii. Encourage participation and dialogue of political leadership and members of Parliament at national and provincial levels, in the festivals of minorities as a gesture of solidarity and giving the importance to the rights of minorities.	Ongoing
ix. A federal Task Force be established to encourage tolerance and Interfaith harmony.	Immediate
Outcome 3: Protection of child rights	
i. Review and revision of existing legislation and development of new laws relating to child rights in line with fundamental rights and UNCRC	Dec, 2016
ii. Ensure implementation of Article 25-A of the Constitution that mandates the state to free education for children between the	Ongoing

ages 5-16 years.	
iii. Progressively prohibit, restrict, and regulate child labor with a view to its ultimate elimination through a phased and multi-sectoral strategy.	Ongoing
iv. Effective enforcement of laws for protection of children from trafficking for prostitution, organ transplant, forced labor, drug smuggling, begging, forced child marriages and other exploitative forms of work.	July, 2015
v. Review and revision of Juvenile Justice System Ordinance 2000 and to protect children from the impact of terrorism and ensure compliance with international commitments.	-do-
Outcome 4: Rights of Persons with Disabilities	
i. Review and revision of Disabled Persons (Employment and Rehabilitation) Ordinance, 1981 in line with fundamental rights and UNCRPD and enactment for National Commission/Council for Person with Disabilities.	Dec, 2016
ii. Formulation of building codes to create accessible physical environment for mobility of all type of PWDs.	Ongoing
iii. Mandatory Disabled Impact Assessment (DIA) in development planning for inclusion of PWDs.	Ongoing
Outcome 5: Jail Reforms	
i. Constitution of Joint Committee of federal and provincial governments to provide recommendations for Jail Reforms.	Dec, 2016
ii. Launching of a comprehensive “Jail Inmates Rehabilitation Program” consisting of Skill Development, medical and psychological care, legal counseling and sports/recreational facilities.	July, 2016
iii. Provision of missing facilities/infrastructure of Jails and Jail Staff Colonies all over Pakistan	July, 2016
THEMATIC AREA-III CROSS-CUTTING INTERVENTIONS FOR PROMOTION AND PROTECTION OF HUMAN RIGHTS	
Outcome 1: Human Rights Education and Sensitization	
Proposed Actions	Time Frame
i. Inclusion of human rights and civic education in the curriculum of primary and secondary and higher secondary	Dec, 2016

school level with particular focus on respect and promotion of interfaith dialogue and harmony. ii. Inclusion of human rights and peace education in the curriculum of higher education, Law, and Social Sciences. iii. Inclusion of human rights education with respect to GOPs international commitments in the curriculum of public sector national training and capacity building institutes such as National Police Academy, Federal Judicial Academy, Civil Services Academy, Jail Staff Training Institute, National School of Public Policy, and FIA Academy, Foreign Services Academy and provincial training institutes and Academies etc.	Dec, 2016 -do-
Outcome 2: Right Based Approach to Development Planning	
i. Institutionalize/Incorporate right based cross-cutting human rights issues such as right of education, health and nutrition, reproductive health, social protection (minimum standards for all) etc. in developmental planning both at federal, provincial and district level. ii. Adequate budgetary and resource allocation for promotion and protection of human rights and gender initiatives in Public Sector Development Program (PSDP) iii. Establishment of District Working Groups to ensure institutionalization of social, economic and cultural rights of people in development agenda iv. PC-I to “Implement Action Plan on human rights”	July, 2016 and afterward ongoing Each Year PSDP Budget July, 2016 PSDP 2016-17
Outcome 3: Media, Awareness Raising and Advocacy	
i. Development of Media Policy for promotion and protection of Human Rights including code of ethics, responsible reporting, reporter’s sensitization on HR, Award/Incentives etc. ii. Public Awareness campaign be launched on following theme of human rights:- - 20 Rights, 20 Ads: Design and Launch awareness and advocacy campaign on rights of women, children, and minorities for behavioral change in society. - Conduct Seminars, Workshops, Conferences debates on	Dec, 2016 Dec, 2016 onward Ongoing Ongoing

prevention of human rights violations and extremism for behavioral change of general masses and duty bearers on human rights issues	
- Awareness and sensitization: Organize seminars/workshops for promoting interfaith harmony, Media (TV channels and radio) to create awareness on rights of minorities by dedicating appropriate time and programs.	Ongoing
- Sensitization of Lady Health Workers (LHWs) on human rights issues and dissemination of Information Education and Communication (IEC) material for sensitization of mothers and children through involvement of LHWs Network throughout the country at the grass-root level.	Ongoing
- Design and launch a comprehensive Media awareness Campaign on child rights including protection of children from abuse and exploitation amongst general public and duty bearers.	Ongoing
iii. Public Service messages on human rights issues to be aired by Private TV channels as a commitment undertaken in the issuance of license to allocate 10% of on airtime for the programs in public interest under article 20 (e) of PEMRA Ordinance 2002	Ongoing
THEMATIC AREA-IV: INTERNATIONAL/UN TREATY IMPLEMENTATION	
Outcome 1: International Treaty Implementation	
Proposed Actions	Time Frame
i. Strengthening and effective functioning of Treaty Implementation Cells (TICs) established by provincial governments for the implementation of core conventions at the grass-root level.	Ongoing
ii. Capacity building of the officials of relevant Ministries/Divisions/Departments particularly Treaty Implementation Cells	July, 2016
iii. Examination of policies, legal frameworks and existing institutional mechanisms in the context of Core Human Rights Conventions ratified by Government of Pakistan to identify gaps in their implementation.	-do-

THEMATIC AREA-V INSTITUTIONAL INTERVENTIONS	
Proposed Actions	Time Frame
Outcome 1: Establishment and effective functioning of National Human Rights Institutions (NHRIs)	
i. Immediate establishment/functioning of National Commission on Human Rights (NCHR) for effective monitoring of Human Rights violations in the Country	July, 2016 onward
ii. Strengthening and effective operation of National Commission on the Status of Women (NCSW) for promotion and protection of Women Rights and Establishment of PCSW to monitor violence/crime against women.	Oct, 2016
iii. Enactment for National Commission for Minorities (NCM) giving it status of statutory body to protect and promote the rights of minorities	Dec, 2016
iv. Enactment for Establishment of National Commission on the Rights of Children Rights (NCRC)	Dec, 2016
v. Establishment of National Institute of Human Rights for Policy, Research and Development, Communication and Training/ Capacity building of public-Private sector including Civil Society Organization under the Ministry of Human Rights	PSDP 2016-17
vi. Re-organization of the M/o Human Rights with inclusion of technical expertise as core leadership, and technical reporting and monitoring units in place.	Dec, 2016
THEMATIC AREA-VI IMPLEMENTATION and MONITORING MECHANISM	
Proposed Actions	Time Frame
Outcome 1: Prevention of HR violations and Redressal Mechanism	
i. Establishment of Helpline for legal advice and redressal to victims of human rights violations.	July, 2016
ii. Establishment of Management Information System to institutionalize mechanism for disaggregated data collection, and technical analysis of data to monitor and evaluate the patterns of emerging human rights trends across Pakistan	Oct, 2016
Outcome 2: Financial Support to victims of human rights violations	
i. Effective operationalization of Human Rights Relief and Revolving Fund	Oct, 2016 Onward

ii. Effective operationalization of Diyat, Arsh and Damn Fund,	-do-
iii. Effective operationalization of Women in Distress and Detention Fund	-do-
Outcome 3: Implementation and Monitoring of Action Plan	
i. Establishment of National Task Force under the chairpersonship of Federal Minister for HR with representation of federal ministries and Provincial Law and HR Departments for implementation of the action Plan.	Immediate
ii. Establishment of Provincial Task Forces under the chairpersonship of Provincial Ministers for HR with line Departments and law enforcement agencies for implementation of their respective action Plans.	Immediate

List of Abbreviations

CDA	Capital Development Authority
CrPC	Criminal Procedure Code
CSOs	Civil Society Organizations
FIA	Federal Immigrations Authority
GBV	Gender Based Violence
GOP	Government of Pakistan
HEC	Higher Education Commission
HR	Human Rights
HU	Housing and Urban Development Department
INGOs	International Non-Governmental Organizations
IPC	Inter-Provincial Coordination Division
LHW	Lady Health Worker
M/o H&W	Ministry of Housing and Woks
M/o L&J	Ministry of Law and Justice
M/o RA&IH	Ministry of Religious Affairs and Interfaith Harmony
MIS	Management Information System
NCC	National Curriculum Council
NCHR	National Commission on Human Rights
NCM	National Commission on Minority
NCRC	National Commission on the Rights of Children
NCSW	National Commission on the Status of Women
NGOs	Non-Governmental Organizations
NHRIs	National Human Rights Institutions
NISP	National Income Support Program
NPF	National Policy Framework
P&D	Planning and Development Department
PBM	Pakistan Bait-ul-Mal
PCSW	Provincial Commission on the Status of Women
PEMRA	Pakistan Electronic Media Regulatory Authority
PPC	Pakistan Penal Code
PSDP	Public Sector Development Program
SOPs	Standing Operating Procedures
TICs	Treaty Implementation Cells
UN	United Nations
UNCRPD	UN Convention on the Rights of Persons with Disabilities

