



National Action Plan for Human Rights 2026

**Ministry of Human Rights
Government of Pakistan**

Contents

List of Acronyms.....	3
Message by the Federal Minister for Human Rights	6
Message by the Secretary, Ministry of Human Rights.....	7
Acknowledgements	8
National Action Plan for Human Rights (2026)	9
Introduction.....	9
Purpose and Scope.....	9
Constitutional and International Framework	9
Development Process	10
Key Lessons from the NAP-HR 2020	10
Structure of the NAP-HR 2026.....	11
THEMATIC AREAS.....	12
Thematic Area 1: Legal and Policy Reforms, Enforcement of Laws and Access to Justice:.....	12
Thematic Area 2: Implementing Key Human Rights Priorities (Protection of Rights of Women, Children, Minorities, PWDs, Senior Citizens, Prisoners & Transgender Persons):.....	12
Rights of Women	13
Rights of Children	13
Rights of Minorities	14
Rights of Persons with Disabilities, Transgender Persons and Senior Citizens.....	15
Rights of Prisoners	15
Thematic Area 3: Human Rights Education, Sensitization and Awareness;	16
Thematic Area 4: Institutional Strengthening, Training and Capacity Building;.....	17
Thematic Area 5: International/ UN Obligations and Reporting Mechanism;	17
Thematic Area 6: Implementation, Monitoring Mechanism, and Civil Society Engagement.....	18
National Action Plan for Human Rights 2026 Matrix.....	19
Thematic Area 1: Legal and Policy Reforms, Enforcement of Laws and Policies, and Access to Justice.....	19
Thematic Area 2: Implementing Key Human Rights Priorities.....	28
Thematic Area 3: Cross-cutting Interventions for protection & promotion of Human Rights	41
Thematic Area 4: Institutional Strengthening, Training and Capacity Building	45
Thematic Area 5: International / UN Obligations and Reporting Mechanism	47
Thematic Area 6: Implementation, Monitoring Mechanism, and Civil Society Engagement.....	48

List of Acronyms

Acronym	Full Form
ADR	Alternative Dispute Resolution
ARCC	Anti-Rape Crisis Cell
BISP	Benazir Income Support Programme
CAT	Convention Against Torture
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CERD	Convention on the Elimination of All Forms of Racial Discrimination
CESCR	Committee on Economic, Social and Cultural Rights
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
EOBI	Employees' Old-Age Benefits Institution
FIA	Federal Investigation Agency
FIR	First Information Report
FOSPAH	Federal Ombudsperson Secretariat on Protection Against Harassment
GB	Gilgit-Baltistan
GBV	Gender-Based Violence
HRC	Human Rights Committee
HRIMS	Human Rights Information Management System
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICT	Islamabad Capital Territory
IDP	Internally Displaced Person
IEC	Information, Education, and Communication
ILO	International Labour Organization

Acronym	Full Form
JJSA	Juvenile Justice System Act
KP	Khyber Pakhtunkhwa
LAJA	Legal Aid and Justice Authority
MPHSS	Mental and Psychosocial Health Support Services
NADRA	National Database and Registration Authority
NAP-HR	National Action Plan for Human Rights
NAVTEC	National Vocational and Technical Education Commission
NCCIA	National Cyber Crime Investigation Agency
NCHR	National Commission for Human Rights
NCMR	National Commission on Minorities Rights
NCRC	National Commission on the Rights of the Child
NCRDP	National Council for Rehabilitation of Disabled Persons
NCSW	National Commission on the Status of Women
NDMA	National Disaster Management Authority
NDRMF	National Disaster Risk Management Fund
PECA	Prevention of Electronic Crimes Act
PEMRA	Pakistan Electronic Media Regulatory Authority
PPC	Pakistan Penal Code
PSDP	Public Sector Development Programme
PTPA	Prevention of Trafficking in Persons Act
PWD	Person with Disability
SDG	Sustainable Development Goal
SOP	Standard Operating Procedure
TEVTA	Technical Education and Vocational Training Authority
TFGBV	Technology-Facilitated Gender-Based Violence
UN	United Nations

Acronym	Full Form
UNDP	United Nations Development Programme
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
UPR	Universal Periodic Review
WASH	Water, Sanitation and Hygiene
WCC	Women Crisis Centre
ZARRA	Zainab Alert, Response and Recovery Authority

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Message by the Federal Minister for Human Rights

It is my privilege to present the National Action Plan for Human Rights 2026. This Action Plan reflects the Government of Pakistan's unwavering commitment to upholding the fundamental rights enshrined in the Constitution and to fulfilling the international obligations that Pakistan has undertaken as a responsible member of the international community.

Pakistan's Constitution provides a comprehensive framework of fundamental rights, from the right to life and dignity to equality before the law, freedom of expression, and the prohibition of discrimination. The Principles of Policy further commit the State to securing the well-being of all citizens and the full participation of women, minorities, and the most vulnerable in national life. The NAP-HR 2026 is the instrument through which these constitutional guarantees are translated into concrete, measurable, and time-bound actions.

The Government recognises that legislation alone is not sufficient to protect human rights. The experience of the NAP-HR 2020 has demonstrated that the greatest challenge lies not in enacting laws but in enforcing them, not in establishing institutions but in making them functional, and not in making commitments but in delivering results. This Action Plan has been designed with that lesson at its core. It prioritises the operationalisation of existing legislation, the strengthening of institutional capacity, and the establishment of accountability mechanisms that ensure progress is measured, reported, and independently reviewed.

The protection of human rights is a shared responsibility that requires the sustained engagement of all levels of government, the judiciary, civil society, the private sector, and the people of Pakistan. I call upon all stakeholders to contribute to the implementation of this Action Plan and to hold us accountable for its results. Our commitment to human rights is a commitment to the dignity and potential of every person in Pakistan.

Senator Azam Nazeer Tarar,
Federal Minister for Human Rights,
Government of Pakistan

Message by the Secretary, Ministry of Human Rights

The Ministry of Human Rights has the privilege of presenting the National Action Plan for Human Rights 2026 to advance the human rights obligations of the State of Pakistan. This Action Plan is the product of an extensive and inclusive process that has drawn on the experiences and expertise of government institutions, civil society, academia, human rights defenders, and international partners across the country.

The development of this plan was guided by a rigorous review of the implementation of the NAP-HR 2020, which identified both the achievements and the structural gaps that limited the previous plan's impact. Four key lessons emerged: the need to shift from legislation to enforcement; the importance of operationalising institutional commitments; the necessity of outcome-based monitoring with measurable indicators; and the imperative of meaningful provincial ownership in light of the Eighteenth Amendment. Each of these lessons has been embedded in the architecture of this new plan.

The NAP-HR 2026 is organised into six thematic areas encompassing 21 outcomes and 76 action points, each with defined performance indicators, institutional responsibilities, and timelines. It is designed not merely as a policy document but as an implementation framework, with dedicated governance structures, a harmonised data architecture, and independent accountability mechanisms. The Ministry of Human Rights is committed to ensuring that this plan delivers tangible results for the people of Pakistan.

Mr. Abdul Khalique Sheikh,

Secretary,
Ministry of Human Rights,
Government of Pakistan

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The National Action Plan for Human Rights 2026 is developed by the Ministry of Human Rights, Government of Pakistan, with funding from the European Union (EU), and technical assistance by the United Nations Development Programme (UNDP) Pakistan under Huqooq-e-Pakistan (HeP) II project. The Ministry of Human Rights is grateful for the contributions of all stakeholders who participated in the consultative process, including federal and provincial government departments, national human rights institutions, civil society organisations, human rights defenders, academia, and development partners. The development of this Action Plan is based on a comprehensive implementation progress review of NAP-HR 2020 and through nationwide stakeholder consultations, which provided the evidence base for the design of the current action plan. The Ministry extends its appreciation to all those who contributed their input.

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National Action Plan for Human Rights (2026)

Introduction

The National Action Plan for Human Rights (NAP-HR) 2026 is the Government of Pakistan's third phase of a comprehensive National Action Plan for Human Rights, originally introduced in 2016 and revised in 2020. It translates Pakistan's constitutional guarantees, international treaty obligations and national policy commitments into specific, measurable and time-bound actions with defined objectives, outcomes, key performance indicators, institutional responsibilities and timelines. It comprises of two components: i) a narrative document which provides the context, rationale and justification for each thematic area, and ii) a Matrix containing the full detail of objectives, action items and key performance indicators with tentative timelines.

Purpose and Scope

The purpose of this Action Plan is to operationalize the directives of the Prime Minister's Office by further strengthening Pakistan's human rights framework through targeted legal, institutional, and capacity-building measures. In this regard, the Plan aims to (i) enact appropriate legislation and review existing laws to align them with current human rights norms and Pakistan's international commitments; (ii) modernizing the primary, secondary and tertiary level curricula to incorporate human rights concepts and promote a culture of rights; and (iii) enhance the capacity of key justice sector actors, including police, prison staff, and the lower and mid-level judiciary, through improved training frameworks and standardized operating procedures. Collectively, these measures define the scope of the Plan, with a focus on ensuring effective implementation, institutional coherence, and sustained impact across sectors.

Constitutional and International Framework

The NAP-HR is grounded in the fundamental rights guaranteed by the Constitution under Articles 8 to 28, which protect the right to life, liberty, dignity, equality, freedom of speech and religion, the right to a fair trial, and the prohibition of discrimination, forced labour and torture. The Principles of Policy under Articles 29 to 40 further commit the State to full participation of women in national life, protection of the family, safeguarding the rights of minorities and vulnerable groups, and providing basic necessities of life. Pakistan's international obligations under the ICCPR, ICESCR, CEDAW, CRC, CRPD, CAT, ICERD, and relevant Optional Protocols, together with recommendations accepted under the Universal Periodic Review create the binding commitments that this Action Plan is designed to advance the human rights agenda.

Development Process

The development of this Action Plan is based on a comprehensive Implementation Progress Review of the NAP-HR 2020, assessing the extent to which the previous plan's objectives were achieved across its six thematic pillars. Second, nationwide stakeholder consultations were conducted in Islamabad, Lahore, Karachi, Peshawar, Quetta and Gilgit, bringing together governmental actors, civil society representatives, human rights defenders and academia. Their contributions have been reflected throughout this document.

The revised Action Plan incorporates feedback received from the UN Treaty Bodies' concluding observations and recommendations of Universal Periodic Review. Further, the recommendations of the recent GSP Plus Review Mission have been duly incorporated in the revised Plan including KPIs and tentative timelines of all the actions/activities. The Plan consists of legal and policy reforms; access to justice; enforcement of laws particularly relating to women, children, minorities, persons with disabilities, transgender persons, prisoners and senior citizens; institutional strengthening; cross cutting interventions for protection and promotion of human rights; improving the capacity and SOPs of law enforcement agencies, prisons and judiciary in line with current human rights framework.

Key Lessons from the NAP-HR 2020

Four structural lessons from the NAP-HR 2020 have shaped the design of this Action Plan. First, significant laws were enacted but their effective implementation has been inconsistent; this NAP-HR therefore emphasizes enactment of new laws and effective enforcement of existing laws. Second, key institutional commitments also need to be further focused: the Legal Aid and Justice Authority (LAJA) is to be effectively operationalised, Anti-Rape Crisis Cells are to be established in all districts, and proactive role of District Interfaith Harmony Committees is also to be ensured. This NAP-HR stipulates specific operationalisation milestones, human and financial resources mobilization and accountability mechanisms. Third, monitoring relied on activity-based reporting without measurable outcome indicators; this NAP-HR introduces a KPIs structure supported by a harmonised Human Rights Information Management System. Fourth, the previous NAP-HR was more focused on federal and provincial capitals. This revised version contains federal, provincial and district level interventions through district level public organizations and CSOs engagement, therefore, it requires robust coordination among all three tiers of government including federal, provincial and district levels; given that most human rights subjects are devolved under the 18th Amendment. The revised NAP-HR addresses the provincial dimension through the inclusion of provincial departments as primary implementing

agencies, provincial NAP-HR focal points, strengthened Provincial Task Forces, District Human Rights Committees and integration of NAP-HR financial resource mobilization into federal and provincial Annual Development Programmes.

Structure of the NAP-HR 2026

The Action Plan is organized under six themes: (1) Legal and Policy Reforms, Enforcement of Laws and Access to Justice; (2) Implementing Key Human Rights Priorities (Protection of Rights of Women, Children, Minorities, PWDs, Senior Citizens, Prisoners & Transgender Persons); (3) Human Rights Education, Sensitization and Awareness; (4) Institutional Strengthening, Training and Capacity Building; (5) International/UN Obligations and Reporting Mechanism; (6) Implementation, Monitoring Mechanism, and Civil Society Engagement.

These themes have been consolidated to reduce fragmentation and improve coherence. The Matrix contains action items, each with KPIs, institutional responsibilities, and tentative timelines.

The implementation mechanism of the Action Plan includes National and Provincial Task Forces under the respective Ministers for Human Rights, and National Mechanism for Reporting and Follow up (NMRF). It also supports grass-root initiatives and civil society engagements, and decentralizing human rights agenda through District Human Rights Committees across Pakistan. The Plan will be implemented by the relevant federal ministries and provincial departments with MoHR as the lead agency.

THEMATIC AREAS

Thematic Area 1: Legal and Policy Reforms, Enforcement of Laws and Access to Justice:

The protection of human rights in Pakistan is grounded in the Constitution, which guarantees fundamental rights including equality before the law, due process, and access to justice, and is reinforced by Pakistan's obligations under core international human rights treaties and accepted UPR recommendations. This thematic area focuses on strengthening the legal and policy framework to ensure alignment with international standards, while prioritizing effective enforcement of existing laws. It covers key areas including legislative review and reform, harmonization of federal and provincial laws, strengthening of enforcement mechanisms, and improving access to justice, particularly for vulnerable and marginalized groups.

The Progress Review of NAP-HR 2020 highlights significant legislative developments. It also identifies some gaps in implementation, enforcement, and access to justice including challenges for instance, weak institutional capacity, delays in judicial processes, limited legal aid, and uneven enforcement across jurisdictions. Consultations underscored the need to shift focus from law-making to effective implementation, strengthen accountability of enforcement agencies, and enhance accessibility of justice systems. These priorities align with Pakistan's international obligations and are reflected in targeted, measurable interventions aimed at ensuring that legal protections translate into tangible outcomes for rights-holders.

Thematic Area 2: Implementing Key Human Rights Priorities (Protection of Rights of Women, Children, Minorities, PWDs, Senior Citizens, Prisoners & Transgender Persons):

This thematic area focuses on advancing priority human rights issues in line with constitutional guarantees and Pakistan's international obligations under core human rights treaties and UPR commitments. It operationalizes the State's commitment to protecting vulnerable and marginalized groups by addressing thematic priority areas, including women, children, minorities, persons with disabilities, transgender persons, senior citizens, and prisoners. The focus is on ensuring that existing legal and policy frameworks are effectively implemented to deliver concrete improvements in the realization of rights.

The Progress Review of NAP-HR 2020 indicates that while notable legislative and policy advancements have been achieved across priority areas, implementation remains uneven

and outcomes for rights-holders are inconsistent. Consultations across provinces reaffirmed the need for a more coordinated, results-oriented approach, with stronger institutional accountability and improved service delivery mechanisms. Emphasis was placed on addressing cross-cutting challenges such as enforcement gaps, data limitations, and access to services. These priorities are aligned with Pakistan's international commitments and are reflected in targeted, measurable interventions designed to deliver tangible and sustainable improvements in key human rights areas.

Rights of Women

The protection and promotion of women's rights in Pakistan is grounded in the Constitution of Pakistan 1973, which guarantees equality before the law (Article 25), ensures women's participation in national life (Article 34), and protects the family (Article 35). These commitments are reinforced by Pakistan's obligations under CEDAW, ICCPR, ICESCR, and accepted UPR recommendations, requiring action on gender-based violence (GBV), harmful practices, access to justice, healthcare, property rights, and political participation. The Women's Empowerment Package 2024 reflects continued federal commitment to advancing gender equality. This theme translates these commitments into targeted objectives addressing key challenges, including GBV, technology-facilitated violence, forced marriages and honour killings, rights of domestic and home-based workers, reproductive health, inheritance rights, and women's political participation, with a focus on both protection and effective enforcement.

The Implementation Progress Review of NAP-HR 2020 noted significant legislative progress, including the Anti-Rape (Investigation and Trial) Act 2021, reforms on honour killings, and the Enforcement of Women's Property Rights Act 2020; however, implementation gaps persist. Conviction rates for GBV remain low, forensic processes require strengthening, Anti-Rape Crisis Cells are not fully operational, and women's inheritance rights continue to face systemic barriers. Consultations across provinces reaffirmed these challenges, particularly weaknesses in the justice system, absence of female first responders, and evidentiary gaps. Stakeholders emphasized prioritizing enforcement of existing laws and strengthening of institutional accountability. These priorities align with Pakistan's international obligations, including CEDAW and UPR recommendations, and are reflected in measurable, time-bound actions under this theme.

Rights of Children

The protection of children's rights in Pakistan is firmly grounded in the Constitution, which guarantees free and compulsory education (Article 25-A), prohibits hazardous child labour (Article 11), and protects the rights to life, dignity, and family (Articles 9, 14, and 35). These commitments are reinforced by Pakistan's obligations under the Convention on the Rights

of the Child (CRC), ICCPR, ICESCR, relevant ILO Conventions, and accepted UPR recommendations. Recent legislative measures, including the Zainab Alert, Response and Recovery Act 2020 and the Juvenile Justice System Act 2018, reflect State's continued commitment to strengthening child protection. This theme translates these commitments into targeted actions addressing key challenges, including low birth registration, child labour, child abuse and exploitation, harmonizing child marriage age among provincial legislation, child protection systems, access to education, juvenile justice, and child trafficking, with a focus on both protection and development.

The Progress Review of NAP-HR 2020 reflects important institutional and legislative advancements, including the establishment of the National Commission on the Rights of the Child and the Zainab Alert system. However, implementation challenges persist. A significant number of children remain out of school, birth registration is incomplete in certain regions, and child labour continues in informal sectors. Child abuse remains underreported, with gaps in victim-sensitive procedures and forensic capacity, while the juvenile justice system requires further strengthening in line with the JJSA 2018. Consultations across provinces reaffirmed these concerns, highlighting the need to strengthen enforcement of Article 25-A, address child marriage, operationalize child protection institutions at district level, and improve data systems. These priorities align with Pakistan's international obligations, including CRC Committee recommendations and UPR commitments, and are reflected in targeted, measurable interventions under this theme.

Rights of Minorities

The protection of minority rights in Pakistan is grounded in the Constitution, which guarantees freedom of religion (Article 20), equality before the law (Article 25), non-discrimination in public access and services (Articles 26 and 27), cultural and linguistic rights (Article 28), and mandates the State to safeguard the interests of minorities (Article 36). These commitments are reinforced by Pakistan's obligations under the ICCPR, ICESCR and CERD, as well as accepted UPR recommendations addressing interfaith harmony, hate speech, and protection of places of worship. This theme translates these commitments into targeted actions covering interfaith harmony, hate speech and misuse of blasphemy laws, socio-economic inclusion, institutional strengthening of the National Commission for Minorities' Rights, protection of places of worship, recognition of promotion of mother tongue education.

The Progress Review of NAP-HR 2020 reflects important institutional developments, including the establishment of the National Commission for Minorities' Rights and adoption of the National Interfaith Harmony Policy. However, implementation challenges persist. Implementation of employment quota for minorities remain inconsistent, interfaith

mechanisms require revitalization, and issues such as hate speech continue to require strengthened institutional responses. Consultations across provinces highlighted the need for improved protection mechanisms, stronger community-level engagement, and enhanced capacity of relevant institutions, and preservation of cultural values of minority communities. These priorities align with Pakistan's international obligations under ICCPR and CERD, as well as UPR commitments, and are reflected in targeted, measurable interventions under this theme.

Rights of Persons with Disabilities, Transgender Persons and Senior Citizens

The rights of persons with disabilities, transgender persons and senior citizens are grounded in the Constitution, which guarantees equality before the law (Article 25), prohibits discrimination (Articles 26 and 27), and mandates the protection and well-being of vulnerable groups (Articles 36 and 38). These commitments are reinforced by Pakistan's obligations under the CRPD, ICCPR, ICESCR, and accepted UPR recommendations. Domestically, key legislative frameworks include the ICT Rights of Persons with Disabilities Act 2020, the Transgender Persons (Protection of Rights) Act 2018, and provincial disability laws. This theme addresses overlapping structural challenges faced by these groups, including limited access to employment, public services, infrastructure, healthcare, and justice. It translates these commitments into targeted objectives covering employment quotas, inclusive education, accessibility, healthcare including mental health, disability-inclusive disaster preparedness, protection of transgender rights, and safeguarding the rights of older persons.

The Progress Review of NAP-HR 2020 highlights progress in certain areas, particularly in the ICT, but identifies persistent implementation gaps nationwide. Enforcement of disability employment quotas remains inconsistent, accessibility standards require strengthening, and provincial implementation varies. While the Transgender Persons Act 2018 marked a significant step, challenges persist in its effective enforcement, including access to employment, and protection from violence. For senior citizens, the limited institutional focus remains a concern. Consultations across provinces reaffirmed these issues, highlighting barriers in accessibility, gaps in mental health services, continued vulnerability of transgender persons, and senior citizens, particularly in contexts of natural disasters. These priorities align with Pakistan's international obligations under the CRPD and UPR commitments and are reflected in targeted, measurable interventions under this theme.

Rights of Prisoners

The protection of the rights of prisoners in Pakistan is grounded in the Constitution, which guarantees the right to life and liberty (Article 9), dignity of the person (Article 14), equality before the law (Article 25), and safeguards against arbitrary detention (Article 10). These

protections are reinforced by Pakistan's obligations under the ICCPR, the Convention Against Torture (CAT), and accepted UPR recommendations relating to detention conditions, due process, and prevention of custodial abuse. Domestically, the legal framework includes the Pakistan Prison Rules 1978, the Code of Criminal Procedure 1898, and the Torture and Custodial Death (Prevention and Punishment) Act 2022. This theme translates these commitments into targeted objectives addressing key challenges, including prisons overcrowding, limited access to legal aid, poor conditions of detention and healthcare including mental health, protection against torture and ill-treatment, rehabilitation and reintegration, and the treatment of vulnerable groups such as women, juveniles, and persons with disabilities in custody.

The Progress Review of NAP-HR 2020 highlights incremental improvements, including increased attention to prison reforms and legal safeguards; however, significant implementation gaps persist. Overcrowding remains a major challenge, under-trial prisoners constitute a substantial proportion of the prison population, and access to legal aid and timely justice requires institutional and judicial reforms. Gaps in healthcare services, including mental health support, and concerns relating to custodial violence and accountability mechanisms continue to be identified. Consultations across provinces underscored the need to improve detention conditions, expand non-custodial measures, strengthen oversight and complaint mechanisms, and enhance rehabilitation services to reduce recidivism. Particular emphasis was placed on safeguarding the rights of women, juveniles, and other vulnerable groups in detention. These priorities align with Pakistan's international obligations under the ICCPR, CAT, and UPR commitments, and are reflected in targeted, measurable interventions under this theme.

Thematic Area 3: Human Rights Education, Sensitization and Awareness;

The promotion of human rights education and awareness is grounded in the Constitution, particularly Articles 25-A, 31, and 37, which emphasize education, social justice, and the promotion of moral and civic values. These commitments are reinforced by Pakistan's obligations under ICCPR, ICESCR, CRC, and other international instruments, as well as accepted UPR recommendations on human rights awareness and education. This thematic area focuses on integrating human rights principles into formal and non-formal education systems, strengthening public awareness campaigns, and promoting a culture of tolerance, inclusion, and respect for diversity. It covers key areas including curriculum development, media engagement, community-level sensitization, and targeted awareness initiatives for vulnerable groups.

The Progress Review of NAP-HR 2020 indicates that while progress has been made in integrating human rights content into curricula and conducting awareness campaigns,

implementation remains uneven across provinces and sectors. Gaps persist in teacher training, standardization of content, and outreach to marginalized communities. Consultations highlighted the need for sustained, coordinated efforts to embed human rights education across institutions, strengthen partnerships with media and civil society, and counter intolerance. These priorities align with Pakistan's international obligations and are reflected in targeted, measurable interventions aimed at fostering long-term behavioural change and strengthening a rights-based culture.

Thematic Area 4: Institutional Strengthening, Training and Capacity Building;

The strengthening of institutional capacity for human rights implementation is anchored in constitutional principles of governance, accountability, and service delivery, and reinforced by Pakistan's international obligations under core human rights treaties. This thematic area focuses on enhancing the effectiveness of federal and provincial institutions responsible for human rights implementation, including ministries, departments, and national human rights institutions. Key areas include development of standardized training modules, establishment of Training of Trainers (ToT) mechanisms, capacity building of public officials, and strengthening coordination among relevant stakeholders.

The Progress Review of NAP-HR 2020 highlights that while institutional frameworks have expanded, gaps remain in technical capacity, coordination, and resource allocation. Consultations emphasized the need for regular, structured training programmes, clearer mandates for focal institutions, and improved inter-agency coordination. Strengthening institutional accountability and ensuring continuity through defined roles and processes were also identified as priorities. These efforts are aligned with Pakistan's international commitments and are reflected in targeted interventions aimed at building sustainable institutional capacity for effective human rights implementation.

Thematic Area 5: International/ UN Obligations and Reporting Mechanism;

Pakistan's engagement with international human rights mechanisms is guided by its obligations under the seven core UN human rights treaties, as well as its commitments under the Universal Periodic Review (UPR) and GSP+ framework. This thematic area focuses on strengthening the State's capacity to meet its reporting, implementation, and follow-up obligations in a timely, coordinated, and evidence-based manner. It includes the

operationalization of the National Mechanism for Implementation, Reporting and Follow-up (NMIRF), revitalization of the Human Rights Information Management System (HRIMS), and enhanced coordination with federal and provincial stakeholders.

The Progress Review of NAP-HR 2020 identifies progress in treaty engagement but highlights persistent challenges, including fragmented data systems, and limited follow-up on recommendations. Consultations underscored the need for a centralized, functional data management system, strengthened provincial coordination, and institutionalized processes for tracking implementation of international commitments. These priorities align with Pakistan's obligations under treaty bodies and UPR commitments and are reflected in targeted, measurable interventions to strengthen reporting efficiency, data reliability, and implementation tracking.

Thematic Area 6: Implementation, Monitoring Mechanism, and Civil Society Engagement

The effective implementation and monitoring of human rights commitments require meaningful engagement with civil society, in line with constitutional principles of participation, transparency, and accountability. Pakistan's international obligations under ICCPR and UPR recommendations further emphasize inclusive governance and stakeholder engagement. This thematic area focuses on strengthening collaboration between government institutions and civil society organizations, enhancing participatory mechanisms, and improving monitoring and evaluation frameworks for human rights implementation.

The Progress Review of NAP-HR 2020 indicates that while civil society engagement mechanisms exist, they remain ad hoc and insufficiently institutionalized. Consultations highlighted the need for structured platforms for dialogue, improved transparency in implementation processes, and stronger monitoring and evaluation systems, including defined indicators and reporting mechanisms. Strengthening coordination with civil society and ensuring inclusive participation, particularly of marginalized groups, were identified as key priorities. These efforts are aligned with Pakistan's international commitments and are reflected in targeted interventions aimed at enhancing accountability, transparency, and effectiveness in human rights implementation.

National Action Plan for Human Rights 2026 Matrix

Thematic Area 1: Legal and Policy Reforms, Enforcement of Laws and Policies, and Access to Justice

Outcome 1: Legal & Policy Framework for Protection and Promotion of Human Rights				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Tentative Timeline
1.	Immediate Enactment of Human Rights related Laws: a) KP Child Marriage Restraint Bill	i. Consultation with the relevant stakeholders to finalize the bill ii. Approval by the Cabinet and introduction in the Provincial Assembly iii. Passage of the bill by the Provincial Assembly	Social Welfare Department, KP Law & parliamentary Affairs Department, KP	08 months
	b) KP Rights of Persons with Disability Bill	i. Introduction in the Provincial Assembly ii. Passage of the bill by the Provincial Assembly	Social Welfare Department, KP Law & parliamentary Affairs Department, KP	08 months
	c) Guardian and Ward (Amend.), Act d) The Dowry and Bridal Gifts (Restriction), (Amend) Bill.	i. Approval by the Cabinet ii. Introduction in the Parliament iii. Passage by the Parliament.	Ministry of Law & Justice MoHR	01 year
2.	Formulation of New Human Rights Related Policies a) ICT Child Protection Policy	i. Approval by the Cabinet	MoHR, NCRC, NCSW, NCHR	01 year
	b) National Policy on Ending Violence against Women & Girls	i. Approval by the Cabinet	MoHR, NCRC, NCSW, NCHR	01 year
	c) National Strategy on Ending Violence against Children	i. Consultation with all relevant stakeholders. ii. Approval from respective authority	MoHR, NCRC, NCSW, NCHR	01 year
	d) National Policy Framework on Ageing.	i. Drafting of policy. ii. Consultation with all relevant stakeholders. iii. Approval from Federal Cabinet.	MoHR, NCSW, NCHR	02 years
	e) National Strategy on Protection of Rights of Persons with Disabilities	i. Drafting of Strategy. ii. Consultation with all relevant stakeholders. iii. Approval from respective authority.	MoHR, NCRC, NCSW, NCHR, CRPD	02 years

Outcome 2: Effective Implementation of Human Rights related Laws and Policies				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Tentative Timeline
3.	Enforcement of Human Rights related Laws & corresponding Rules: i. Protection Against Harassment of Women at Workplace (Amendment) Act, 2022;	<ul style="list-style-type: none"> a) Committees notified by the public and private organizations under the Act b) No. of cases / complaints received by the Departmental Committees. c) No. of cases / complaints received by the office of Ombudspersons at Federal and Provincial level. d) Number of cases where punishment awarded. e) Current status and redressal rate of pending cases/ complaints. 	Ministry of Law & Justice, National Commission on the Status of Women, FOSPAH;	Ongoing
	ii. The Enforcement of Women's Property Rights Act, 2020	<ul style="list-style-type: none"> a) No. of complaints received by ombudspersons. b) No. of cases adjudged by ombudsperson. 	Ministry of Law & Justice; FOSPAH;	Ongoing
	iii. The Criminal Law (2nd Amendment) Act, 2011 (Acid Control & Acid Crime Act);	<ul style="list-style-type: none"> a) No. of cases registered regarding Acid Control and Acid Crimes. b) No. of prosecutions and convictions made under the Act. c) No. of inspections conducted to regulate and monitor the sale of corrosive substances and penalties imposed. d) Trend in cases of acid crimes annually and every three years under the Act. 	Ministry of Interior; NCSW; Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	iv. The Criminal Laws Amendment (offences related to Rape) Act, 2016;	<ul style="list-style-type: none"> a) No. of cases registered regarding Rape related offences. b) No. of prosecutions and convictions made under the Act. c) No. of death penalties & life imprisonments awarded by the Court. c) Trend in cases of acid crimes annually and every three years under the Act. 	Ministry of Interior; NCSW; Provincial Women Development Departments, Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing

	v. The Criminal Laws Amendment (offences related to Honour killing) Act, 2016;	<ul style="list-style-type: none"> a) No. of cases registered regarding Honour Killing. b) No. of prosecutions and convictions made under the Act. c) No. of death penalties & life imprisonments awarded by the Court. d) Trend in cases of honour killing annually and every three years under the Act. 	Ministry of Interior; NCSW; Provincial Women Development Departments, Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	vi. The Criminal Law (3rd Amendment) Act, 2011 (Anti Women Practices Act);	<ul style="list-style-type: none"> a) No. of cases registered regarding offences of female in marriage or otherwise in badla-e-sulh, wanni or swara Honour Killing. b) No. of prosecutions and convictions made under the Act. c) Trend in cases of Anti-Women Practices annually and every three years under the Act. 	Ministry of Interior; NCSW; Provincial Women Development Departments, Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	vii. The Protection of Women (Criminal Laws Amendment) Act, 2006;	<ul style="list-style-type: none"> a) No. of cases registered u/s 365-B, 367-A, 371-A, 371-B, 375, 493-A, 496-A, B, C b) No. of prosecutions and convictions made under the Act. c) Trend in cases of pertaining to protection women annually and every three years under the Act. 	Ministry of Interior; NCSW; Provincial Women Development Departments, Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	viii. National Commission on the Rights of Child Act, 2017	<ul style="list-style-type: none"> a) Appointment of Chairperson and Members of the Commission. b) No. of policy paper prepared on emerging child rights issues. c) No. of laws and policies reviewed and new laws/ amendments proposed. d) No. of Sectoral policies harmonized in light with the UNCRC. e) Establishment of Child Rights Fund under the act and its effective utilization. f) No. of Annual Reports on situation of Child Rights submitted to the Parliament. 	MoHR, NCRC	Ongoing
	ix. The ICT Child Marriage Restraint Act 2025;	<ul style="list-style-type: none"> a) Formulation of Rules and notification. b) No. of cases registered for violations. c) No. of prosecutions and convictions made under the Act. 	MoHR, Ministry of Interior, NCRC, CPI, ICT Police & Prosecution	Ongoing

		<p>d) Trend in cases of child marriage violations annually and every three years under the Act.</p> <p>e) Number of cases where compensation/ reparations are awarded and granted to victims.</p>		
	x. The Prohibition of Corporal Punishment Act, 2021;	<p>a) No. of sessions conducted for sensitization/ awareness raising of Children as well as parents.</p> <p>b) No. of teachers trained on positive discipline methods.</p> <p>c) Establish Complaint redressal systems in all public and private schools.</p> <p>d) No. of cases registered for violations under the Act.</p> <p>e) No. of prosecutions and convictions made under the Act.</p> <p>f) Region-wise prevalence rate of complaints of Corporal Punishments annually.</p>	MoFEPT; NCRC; Provincial Education Departments; Provincial Human Rights Departments	Ongoing
	xi. The Zainab Alert, Response and Recovery Act, 2020;	<p>a) Number of missing children cases received.</p> <p>b) No. of alerts generated</p> <p>c) No. of missing children recovered through ZARRA System.</p> <p>d) No. of coordination meetings between Police, ZARRA, and Provincial Authorities</p> <p>e) No. of awareness campaigns conducted annually.</p>	MoHR ZARRA	Ongoing
	xii. The ICT Child Protection Act, 2018;	<p>a) No. of meetings conducted by Child Protection Advisory Board</p> <p>b) No. of children (category-wise) recovered by Child Protection Institute (CPI)</p> <p>c) No. of children reunified with their families</p> <p>d) No. of children provided with shelters</p> <p>e) No. of oversight visits conducted by NCHR & NCRC</p> <p>f) No. of child care giver institutes registered and monitored by CPI</p>	MoHR, NCRC, CPI, NCHR, Provincial Human Rights Departments, Provincial Child Protection Agencies/ Bureau	Ongoing
	xiii. The Juvenile Justice System Act, 2018;	<p>a) No. of juveniles provided legal aid and legal assistance.</p> <p>b) No. of Juvenile courts established at district levels.</p>	MoHR, NCRC, CPI, NCHR, Provincial Human Rights Departments, Provincial Police	Ongoing

		<ul style="list-style-type: none"> c) No. of Juvenile Justice Committees established and meetings conducted in all at district level. d) No. of rehabilitation, psycho-social counselling and reintegration programmes conducted. e) No. of juveniles released on probation and good behavior. f) No. of jail visits (juvenile cells & Borstal institutes) conducted by various institutions/ departments. g) No. of cases of juveniles affected by the issue of Age determination. 	Departments, Provincial Child Protection Agencies/ Bureau	
	xiv. Criminal Law Amendment Act, 2018 (Child Protection);	<ul style="list-style-type: none"> a) No. of cases registered regarding seduction, child pornography and cruelty to children. b) No. of prosecutions and convictions made under the Act. c) Trend in cases of child abuse annually and every three years under the Act. 	Ministry of Interior; NCRC; Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	xv. Bonded Labor System (Abolition) Act, 1992;	<ul style="list-style-type: none"> a) No. of Labour and Women Inspectors recruited in line with the ILO requirement. b) No. of inspections conducted by Provincial Labour Departments. c) No. of reported incidents/case of bonded labour registered in ICT and across the country. d) No. of prosecutions and convictions made under the Act. e) No. of District Vigilance Committees established / operational for curbing bonded labour. f) Trend in prevalence of cases of bonded labour annually and every three years under the Act. 	MoHR ICT Administration (Labour) Provincial Labour Departments	Ongoing
	xvi. Proscription of "Child Domestic Labour" in Part-I (Occupation) of the Schedule of the Employment Children Act, 1991.	<ul style="list-style-type: none"> a) No. of reported incidents/cases of Child Domestic Labour registered in ICT. b) No. of prosecutions and convictions made. c) Trend in prevalence of cases of Child Domestic Labour annually and every three years. 	MoHR ICT Administration (Labour) Provincial Labour Departments	Ongoing

	xvii. Section 194 & 211 of PPC to ensure the punishment for false accusation of blasphemy laws;	<ul style="list-style-type: none"> a) No. of cases registered or reported u/s 194 of PPC regarding false evidence to procure capital punishment. b) No. of cases registered or reported u/s 211 of PPC regarding false allegation of blasphemy law. c) Implementation of SOPs to deal with the cases of false accusation of blasphemy laws. 	Ministry of Interior; Provincial Offices of the Inspector General, Police;	Ongoing
	xviii. The Hindu Marriage Act, 2017;	<ul style="list-style-type: none"> a) No. of Hindu marriages registered under the act. b) No. of marriage registrars appointed at district level. 	Ministry of Religious Affairs & Interfaith Harmony, Provincial Home Departments; Provincial Minorities Affairs Departments; Provincial Offices of the Inspector General (Police);	Ongoing
	xix. ICT Rights of Persons with Disability Act, 2020;	<ul style="list-style-type: none"> a) No. of PWDs registered by Council on Rights of Persons with Disabilities. b) No. of PWDs received services/ facilities (i.e., health, medical, ease of access & mobility devices, education and participation in sports, cultural and recreational activities). c) No. of buildings accessible for PWDs. d) Implementation of Accessibility Building Codes/ Standards. e) Establishment of endowment funds for rehabilitation of the said act. f) No. of organizations implementing employment quota for PWDs 	CRPD-MOHR, Provincial CRPDs, Provincial Human Rights Dept. Provincial Social Welfare Departments, DEPD, SPDPA	Ongoing
	xx. The Islamabad Capital Territory Senior Citizens Act, 2021;	<ul style="list-style-type: none"> a) No. of senior citizens registered under the Act. b) No. of senior citizens receiving services/ facilities. c) Establishment of fund under the Act d) No. of meetings of the Senior Citizens Welfare Council (SCWC) conducted. 	MoHR, Provincial Social Welfare Depts. Provincial Human Rights Depts.	Ongoing

		e) No. of complaints filed by the inmates of old-age homes 'Dar-ul-Shafqat and the inquiries conducted.		
	xxi. Transgender Persons (Protection of Rights) Act 2018;	a) No. of CNICs issued to transgender persons. b) No of cases registered under this act. c) No. of convictions and acquittal made under the act. d) No. of inter-agency coordination meetings. e) No. of hospitals providing transgender inclusive health services.	Ministry of Human Rights Provincial Social Welfare Depts. Provincial Human Rights Depts.	Ongoing
	xxii. The Torture and Custodial Death (Prevention and Punishment) Act, 2022;	a) No. of complaints received and inquiries initiated. b) No. of cases registered for violations under the Act. c) No. of officials trained under the Act and International Standards d) No. of officials suspended, charged/ convicted and dismissed. e) No. of prosecutions and convictions made under the Act f) Trend in cases of torture and custodial violations annually and every three years under the Act.	Ministry of Interior; NCHR; Provincial Home Departments; Provincial Offices of the Inspector General (Police), Provincial Prisons Departments	Ongoing
	xxiii. National Civic Education Commission Act, 2018	a) Establishment/ strengthening of the Commission b) Level of inclusion of civic education in curricula at the primary & secondary education level. c) No. of schools imparting civic education at the primary & secondary levels.	MoFEPT; NCRC; Provincial Education Departments; Provincial Human Rights Departments	Ongoing
	xxiv. Cost of Litigation Act, 2017;	a) No. of cases in which costs and special costs awards have been granted. b) No. of cases filed in the courts, their pendency and disposal status.	Ministry of Law & Justice, Supreme Court of Pakistan Provincial High Courts	Ongoing
4.	Implementation of Policies related to Human Rights: a) Implementation of Provincial Human Rights Strategies/ Policies on the protection of human rights in their respective provinces;	i. No. institutional and coordination mechanism developed for implementation of policies. ii. Resources allocated including monetary and human for implementation of policies.	Provincial Social Welfare/ DEPD/ Special Education and Human Rights Departments	Ongoing

	<p>b) Implementation of Child Protection Policies in their respective provinces;</p> <p>c) Implementation of Women empowerment Policies in their respective provinces.</p>	<p>iii. No. of trainings conducted to ensure implementation of these policies at district and tehsil level.</p> <p>iv. No. of sessions conducted by district human rights committees for implementation of these policies at grassroot level</p>		
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Outcome 3: Access to Justice				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
5.	Robust monitoring and reporting on Human Rights situation in Pakistan by NHRIs.	<p>i. Amount of budget and human resource allocated for NHRIs.</p> <p>ii. No. of complaints received and investigated by NHRIs.</p> <p>iii. No. of referrals made and final outcome of these referrals.</p> <p>iv. No. of Issue based reports published.</p>	NHRIs including NCHR, NCSW, NCRC, NCMR, Provincial Human Rights Commission and Provincial Commission on the Status of Women	Ongoing
6.	Enhance accessibility of Legal Aid and Justice Authority across Pakistan	<p>i. Amount of budgetary allocation and staff appointed for effective operationalization.</p> <p>ii. No. of legal aid services provided by LAJA along with detail of beneficiaries disaggregated by age, sex, ethnicity, religion and crimes for which legal aid was provided.</p> <p>iii. Detail of effective utilization of Legal Aid and Justice Fund.</p>	Ministry of Law and Justice, Legal Aid and Justice Authority.	Ongoing
7.	Building accessible infrastructure and digital services to ensure access to remedy through E-courts and mobile courts.	<p>i. No. of courts, police stations accessible for women, senior citizens, persons with disabilities including the ones with psychosocial disabilities.</p> <p>ii. No. of e-courts and mobile courts established to ensure speedy trial.</p> <p>iii. No of cases failed, adjudicated, and decided through E-courts.</p> <p>iv. Percentage of backlog of cases over the years.</p>	Ministry of Law and Justice, Ministry of Interior, Law & justice Commission of Pakistan, Provincial Law and Parliamentary Affairs, Home, Prosecution, Prisons Departments	1-2 years

8.	Strengthen case referral pathways between Alternate Dispute Resolution (ADR) mechanisms and the formal justice system and action against illegal jirgas, panchayats.	<ul style="list-style-type: none"> i. No. of ADR mechanisms operational at district level. ii. No. of cases referred to ADR by formal judiciary. iii. No. of cases of serious human rights abuses/ offences appropriately referred from informal judiciary to formal judicial system. iv. No. of FIRs registered and action taken against jirgas, panchayats in light of Supreme Court judgement of 2019. 	Ministry of Law and Justice, Law & Justice Commission of Pakistan, Provincial Law and Parliamentary Affairs Departments, Provincial Home Departments	1-2 years
9.	Strengthening of Helpline 1099 for its effective and efficient working in providing free legal advice and referral services to victims of human rights violations	<ul style="list-style-type: none"> i. Accessibility of helpline service, using, audio description, Easy Read and personal assistance services, if any. ii. Analysis of number of referrals and legal services provided disaggregated by gender, region & disability. 	MoHR	Ongoing

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Thematic Area 2: Implementing Key Human Rights Priorities

Outcome 4: Protection of Rights of Women				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
10.	Establish and operationalise Anti-Rape Crisis Cells (ARCCs) in all district headquarters hospitals.	<ul style="list-style-type: none"> i. Number of ARCCs notified and established in district headquarters hospitals ii. Number of ARCC staff recruited including medical officers, female medico-legal officers, counsellors and legal aid coordinators 	MoHR, Ministry of Interior, Ministry of Health	1-3 years
11.	Develop and notify National Guidelines on Survivor-Centric approaches to victim handling across police, prosecution and health services.	<ul style="list-style-type: none"> i. Guidelines developed through consultative process with relevant government agencies, civil society and survivor advocacy groups ii. Guidelines formally notified and disseminated to all relevant institutions iii. Number of orientation sessions conducted for police, prosecution and health service personnel on the guidelines 	MoHR, Ministry of Interior, Ministry of Health	01 year
12.	Strengthen and establish Women Crisis Centres in all districts.	<ul style="list-style-type: none"> i. Number of Women Crisis Centres upgraded or reformed based on assessment findings. ii. Number of new Women Crisis Centres established in districts without existing coverage. iii. Number of Women Crisis Centre staff trained or retrained following the baseline study's recommendations 	MoHR, Provincial Women Development Departments	1-3 years
13.	Strengthen case monitoring of honour-based crimes, prosecutions, acquittals and case withdrawals.	<ul style="list-style-type: none"> i. Establishment of a dedicated tracking mechanism for honour-based crime cases within the broader GBV case tracking system. ii. Number of districts where case tracking for honour-based crimes is functional. 	MoHR, Ministry of Interior, police departments	1-3 years
14.	Awareness-raising and community engagement on the criminality and harms of honour-based violence, including targeted engagement with tribal leaders,	<ul style="list-style-type: none"> i. Number of structured dialogues conducted with tribal leaders, and religious stakeholders 	MoHR, Ministry of Interior, police departments, NCSW, NCHR, Provincial Human Rights	Ongoing

	and religious stakeholders and campaigns through social media and popular media.	<ul style="list-style-type: none"> ii. Number of districts where engagements were conducted iii. Number of community declarations or commitments against honour-based violence secured through the engagement process iv. Development of culturally appropriate messaging materials for use in engagements v. Number of campaigns conducted through television, radio, social media and print media 	Departments, Provincial Women Development Departments, Provincial Human Rights Departments, Provincial Religious Affairs Departments.	
15.	Conduct a national baseline study on women's property and inheritance rights implementation, identifying key barriers by province and district	<ul style="list-style-type: none"> i. Terms of reference developed and study commissioned ii. Study completed covering all four provinces, ICT, GB and AJK iii. Study findings published and disseminated to all relevant federal and provincial departments iv. Policy recommendations from the study formally presented to the National Task Force on Human Rights 	MoHR, Women Development Departments	2-5 years
16.	Strengthen the capacity and outreach of the Ombudsperson mechanism under the Enforcement of Women's Property Rights Acts to resolve property disputes.	<ul style="list-style-type: none"> i. Number of judicial officers trained ii. Number of revenue officials trained including patwaris, tehsildars and district revenue officers iii. Number of Ombudsperson staff trained including investigating officers and complaint intake officers iv. Number of awareness campaigns conducted specifically on the Ombudsperson mechanism as an avenue for women's property complaints v. Number of cases where the Ombudsperson directed the Deputy Commissioner to restore possession or transfer title to the complainant vi. Number of cases where the Ombudsperson directed police assistance for implementation of orders 	MoHR, Provincial Social Welfare/ DEPD Departments/ Provincial Child Protection Authorities	Ongoing

17.	Strengthen enforcement of electoral rules on women's voter turnout, including monitoring of agreements to prevent women from voting in specific constituencies.	<ul style="list-style-type: none"> i. Number of election monitoring teams deployed with specific mandate to observe women's voting access ii. Number of enforcement actions initiated by the Election Commission against documented voter suppression agreements 	MoHR, Women Development Departments, Election Commission	Ongoing
18.	Conduct a study on barriers to women's political participation beyond reserved seats, including party-level barriers, violence and intimidation, and cultural constraints.	<ul style="list-style-type: none"> i. Terms of reference developed and study commissioned ii. Study completed covering all four provinces, ICT, GB and AJK iii. Study findings published and disseminated to relevant federal and provincial departments, the Election Commission of Pakistan, political parties and civil society iv. Policy recommendations from the study formally presented to the National Task Force on Human Rights and the Election Commission of Pakistan 	MoHR, Election Commission of Pakistan, Provincial Women Development Departments	2-5 years

Outcome 5: Protection of Rights of Children				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
19.	Enhance prevalence rate of birth registration through public-private partnerships and to expand reach of birth registration facilities.	<ul style="list-style-type: none"> i. Number of memoranda of understanding signed between local governments/NADRA and NGOs for birth registration outreach ii. Number of NGO-supported registration points established iii. Number of community health workers and NGO field staff trained on birth registration procedures iv. Number of districts where NGO-supported registration is operational 	MoHR, Ministry of Interior /NADRA, local NGOs focussing on child rights	1-3 years
20.	Expand NADRA mobile registration coverage to rural and underserved areas.	<ul style="list-style-type: none"> i. Number of mobile registration units deployed to rural and underserved areas 	MoHR, Ministry of Interior /NADRA	1-3 years

		<ul style="list-style-type: none"> ii. Number of districts with functional mobile registration coverage iii. Number of mobile registration drives conducted annually iv. Percentage of union councils with access to mobile registration services 		
21.	Ensure implementation of Article 25-A of the Constitution.	<ul style="list-style-type: none"> i. No. of awareness raising campaigns on child education ii. Increased school enrolment and detail of incentive schemes to prevent primary and secondary school children, particularly girls, from dropping out. 	MoFEPT, Provincial Education Departments	Ongoing
22.	Establishment of a National level Data Management system to monitor Child Abuse including child sexual abuse, cyber bullying & exploitation, trafficking for prostitution, organ transplant, forced labour, drug smuggling, begging, and forced child marriages etc.	<ul style="list-style-type: none"> i. National level data management system established at NCRC. ii. Number of personnel recruited/trained iii. Number of reporting & coordination protocols developed. iv. Frequency of data updates and reporting cycles. 	MoHR, Ministry of Interior NCRC, Provincial Human Rights Departments, Provincial Child Protection Agencies & Bureau.	1-3 years
22.	Sensitization and Training of first responders on victim-centric and trauma-informed responses to child victims of child sexual abuse, trafficking for prostitution, organ transplant, forced labour, drug smuggling, begging, and forced child marriages etc.	<ul style="list-style-type: none"> i. Development of a specialised training module on victim-centric and trauma-informed responses to child abuse victims covering interview techniques, evidence collection, and referral to support services ii. Number of police officers trained iii. Number of medico-legal and child protection officers trained iv. Child rights related training module incorporated into standard curricula at police training academies, prosecution training centres and medico-legal training programmes. 	NCRC, NCCIA, Provincial Prosecution Departments, Provincial Health Departments, Provincial Education Departments, Provincial Social Welfare Departments, Zainab Alert, Response and Recovery Authority (ZARRA), NCHR, Provincial Human Rights Departments	1-2 years
23.	Develop inter-agency coordination mechanisms to strengthen case monitoring of child marriage and forced marriage prosecutions.	<ul style="list-style-type: none"> i. Develop coordination protocols with documented quarterly case monitoring reviews of child marriage prosecutions. ii. Development of a standardised training module for nikkah khwans and Union Council members. 	MoHR, Provincial Social Welfare/DEPD Departments/ Provincial Child Protection Authorities	01 year

		<ul style="list-style-type: none"> iii. Number of nikkah khwans and Union Council members trained. iv. Develop and disseminate simplified guidance document on age verification procedures including acceptable identity documents. 		
24.	Strengthen provincial child protection authorities through increased resource allocation, staffing and capacity building on key child rights issues.	<ul style="list-style-type: none"> i. Baseline assessment conducted at federal and provincial levels to assess implementation of employment quotas in public entities. ii. Baseline assessment of implementation of employment quota for PWDs in private sector by their respective regulatory bodies. iii. No. of establishments and details of amount paid by these establishments to Disabled Persons Rehabilitation Fund in lieu of not employing PWDs as per quota. 	MoHR, Provincial Social Welfare/DEPD Departments	2-5 years
25.	Establish public-private partnerships with NGOs and private shelter homes for rescued children.	<ul style="list-style-type: none"> i. Number of memoranda of understanding signed between provincial child protection authorities and NGOs or private shelter homes ii. Number of children placed in NGO or private facilities through formal partnership arrangements iii. Number of NGO and private facilities assessed and accredited 	MoHR, Provincial Social Welfare Departments, Provincial Child Protection Authorities, National Commission on the Rights of the Child (NCRC)	1-3 years
26.	Build capacity of provincial child protection centres through training on key child rights issues.	<ul style="list-style-type: none"> i. Development of a comprehensive training curriculum covering child protection law, case management, trauma-informed approaches, referral pathways and data collection ii. Number of provincial child protection officers trained iii. Number of social welfare officers trained iv. Number of police officers attached to child protection units trained. v. Training curriculum incorporated into standard induction programmes for new child protection staff 	MoHR, Provincial Social Welfare Departments, Provincial Child Protection Authorities, National Commission on the Rights of the Child (NCRC)	02 years

27.	Strengthen the NCRC through increased resource allocation and regular training of members/ staff	i. Number of qualified personnel recruited to perform NCRC functions including research, monitoring, complaint handling and coordination.	MoHR, NCRC	1-3 years
28.	Ensure compliance with the Juvenile Justice System Act 2018 across all provinces through training of judges, prosecutors, police and prison staff	i. Development of a comprehensive training module covering the JJSA 2018, international juvenile justice standards, child development principles, trauma-informed approaches and diversion mechanisms ii. Number of judges trained iii. Number of prosecutors trained iv. Number of police officers trained including officers responsible for arrest, detention and investigation of juveniles v. Number of prison and detention facility staff trained.	MoHR, Provincial Home Departments,	1-2 years
29.	Expand diversion programmes and alternatives to incarceration for juvenile offenders	i. Number of judges, prosecutors and police officers trained on the application of diversion under the JJSA 2018 ii. Development of SOPs for assessing eligibility for diversion at the police, prosecution and judicial stages.	MoHR, Provincial Home Departments and Provincial Social Welfare Departments	1-2 years

Outcome 6: Protection of Rights of Minorities				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
30.	Promote interfaith harmony: a) Implement the National Interfaith Harmony Policy, 2025 b) Strategy of Religious Tolerance	i. Policy actions achieved envisioned in the Action Plan/ Matrix for implementation of the National Interfaith Harmony Policy and strategy of religious tolerance. ii. Number of festivals, specifically for minorities, held to promote social cohesion, tolerance and betterment at the provincial level.	Ministry of Religious Affairs and Interfaith Harmony, Ministry of Education, MoHR, National Commission on Minority Rights (NCOMR), Provincial Minority Affairs Departments, Provincial Education Departments,	1-3 years

	c) Strengthen District Interfaith Harmony Committees	<ul style="list-style-type: none"> i. Number of DIHCs established in the province and meetings conducted annually. ii. District-wise data reported on human rights violations. iii. Steps taken for reviewing and monitoring human rights violations at the district level. iv. Steps taken for further training / capacity building sessions. 	Provincial Home Departments, Provincial Human Rights Departments, NCHR, District Interfaith Harmony Committees	1-3 years
31.	Combat hate speech in accordance with laws and prevention of misuse of blasphemy laws.	<ul style="list-style-type: none"> i. Steps taken to prevent incidents of religious hatred, hate speech and violence. ii. Implementation status of existing SOPs to deal with hate speech offences. iii. Number of meetings / trainings / consultative sessions held with relevant provincial ministries / departments on this subject. iv. Number of cases registered and conviction rate under Section 99-A of CrPC. v. Number of cases and conviction rate under blasphemy laws. 	MoHR, Ministry of Interior, Ministry of Law and Justice, NCCIA, Provincial Home Departments, Provincial Prosecution Departments, Provincial Law Departments, NCMR, Pakistan Telecommunication Authority, PEMRA, Provincial Human Rights Departments, NCHR	Ongoing
32.	<p>Enhance socio-economic assistance for religious minority communities</p> <ul style="list-style-type: none"> a) Increase number of scholarships to minority community students at secondary and tertiary levels b) Increase number of financial grants and livelihood support programmes to minority communities c) Strengthen enforcement of minority job and education quotas 	<ul style="list-style-type: none"> i. Programs / packages launched for socio-economic uplift of the members of the minority? ii. Funds allocated and number of scholarships awarded to minority students? iii. Number of vulnerable groups from minority community provided financial assistance? iv. Status on the enforcement of 5% quota for minorities in National Income Support Program and other social safety nets. v. Steps taken for the allocation and employment of minorities as per their quota. 	Ministry of Religious Affairs & Interfaith Harmony, Ministry of Education, Ministry of Finance, HEC, MoHR Provincial Education Departments, BISP, Provincial Welfare Departments, Pakistan Bait-ul-Mal, Provincial Minority Affairs Departments, NCMR, NCHR.	1-3 years

		<ul style="list-style-type: none"> vi. Share detail of education quota observed in the province vii. No. of students awarded admissions on minority quota at all levels of education. 		
33.	Strengthen enforcement of existing legal provisions for elimination of forced conversion and forced marriages.	<ul style="list-style-type: none"> i. No. of cases reported, prosecuted and conviction rate against forced conversion and forced marriage in the provinces. ii. No. of complaints handled (received and resolved) by NHRIs and helplines. 	MoHR, Ministry of Religious Affairs and Interfaith Harmony, Ministry of Interior NCMR, NCSW, NCHR, Provincial Home Departments, Provincial Prosecution Departments, Provincial Law Departments, Provincial Human Rights Departments, Provincial Religious Affairs Departments	Ongoing
34.	Operationalization of the National Commission on Minorities' Rights (NCMR) under NCMR Act 2025.	<ul style="list-style-type: none"> i. Establishment of NCMR and effective operations. ii. Develop SOPs for complaint referral and resolution of violations/ abuses. iii. Number of meetings and consultations held for the protection of rights of minorities and outreach/ connectivity. 	MoHR, National Commission on Minorities Rights (NCMR) Ministry of Finance, Ministry of Planning Development and Special Initiatives, Ministry of Religious Affairs and Interfaith Harmony, Provincial Minority Affairs Departments, Provincial Human Rights Departments, NCHR	01 year
35.	Ensure Special security arrangements for protection of minorities' worship places.	<ul style="list-style-type: none"> i. Develop & notify security protocols in consultation with religious leaders, minority community representatives, police and provincial home departments. ii. No. of worship places of minorities identified in the province. iii. Details of security risk assessments and special security arrangements/ upgrades at the provincial level to ensure protection of the rights of minorities & their worship places. 	Ministry of Interior, Provincial Home Departments Ministry of Religious Affairs and Interfaith Harmony, MoHR, NCMR, NCHR, Provincial Police Departments, District Interfaith Harmony Committees, Provincial Minority Affairs Departments	1-3 years Ongoing

		<ul style="list-style-type: none"> iv. Data on the establishment, operation and achievements of such rapid response units. v. Develop community-based early warning mechanisms including direct communication links between places of worship and local police stations and integrate with places of worship in all the districts. vi. Number of community volunteers trained on early warning indicators and reporting procedures. 		
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Outcome 7: Economic and Social Empowerment of PWDs				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
36.	Ensuring implementation of employment quota for PWDs at federal and provincial levels.	<ul style="list-style-type: none"> i. Baseline assessment conducted at federal and provincial levels to assess implementation of employment quotas in public and private entities. ii. No. of establishments and details of amount paid by these establishments to Disabled Persons Rehabilitation Fund in lieu of not employing PWDs as per quota. 	MoHR, Provincial Social Welfare/ DEPD Departments	1-2 years
37.	Boost enrolment of PWDs in education through effective implementation of Islamabad declaration on Inclusive Education and Higher Education Commission's policy on Inclusive Education.	<ul style="list-style-type: none"> i. No. of children with disabilities in inclusive education system against the total population of children with disabilities ii. No. of students with disabilities in tertiary education against total age group of adult PWDs who should be in tertiary education. iii. Allocation of resources, financial and human to increase enrolment of PWDs in education system at primary, secondary and tertiary levels. 	Ministry of Federal Education and Professional Training, Provincial Education Departments, Higher Education Commissions at Federal and Provincial levels.	1-3 years

38.	Enhance accessibility of public buildings, transport, information and communication services and technologies.	<ul style="list-style-type: none"> i. Development of standardized accessibility audit tool for public buildings covering ramps, lifts, signage, accessible toilets, parking pathways and emergency evacuation provisions. ii. No. of public buildings audited across each province and development of a prioritised remediation plan for each province based on audit findings. iii. Assessment of current accessibility status of public transport systems across major cities and intercity routes covering buses, rail, metro and ride hailing services. iv. Development and notification of minimum accessibility standards for public transport. v. No. of public transport vehicles and transport stops and stations upgraded to meet accessibility standards. vi. No. of PWDs received information and communication services/ assistive technologies. 	Ministry of Planning Development, Special Initiatives and Reforms, Ministry of Communications and Work, Ministry of Human Rights, Provincial Communications & Work, Transport and Planning, Social Welfare/ DEPD Departments, Capital Development Authority and Provincial Development Authorities,	1-3 years
39.	Ensuring community based independent living of PWDs.	<ul style="list-style-type: none"> i. No. of PWDs benefiting from community based independent living programmes at federal and provincial levels. ii. Allocation of adequate budgetary allocations to ensure community based independent living. 	Ministry of Federal Education and Professional Training, Ministry of Human Rights, Ministry of Planning Development, Special Initiatives and Reforms, Provincial Social Welfare, DEPD, Planning Departments	1-3 years

Outcome 8: Rights of Transgender persons				
Actions	KPIs	Lead Ministry/ Dept./ supporting organization	Timeline	
40.	Strengthen implementation mechanism of the Transgender Persons (Protection of Rights) Act	i. Implementation of job quota compliance status across federal departments and institutions and Number of federal.	MoHR, Provincial Home Departments, Provincial	2-5 years

	2018 and expand provincial protections for Transgender persons.	<p>institutions audited for quota Compliance.</p> <ul style="list-style-type: none"> ii. Increase in number of transgender persons obtaining CNICs with their preferred gender marker. iii. Development of prosecutorial guidelines on investigating and prosecuting violence against transgender persons and number of prosecutors and investigators trained. iv. Number of transgender persons enrolled in vocational training programmes. v. Number of dedicated shelter homes established for transgender persons. vi. Mapping of current legislative status across all provinces identifying which provinces have enacted transgender protection legislation and which have not and enactment of these laws if not already enacted. 	Social Welfare Departments, Provincial Law Departments.	
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Outcome 9: Protection of Rights of Senior Citizens				
Actions	KPIs	Lead Ministry/ Dept./ supporting organization	Timeline	
41.	Establish social protection and anti-abuse mechanisms for older persons under ICT Senior Citizens Act, 2020 and harmonization of senior citizens law across all four provinces.	<ul style="list-style-type: none"> i. Preparation of National Policy Framework on Healthy Ageing & Protection for Older Persons in consultation with relevant stakeholders and approval by the cabinet. ii. Preparation of Action Plan in consultation with relevant stakeholders and approval by the cabinet. iii. No. of SCWC meetings held with documented minutes, action items, and follow-up reports. iv. Establish dedicated prevention and reporting desks in services delivery centers, Police and Social Welfare Departments. 	MoHR, Provincial Social Welfare Departments, Ministry of National Health Services Regulations and Coordination, Provincial Health Departments, Provincial Law Departments, Provincial Home Departments, Provincial Finance Departments, BISP, NCHR, Provincial Human Rights Departments, Pakistan Bait-ul-Mal, Zakat and Ushr Departments, relevant civil society	2-5 years

		<p>v. No. of priority facilitation desks established for Senior Citizens in Hospitals, Banks, Railways, Airports and other public facilitation centers.</p> <p>vi. No. of ramps, seating, signage, lighting, and accessible toilets established etc.</p> <p>vii. Percentage of persons aged 65+ (below poverty line) receiving social protection coverage including cash transfer or pension benefit.</p> <p>viii. Number of newly established old-age homes (Dar-ul-Shafqat) with minimum standards (recreation, counseling, health screening, social inclusion) in all the districts.</p> <p>ix. SOPs/ Guidelines issued and notified by the relevant authorities to ensure delivery of special concessions and facilitation for Senior Citizens.</p>	organisations specialising in ageing and elder care	
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Outcome 10: Protection of Rights of Prisoners				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
42.	Ensure domestic Prisons Rules and standards aligned with the UN Standard Minimum Rules for the Treatment of Prisoners (Nelson Mandela Rules, Bangkok Rules, and Tokyo Rules).	<p>i. Identification of gaps between international standards and existing Prisons Rules</p> <p>ii. Notification of Prisons Rules in alignment with international standards.</p>	Ministry of Interior, MoHR, NCHR, Provincial Home/Prisons Departments. Prisons Training Academies.	1-2 years
43.	Establish framework for regular independent inspections of prison facilities by NCHR and Judicial Forums.	<p>i. No. of Independent oversight bodies notified</p> <p>ii. Number of Jail/ Prisons Visits</p>		06 months
44.	Establish prison monitoring committees at provincial and district levels.	<p>i. No. of Committees notified.</p> <p>ii. Number of Jail/ Prisons Visits</p>		06 months
45.	Publish annual prison reports by the provinces with statistical data on inmates, their conditions and Prisons Reforms.	<p>i. Establishing mechanisms for data collection.</p> <p>ii. No. of Reports published</p>		Yearly

46.	Train prison staff on human rights framework and international human rights standards, prevention of torture, and handling of vulnerable prisoners (women, juveniles, PWDs).	<ul style="list-style-type: none"> i. Develop National Level Training Modules ii. No. of Trainings conducted on prevention of torture, and handling of vulnerable prisoners (women, juveniles, PWDs) etc. 		Ongoing
47.	Introduce human rights-based evaluation of performance systems for effective prison administration.	<ul style="list-style-type: none"> i. No of officials made accountable for HR abuse/ reprimanded. ii. No. of prisons digitized through Prison Management Information System (PMIS). 		2-5 years

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Thematic Area 3: Cross-cutting Interventions for protection & promotion of Human Rights

Outcome 11: Human Rights Education & Sensitization				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
48.	Inclusion of human rights and civic education in the curriculum of primary and secondary school level.	<ul style="list-style-type: none"> i. Inclusion status of human rights and civic education in the curriculum of primary, secondary and higher secondary school level. ii. Share the curricula notified and subjects 	MoHR, Ministry of Federal Education, National Curriculum Council, Provincial Primary Education Departments.	1-2 years
49.	Incorporate child safeguarding education in schools and strengthen child-friendly reporting channels to encourage safe disclosure.	<ul style="list-style-type: none"> i. Develop age-appropriate child safeguarding curriculum in consultation with child protection specialists. ii. Curriculum approved by provincial education departments for integration into school programmes iii. Number of schools that have incorporated the curriculum iv. Number of teachers trained to deliver the curriculum v. Develop child-friendly reporting protocols disseminated to schools vi. Assessment of existing reporting channels including Zainab Alert App, provincial child protection helplines and school-based mechanisms vii. Develop child-friendly reporting interfaces accessible to children of different ages and literacy levels 	MoHR, Provincial Home Departments, Provincial Child Protection Authorities, NCRC, NCCIA, Provincial Prosecution Departments, Provincial Health Departments, Provincial Education Departments, Provincial Social Welfare Departments, Zainab Alert, Response and Recovery Authority (ZARRA), NCHR, Provincial Human Rights Departments	1-3 years
50.	Review & revision of education syllabus/ courses for the minorities.	<ul style="list-style-type: none"> i. No. of subject textbooks (e.g., social studies, history, religious education, civics) formally reviewed and revised. ii. Review of derogatory or insensitive content. iii. No. of modules included on interfaith harmony, constitutional rights of minorities, and Pakistan's religious diversity. 	MoFEPT, Provincial Education Departments, HEC, Provincial Higher Education Departments	01 years
51.	Inclusion of human rights and peace education in the curriculum of higher education, Law, & Social Sciences.	<ul style="list-style-type: none"> i. Details of human rights peace education currently included in the curriculum of higher education. 	Higher Education Commission, HEC, Provincial	1-2 years

		<ul style="list-style-type: none"> ii. Initiatives taken for the inclusion of human rights and peace education in the curriculum of higher education. iii. Subjects included in the curriculum of higher education which closely resemble human rights and peace education. iv. Programs involved and their relative student enrolments since/ and before the introduction of human rights and peace education in the curriculum of higher education. 	Higher Education Departments.	
52.	Inclusion of human rights education with respect to international commitments in the curriculum of all public sector national training 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, National Institute of Public Administration, Shaista Ikram Ullah Human Rights Education Center Lahore, Social Welfare Training Institutes, and provincial training institutes and Academies etc.	<ul style="list-style-type: none"> i. Inclusion of Human Rights in the curriculum of [relevant academy/ institute], if any. ii. Future Plan/ Initiatives on Human Rights being included in the curriculum of [relevant academy/ institute], if any. iii. Human rights subject optional or compulsory in the curriculum of [relevant academy/ institute] iv. Number of trainees enrolled in Human Rights subject at the [relevant academy/ institute], since its inclusion. v. Number of trainings / consultation sessions held on human rights education and awareness. 	Foreign Services Academy; National Police Academy; Federal Judicial Academy; Civil Services Academy (PAS Campus); Civil Services Academy (Walton Campus); DG Training and Research (Customs); DG Training and Research (Inland Revenue); Pakistan Institute of Trade & Development; Information services Academy; National Academy of Prisons Administration; Pakistan Audit & Accounts Academy; ECO Postal Staff College; Pakistan Railways Academy; Secretariat Training Institute; National School of Public Policy; ICT Police; MPDD; SWTIs	1-2 years

Outcome 12: Right Based Approach to Development Planning				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
53.	Institutionalize/ Incorporate right-based approach in developmental planning at the federal, provincial and district level.	i. No. of Human Rights based cross-cutting human rights programs/ projects proposed/ launched and funds allocated in development planning (PSDP & ADP) such as education, health, nutrition, clean water, sanitation, reproductive health, vulnerable population including PWDs/ Transgender Persons, Women, Children & Minorities, social protection, and environmental protection.	MoHR, Ministry of Planning; Provincial Planning & Development Departments; Provincial Local Government Departments;	Ongoing
54.	Establish rights-based recovery, rehabilitation and development frameworks for people affected by natural disasters, with a focus on vulnerable and marginalised populations including women, children, persons with disabilities, indigenous communities and the rural poor.	i. Federal and provincial disaster prevention and mitigation frameworks/ strategies developed. ii. Number of persons affected by the Natural disasters annually and the relief provided by the Emergency Relief Cell & National Crisis Management Cell etc. iii. No. of meetings of the National Council for Disaster Management conducted. iv. Number of District Disaster Management Committees established in the province and meetings conducted annually.	MoHR, Ministry of Planning; NDMA, Provincial Planning & Development Departments; PDMA, Provincial Local Government Departments;	Ongoing

Outcome 13: Media, Awareness Raising & Advocacy				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
55.	Development and implementation of Communication Strategy on Human Rights	i. Preparation and Finalization of Human Right based Communication Strategy in consultation with stakeholders. ii. No. of press releases, social media posts, public service messages, radio broadcasts, awareness pamphlets produced and disseminated, share details.	MoHR, Ministry of Information and Broadcasting, Provincial Human Rights & Information Departments.	1-2 years

		<ul style="list-style-type: none"> iii. Number of awareness campaigns conducted through television, radio and social media. iv. Impact assessment of Communication strategy. 		
56.	Implement Information, Education, and Communication campaigns to raise awareness on key human rights priority areas i.e., rights of women, children, PWDs, transgender persons, senior citizens and minorities etc.	<ul style="list-style-type: none"> i. No. of publicity campaigns developed. ii. No. of awareness and advocacy campaigns launched. iii. Number of Media awareness campaigns conducted through television, radio and social media. iv. Number of Seminars, Workshops, Conferences, debates on prevention of human rights violations for behavioural change of general masses, LEAs, judges, prosecutors, Lawyers and duty bearers on human rights issues. v. Number of seminars/ workshops for promoting interfaith harmony involving community level engagements. vi. Number of IEC material disseminated for sensitization on issues related to human rights in plain Urdu and regional languages. 	MoHR, Ministry of Information and Broadcasting, Provincial Human Rights & Information Departments.	Ongoing
57.	Public Service messages on human rights by Private TV channels (as a commitment to allocate 10% airtime under Article 20(e) of PEMRA Ordinance 2002).	<ul style="list-style-type: none"> i. Number of ads run at the provincial level on human rights issues, education, remedies, laws, convention rights, and institutions established. ii. No. of seminars, workshops, conferences held on issues relating to human rights and their violations. iii. Number of awareness and sensitization campaigns being run / proposed, with emphasis on rights of children, women, transgender persons, PWDs, senior citizens, and minorities. 	MoIB, Provincial Information Department	Ongoing

Thematic Area 4: Institutional Strengthening, Training and Capacity Building

Outcome 14: Enhanced institutional capacity and human resource capability for human rights service delivery				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
58.	Strengthen institutional capacity of police, prosecution, district judiciary, and prisons on human rights framework.	<ul style="list-style-type: none"> i. Number of HR training modules developed. ii. Institutionalize core human rights themes in training modules. iii. Number of Trainings conducted. 	MoHR, National Police Academy, Federal Judicial Academy, FOSPAH, National Academy for Prisons Administration, Provincial Judicial Academies, Provincial Human Rights Departments and related institutions/ colleges.	1-2 years
59.	Deliver targeted capacity development trainings for relevant duty bearers on their roles and responsibilities for effective enforcement of prioritized human rights laws related to the rights of women, children, PWDs, transgender persons, senior citizens, prisoners and minorities etc.	<ul style="list-style-type: none"> i. Number of specialized HR training modules developed. ii. Number of Trainings conducted. 	MoHR, NCSW, NCHR, Provincial Ombudspersons, Provincial Human Rights Departments, Provincial Women Development Departments, Pakistan Bar Council, Provincial Child Protection Agencies, Provincial Social Welfare Dept.	1-2 years
60.	Impact assessment of Human Rights Trainings	<ul style="list-style-type: none"> i. Commissioning of third-party study to assess behavioral changes of duty bearers and general public on Human Rights. 	MoHR	3-5 years

Outcome 15: Strengthened institutional frameworks and coordination mechanisms for human rights governance				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
61.	Strengthen National Human Rights Institutions (NHRIs)	<ul style="list-style-type: none"> i. Increase in NHRI staffing levels ii. Budget allocation trends for NHRIs iii. Number of personnel trained on mandates and international standards 	MoHR, NCHR, NCSW, NCRC, NCRM, Provincial Human Rights Departments	1-2 years

62.	Strengthen District Human Rights Committees (DHRCs)	<ul style="list-style-type: none"> i. Number of DHRCs established in all districts ii. Number of ToRs notified iii. Number of DHRC members trained iv. Frequency of DHRC meetings held (monthly/ quarterly). 	MoHR, Provincial Human Rights Departments, District Administrations	1-2 years
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Outcome 16: Strengthened data systems on Human Rights				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
63.	Establishment of HRIMS-based data systems and generate reports (Treaty bodies reports, HR violation reports).	<ul style="list-style-type: none"> i. HRIMS established in MoHR and provinces ii. Number of departments with functional HRIMS cells iii. Number of personnel recruited/ trained iv. Number of reporting protocols developed v. No. of reports generated. 	MoHR, MoIT, Provincial HR Departments, Bureau of Statistics	01 year

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Thematic Area 5: International / UN Obligations and Reporting Mechanism

Outcome 17 National Legal Framework aligned with International Human Rights Obligations				
64.	Harmonization of laws in line with research study conducted by MoHR in 2025	<ul style="list-style-type: none"> i. Dissemination of research study to all federal and provincial stakeholders ii. Percentage of laws aligned with international obligations 	MoHR, Provincial Human Rights Departments and TICs.	1-2 years

Outcome 18: Enhanced technical capacity for international human rights reporting and engagement				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
65.	Strengthen treaty compliance reporting through capacity-building of provincial TICs.	<ul style="list-style-type: none"> i. Number of training modules developed. ii. Number of trainings conducted. iii. Number of staff of TICs trained 	MoHR, Provincial Human Rights Departments and TICs.	01 year
66.	Strengthening of National Mechanism for Implementation, Reporting and Follow-up.	<ul style="list-style-type: none"> i. Number of EC/ coordination meetings held ii. Reduction in data/ information inconsistencies iii. Number of civil society engagements to ensure comprehensive reporting. 	MoHR Provincial Human Rights Departments and TICs.	Ongoing

Thematic Area 6: Implementation, Monitoring Mechanism, and Civil Society Engagement

Outcome 19: Effective Coordination for Implementation				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
67.	Strengthen the role of National Task Force on Human Rights for effective coordination and Implementation chaired by the Federal Minister of Human Rights.	i. Number of meetings held. ii. Implementation status of decisions.	MoHR	Ongoing
68.	Quarterly meetings of Provincial Task Force on Human Rights for monitoring the implementation national action plan with timelines and deliverables.	i. Number of meetings held. ii. Implementation status of decisions.	Provincial Human Rights Departments	Quarterly

Outcome 20: Institutionalized Monitoring Framework				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
69.	Establish a centralized digital monitoring dashboard accessible to NTF and PTFs	i. Development of dashboard; ii. Annual reports generated.	MoHR, Provincial Human Rights Departments	01 year
70.	Assign dedicated M&E focal persons in each ministry and province.	i. Designation of focal persons	MoHR, Provincial Human Rights Departments	06 months
71.	Publish Annual Progress Reports on Implementation of Action Plan.	i. Periodic data collection ii. Annual Reports generated	MoHR, Provincial Human Rights Departments	Annual

Outcome 21: Engagement Mechanism Institutionalized				
Actions		KPIs	Lead Ministry/ Dept./ supporting organization	Timeline
72.	Establish National Civil Society Engagement Forum under Ministry of Human Rights.	i. Forum established. ii. No. of meetings conducted.	MoHR	06 months
73.	Create Provincial CSO Advisory Committees under Provincial Human Rights Departments.	i. Provincial Committees notified ii. No. of meetings conducted.	Provincial Human Rights Departments	01 year
74.	Design and implement national training program on human rights framework for CSOs	i. Training modules Developed ii. Number of CSO trained	MoHR	1-2 years
75.	Develop public-private partnership policy framework for sustainable human rights initiatives.	i. Framework developed ii. Execution of framework started	MoHR	1-2 years