



Ministry of Human Rights
Government of Pakistan

NATIONAL ACTION PLAN FOR HUMAN RIGHTS 2026



DIGNITY



EQUALITY



JUSTICE



PARTICIPATION



INCLUSION



National Action Plan for Human Rights 2026

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Government of Pakistan

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List of Acronyms

Acronym	Full Form
ADR	Alternative Dispute Resolution
AJK	Azad Jammu and Kashmir
ARCC	Anti-Rape Crisis Cell
BISP	Benazir Income Support Programme
CAT	Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CERD	Convention on the Elimination of All Forms of Racial Discrimination
CNIC	Computerised National Identity Card
CPI	Child Protection Institute
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organisation
DEPD	Department of Empowerment of Persons with Disabilities
DHRC	District Human Rights Committee
DIHC	District Interfaith Harmony Committee
ECP	Election Commission of Pakistan
FATA	Federally Administered Tribal Areas
FIR	First Information Report
FOSPAH	Federal Ombudsperson Secretariat on Protection Against Harassment
FPRC	Family Protection and Rehabilitation Centre
GB	Gilgit-Baltistan
GBV	Gender-Based Violence
GSP+	Generalised Scheme of Preferences Plus
HEC	Higher Education Commission
HeP	Huqooq-e-Pakistan
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
IEC	Information, Education, and Communication
ILO	International Labour Organization

Acronym	Full Form
KP	Khyber Pakhtunkhwa
JJSA	Juvenile Justice System Act
KPI	Key Performance Indicator
LAJA	Legal Aid and Justice Authority
LJCP	Law & Justice Commission of Pakistan
MoCC	Ministry of Climate Change and Environmental Coordination
MoF	Ministry of Finance
MoFE&PT	Ministry of Federal Education and Professional Training
MoHR	Ministry of Human Rights
Mol	Ministry of Interior
MoIB	Ministry of Information & Broadcasting
MoITT	Ministry of Information Technology & Telecommunication
MoL&J	Ministry of Law and Justice
MoNHSRC	Ministry of National Health Services Regulations and Coordination
MoPDSI	Ministry of Planning, Development & Special Initiatives
MoRA&IH	Ministry of Religious Affairs & Interfaith Harmony
MPDD	Management and Professional Development Department
NADRA	National Database and Registration Authority
NAP-BHR	National Action Plan on Business and Human Rights
NAP-HR	National Action Plan for Human Rights
NCCIA	National Cyber Crime Investigation Agency
NCHR	National Commission for Human Rights
NCMR	National Commission for Minorities Rights
NCRC	National Commission on the Rights of Child
NCSW	National Commission on the Status of Women
NDMA	National Disaster Management Authority
NGO	Non-Governmental Organisation
NHRI	National Human Rights Institution
NMIRF	National Mechanism for Implementation, Reporting and Follow-up
NMITC	National Mobility and Independence Training Centre
NTF	National Task Force
PECA	Prevention of Electronic Crimes Act
PEMRA	Pakistan Electronic Media Regulatory Authority

Acronym	Full Form
PPC	Pakistan Penal Code
PTF	Provincial Task Force
PMIS	Prison Management Information System
PWDs	Persons with Disabilities
SCWC	Senior Citizens Welfare Council
SOP	Standard Operating Procedure
SPDPA	Sindh Persons with Disabilities Protection Authority
SWD	Social Welfare Department
SWTI	Social Welfare Training Institute
TFGBV	Technology-Facilitated Gender-Based Violence
TIC	Treaty Implementation Cell
TORs	Terms of Reference
ToT	Training of Trainers
UN	United Nations
UNDP	United Nations Development Programme
UPR	Universal Periodic Review
WCC	Women Crisis Centre
ZARRA	Zainab Alert, Response and Recovery Agency

Message



Senator Azam Nazeer Tarar

Federal Minister for Human Rights,
Government of Pakistan.

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.

Message



Abdul Khalique Shaikh

Secretary, Ministry of Human Rights,
Government of Pakistan.

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 18th 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 22 outcomes and 86 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.

Acknowledgements

The National Action Plan for Human Rights 2026 was revised by the Ministry of Human Rights, Government of Pakistan, with support from the European Union and the United Nations Development Programme (UNDP) Pakistan under the EU-funded 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 (NHRIs), civil society organisations (CSOs), 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 thorough nationwide stakeholder consultations, which provided the evidence base for the design of the current Plan. The Ministry extends its appreciation to all those who contributed to the revision of this Action Plan.

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 NAP-HR developed by the Ministry of Human Rights (MoHR) as a successor to the NAP-HR 2016 (which was revised in 2020). It is grounded in Pakistan's structure as an Islamic Republic and socio-cultural context and values while translating Pakistan's constitutional guarantees, international treaty obligations and national policy commitments into specific, measurable and time-bound actions. It includes defined objectives, outcomes, key performance indicators (KPIs), institutional responsibilities and timelines. NAP-HR comprises 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 KPIs with tentative timelines.

Purpose and Scope

The purpose of this Action Plan is to operationalise 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 the current human rights landscape and Pakistan's international legal obligations; (ii) modernise the school, college, and law degree curricula to incorporate human rights concepts and promote a culture of respect for human 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 standardised 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 enjoyment of human rights by minorities and persons in vulnerable situations, and providing basic necessities of life. Pakistan's international obligations under the International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Convention on the Rights of the Child (CRC), Convention on the Rights of Persons with Disabilities (CRPD), Convention Against Torture (CAT), Convention on the Elimination of All Forms of Racial Discrimination (CERD), and relevant Optional Protocols, together with recommendations accepted under the Universal Periodic Review (UPR) create the commitments that this Action Plan is designed to advance the human rights agenda.

Development Process

The development of this Action Plan is based on three inputs. First, a comprehensive Implementation Progress Review of the NAP-HR 2020 assessed 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 activists and academia. Their contributions have been reflected throughout this document. Third, the Action Plan has been developed through an iterative drafting process involving the MoHR and techni-

cal experts, with successive rounds of review, consolidation and refinement.

The revised Action Plan has been drafted on the basis of lessons learnt and feedback received from the United Nations (UN) Treaty Bodies' concluding observations as well as accepted recommendations of UPR & Generalised Scheme of Preferences Plus (GSP+). 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 and senior citizens; institutional strengthening; cross-cutting interventions for protection and promotion of human rights; and improving the capacity and Standard Operating Procedures (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 emphasises 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 (ARCCs) are to be established in all districts, and proactive role of District Interfaith Harmony Committees (DIHCs) is also to be ensured. This NAP-HR stipulates specific operationalisation milestones, human and financial resources mobilisation and accountability mechanisms. Third, monitoring relied on activity-based reporting without measurable outcome indicators; this NAP-HR introduces a KPI structure supported by a harmonised Human Rights Information Management System (HRIMS). 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 organisations 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 (PTFs), District Human Rights Committees (DHRCs) and integration of NAP-HR financial resource mobilisation into federal and provincial annual development programmes.

Structure of the NAP-HR 2026

The Action Plan is organised in six themes: (1) Legal and Policy Reforms, Enforcement of Laws and Access to Justice; (2) Implementing Key Human Rights Priorities (3) Cross-cutting Interventions for Protection and Promotion of Human Rights; (4) Institutional Strengthening, Training and Capacity Building; (5) International/UN Obligations and Reporting Mechanisms; (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 the National Task Force (NTF) and the PTFs under the respective Ministers for Human Rights, and National Mechanism for Implementation, Reporting and Follow-up (NMIRF). It also supports grassroots initiatives and civil society engagements through DHRCs 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 the core international human rights treaties, GSP+ status and accepted UPR recommendations. This thematic area focuses on strengthening the legal and policy framework to ensure alignment with international standards, while prioritising effective enforcement of existing laws. It covers key areas including legislative review and reform, harmonisation of federal and provincial laws, strengthening of enforcement mechanisms, and improving access to justice, particularly for persons in vulnerable situations and marginalised 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.

In the context of legal and policy reforms, special consideration shall be given to the newly merged districts of Khyber Pakhtunkhwa (KP), i.e., the former federally administered tribal areas (FATA), where the extension and effective enforcement of national and provincial laws remain an ongoing process. The line departments and the KP PTF shall account for the distinct institutional and administrative context of the merged districts in designing and sequencing related interventions, with tailored support measures and, where necessary, differentiated timelines and KPIs.

Thematic Area 2: Implementing Key Human Rights Priorities

This thematic area focuses on advancing priority human rights issues in line with constitutional guarantees and Pakistan's international obligations under the core human rights treaties, while also implementing accepted UPR recommendations and GSP+ related commitments. It operationalises the State's commitment to protecting persons in vulnerable situations and marginalised groups by addressing thematic priority areas, including women, children, minorities, persons with disabilities, transgender persons, senior citizens, and prison reform and prisoners. The focus is on ensuring that existing legal and policy frameworks are effectively implemented to deliver concrete improvements in the realisation 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.

In implementing the key human rights priorities under this thematic area, special consideration shall be given to the newly merged districts of Khyber Pakhtunkhwa where service delivery infrastructure and institutional capacity for the protection of vulnerable groups remain significantly underdeveloped. The KP Government's Line Departments and the KP PTF shall account for the distinct socio-economic and administrative context of the merged districts, with tailored support measures and, where necessary, differentiated timelines and KPIs.

Enjoyment of Human Rights by Women

The enjoyment of human rights by women 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, health-care, 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 whether online or offline, 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. Consultations across provinces reaffirmed these challenges, particularly weaknesses in the justice system, absence of female first responders, and evidentiary gaps. Stakeholders emphasised prioritising 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.

Reproductive Health Rights

Reproductive rights are human rights, grounded in the rights to life, health, dignity, equality, and non-discrimination, and affirmed under CEDAW, ICESCR, and accepted UPR recommendations. Access to reproductive health information and services without discrimination, coercion, or violence is essential for the realisation of women's rights. This includes addressing forced sterilisation and forced contraception, particularly affecting women with disabilities and women in detention, and ensuring that maternal mortality is tracked as a human rights indicator. These priorities are cross-referenced under the Rights of Children and Rights of Persons with Disabilities where relevant.

Rights of Children

The rights of children in Pakistan are 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 International Labour Organization (ILO) Conventions, and accepted UPR recommendations.

Recent legislative measures, including the Zainab Alert, Response and Recovery Act 2020 and

the Juvenile Justice System Act (JJSA) 2018, reflect the State's continued commitment to strengthening child protection. This theme translates these commitments into targeted actions addressing key challenges, including birth registration, child labour, child abuse and exploitation, harmonising 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 Child (NCRC) 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, operationalise child protection institutions at district level, and improve data systems. These priorities align with Pakistan's international obligations, including concluding observations of the Committee on the Rights of the Child and accepted UPR recommendations, and are reflected in targeted, measurable interventions under this theme.

Rights of Minorities

The enjoyment of human rights by minorities 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, forced conversions, and protection of places of worship. This theme addresses the rights of religious and ethnolinguistic minorities and other persons in vulnerable situations, translating these commitments into targeted actions. These actions promote interfaith harmony through socio-economic inclusion, protection of places of worship, recognition of ethnolinguistic and indigenous communities, promotion of mother tongue education and strengthening of the National Commission for Minorities Rights (NCMR). The actions also address challenges associated with hate speech, misuse of blasphemy laws, and forced conversions.

The Progress Review of NAP-HR 2020 reflects important institutional developments, including the establishment of the NCMR and adoption of the National Interfaith Harmony Policy. However, implementation challenges persist, as implementation of employment quota for minority communities remains inconsistent, interfaith mechanisms require revitalisation, 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, 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 enjoyment of human rights by persons with disabilities, transgender persons and senior citizens is 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 persons in vulnerable situations (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 Disability Act, 2020 the Transgender Persons (Protection of Rights) Act 2018, and provincial disability laws. This theme addresses overlapping structural challenges faced by persons in these situations, 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 persons' rights, and safeguarding the enjoyment of human rights by senior citizens.

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 identity documents, employment, and protection from discrimination. For senior citizens, the absence of a comprehensive legal framework and limited institutional focus remains a concern. Consultations across provinces reaffirmed these issues, highlighting barriers in accessibility, gaps in mental health services, continued discrimination against transgender persons, and emerging vulnerabilities of older persons, particularly in contexts of natural disasters. These priorities align with Pakistan's international obligations under the CRPD, as well as accepted UPR recommendations and GSP+ related commitments and are reflected in targeted, measurable interventions under this theme.

Mental Health and Human Rights

The right to the highest attainable standard of health, as guaranteed under Article 38 of the Constitution and the ICESCR, includes mental health. Persons with mental health conditions are entitled to care, dignity, and protection from discrimination. Pakistan's Mental Health Ordinance 2001 requires review for alignment with the CRPD and international mental health standards. Mental health considerations are cross-cutting, affecting persons with disabilities, prisoners, and post-conflict or disaster-affected populations. This theme addresses the need to integrate mental health into the broader human rights framework, strengthen legislative protections, and ensure access to community-based mental health services.

Rights of Prisoners

The enjoyment of human rights by 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 prison overcrowding, limited access to legal aid, conditions of detention, health care including mental health, protection against torture and ill-treatment, rehabilitation and reintegration, and the treatment of women as well as persons in vulnerable situations such as 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 health care 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 for prisoners to reduce recidivism. Particular emphasis was placed on safeguarding the rights of women as well as persons in vulnerable situations such as, inter alia, juveniles, in detention. These priorities align with Pakistan's international obligations under the ICCPR, CAT, and accepted UPR recommendations, and are reflected in targeted, measurable interventions under this theme.

Climate Change and Human Rights

Climate change disproportionately affects the enjoyment of fundamental rights, including the rights to life, health, water, food, and an adequate standard of living, particularly for vulnerable groups including women, children, persons with disabilities, and communities in climate-vulnerable regions such as coastal Balochistan, riverine communities, and the northern highlands. Pakistan's constitutional guarantees under Articles 9, 14, and 38, reinforced by its obligations under the ICESCR and accepted UPR recommendations, require that climate-related policies and programmes be assessed for their human rights impact. This cross-cutting theme focuses on integrating a rights-based approach into disaster response, recovery, and rehabilitation frameworks, strengthening evidence through national studies on the impact of climate change on the enjoyment of rights, and ensuring that climate action at the federal and provincial levels addresses the needs of the most affected populations.

Digital Rights

Existing human rights, including the rights to freedom of expression, privacy, and access to information, apply fully in digital contexts. The rapid expansion of digital technologies in Pakistan presents both opportunities and challenges for the enjoyment of rights, including emerging concerns around Technology-Facilitated Gender-Based Violence (TFGBV), online surveillance, and gaps in data protection frameworks. This cross-cutting theme addresses the need to review existing legislation, including the Prevention of Electronic Crimes Act (PECA) and data protection frameworks, for alignment with international human rights standards, and promote awareness of rights and remedies in online and digital environments.

Thematic Area 3: Cross-cutting Interventions for Protection and Promotion of Human Rights

The protection and promotion of human rights through cross-cutting interventions is grounded in the Constitution, particularly Articles 25-A, 31, 37, and 38 which emphasise education, social justice, the promotion of moral and civic values, and the economic and social well-being of the people. 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, education, and rights mainstreaming. This thematic area focuses on integrating human rights principles into formal and non-formal education systems, strengthening public awareness campaigns, institutionalising a rights-based approach within federal and provincial development planning, executing strategic media advocacy, promoting a culture of tolerance, inclusion, and respect for diversity. It covers key areas including curriculum development (including child safeguarding education, higher education, law, and social sciences, as well as remov-

ing derogatory or insensitive content from courses for minorities), digital rights awareness to counter technology-facilitated gender-based violence (TFGBV), mandatory human rights modules across all public sector national training institutes (such as judicial, police, civil service, and prison academies), federal and provincial development portfolios for essential utilities, rights-based disaster recovery and rehabilitation frameworks in coordination with the National Disaster Management Authority (NDMA) and the Provincial Disaster Management Authorities, and targeted Information, Education, and Communication (IEC) campaigns in Urdu and regional languages. 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, standardisation of content, and inclusion of persons in vulnerable situations. 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, ensuring equity in public resource allocation for vulnerable populations (including women, children, PWDs, transgender persons, senior citizens, minorities, and persons with albinism), 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 human rights obligations. This thematic area focuses on enhancing the effectiveness of federal and provincial institutions responsible for human rights implementation, including ministries, departments, and NHRIs. Key areas include development of standardised 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 emphasised 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.

In the context of institutional strengthening and capacity building, special consideration shall be given to the newly merged districts of Khyber Pakhtunkhwa, where institutional frameworks for human rights implementation are at a relatively nascent stage. Implementing departments and the KP PTF shall prioritise capacity and institutional development in the merged districts.

Thematic Area 5: International/UN Obligations and Reporting Mechanisms

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 engagement with the 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 operationalisation of the NMIRF, revitalisation of the

HRIMS and enhanced coordination between federal and provincial stakeholders.

The Progress Review of NAP-HR 2020 identifies progress in treaty engagement but highlights persistent challenges, including delays in reporting, fragmented data systems, and limited follow-up on recommendations. Consultations underscored the need for a centralised, functional data management system, strengthened provincial coordination, and institutionalised 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 can benefit from meaningful engagement with civil society and improved collection of disaggregated data, in accordance with applicable law. Pakistan's international human rights obligations under ICCPR, treaty body concluding observations and UPR recommendations further emphasise inclusive governance, enhanced data collection and stakeholder engagement. This thematic area focuses on strengthening collaboration between government institutions and civil society organisations, 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 institutionalised. 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 perspectives reflecting persons in vulnerable situations, 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.

The newly merged districts of Khyber Pakhtunkhwa present a distinct institutional, administrative, and socio-economic context that requires targeted attention under the NAP-HR 2026. Given the underdeveloped state of service delivery infrastructure and institutional capacity in these areas, implementing departments and the KP PTF shall give special consideration to the merged districts in designing and sequencing implementation activities, with tailored support measures and, where necessary, differentiated timelines and KPIs.

Financial Implications

The implementation of the NAP-HR 2026 will draw primarily on existing budget heads of the relevant federal and provincial implementing departments. Actions that fall within the existing mandate and ongoing activities of a department (such as advocacy and awareness campaigns funded through MoHR's existing Advocacy and Awareness budget head) will be absorbed within those existing allocations. However, where the NAP-HR introduces new initiatives or additional activities that fall outside a department's current mandate or existing budget lines, the concerned department shall undertake a financial assessment of the expected outlay and seek a dedicated allocation from the federal or provincial government, as appropriate. A special financial allocation for the NAP-HR was obtained under previous iterations of the Plan, and this precedent will be drawn upon where necessary.

National Action Plan for Human Rights 2026 Matrix

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

Outcome 1: Legal and Policy Framework for Protection and Promotion of Human Rights

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
1.	Immediate Enactment of Human Rights Related Laws:			
	a) The Guardians and Wards (Amendment) Act	i. Approval by the Cabinet ii. Introduction in the Parliament iii. Passage by the Parliament	Ministry of Law and Justice (MoL&J); MoHR	1 year
	b) The Dowry and Bridal Gifts (Restriction) (Amendment) Bill	i. Approval by the Cabinet ii. Introduction in the Parliament iii. Passage by the Parliament	MoL&J; MoHR	1 year
	c) KP Child Marriage Restraint Bill	i. Consultation with the relevant stakeholders to finalise 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 (SWD), KP; Law, Parliamentary Affairs and Human Rights Department, KP	8 months
	d) KP Rights of Persons with Disability Bill	i. Introduction in the Provincial Assembly ii. Passage of the bill by the Provincial Assembly	SWD, KP; Law, Parliamentary Affairs and Human Rights Department, KP	8 months
	e) Sindh Enforcement of Women's Property Rights Act	i. Introduction in the Provincial Assembly ii. Passage of the bill by the Provincial Assembly	Provincial SWDs; Provincial Law Departments	8 months
	f) Balochistan Enforcement of Women's Property Rights Act	i. Introduction in the Provincial Assembly ii. Passage of the bill by the Provincial Assembly	Provincial SWDs; Provincial Law Departments	8 months
	g) Gilgit-Baltistan (GB) Human Rights Act	i. Introduction in GB Assembly ii. Passage of the bill by the GB Assembly	GB Human Rights Department	8 months
2.	Formulation of New Human Rights Related Policies/Strategies/Plans:			
	a) ICT Child Protection Policy	i. Approval by the Cabinet	MoHR; NCRC; National-Commission on the Status of Women (NCSW); National Commission for Human Rights (NCHR)	1 year
	b) National Policy on Ending Violence against Women & Girls	i. Approval by the Cabinet	MoHR; NCRC; NCSW; NCHR	1 year
	c) National Strategy on Ending Violence against Children	i. Consultation with all relevant stakeholders ii. Approval from respective authority	MoHR; NCRC; NCSW; NCHR	1 year

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
	d) National Policy Framework on Ageing	i. Drafting of policy ii. Consultation with all relevant stakeholders iii. Approval from Federal Cabinet	MoHR; NCSW; NCHR	2 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	2 years
	f) Revision of National Action Plan on Business and Human Rights (NAP-BHR) based on review of implementation of the NAP-BHR 2021-26	i. Stakeholder consultation process initiated ii. Draft NAP-BHR developed	MoHR; Ministry of Commerce; Ministry of Industries and Production Provincial Labour Departments	2 years

Outcome 2: Effective Implementation of Human Rights Related Laws and Policies

3.	Enforcement of Human Rights Related Laws and Corresponding Rules:			
	a) Protection Against Harassment of Women at Workplace (Amendment) Act, 2022	i. Committees notified by the public and private organisations under the Act ii. Number of cases/complaints received by the Departmental Committees iii. Number of cases/complaints received by the office of Ombudspersons at federal and provincial level iv. Number of cases where punishment was awarded v. Current status and redressal rate of pending cases/complaints	MoL&J; NCSW; Federal Ombudsperson Secretariat on Protection Against Harassment (FOSPAH)	Ongoing
	b) The Enforcement of Women's Property Rights Act, 2020; Khyber Pakhtunkhwa Enforcement of Women's Property Rights Act, 2019; Punjab Enforcement of Women's Property Rights Act, 2021	i. Number of complaints received by ombudspersons ii. Number of cases adjudged by ombudsperson	MoL&J; FOSPAH	Ongoing
	c) The Criminal Law (2nd Amendment) Act, 2011 (Acid Control & Acid Crime Act)	i. Number of cases registered regarding acid control and acid crimes ii. Number of prosecutions and convictions made under the Act iii. Number of inspections conducted to regulate and	Ministry of Interior (MoI); NCSW; Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		monitor the sale of corrosive substances and penalties imposed iv. Trend in cases of acid crimes annually and every three years under the Act		
	d) The Criminal Laws Amendment (offences related to Rape) Act, 2016	i. Number of cases registered regarding rape related offences ii. Number of prosecutions and convictions made under the Act iii. Number of death penalties & life imprisonments awarded by the court iv. Trend in cases of rape related offences annually and every three years under the Act	Mol; NCSW; Provincial Women Development Departments; Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	e) The Criminal Law Amendment (offences in the name or pretext of honour) Act, 2016	i. Number of cases registered regarding honour killings ii. Number of prosecutions and convictions made under the Act iii. Number of death penalties & life imprisonments awarded by the courts iv. Trend in cases of honour killings annually and every three years under the Act	Mol; NCSW; Provincial Women Development Departments; Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	f) The Criminal Law (3rd Amendment) Act, 2011 (Anti Women Practices Act)	i. Number of cases registered regarding offences of female in marriage or otherwise in badla-e-sulh, wanni or swara ii. Number of prosecutions and convictions made under the Act iii. Trend in cases of Anti-Women Practices annually and every three years under the Act	Mol; NCSW; Provincial Women Development Departments; Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	g) The Protection of Women (Criminal Laws Amendment) Act, 2006	i. Number of cases registered u/s 365-B, 367-A, 371-A, 371-B, 375, 493-A, 496-A, B, C ii. Number of prosecutions and convictions made under the Act iii. Trend in cases pertaining to protection of women annually and every three years under the Act	Mol; NCSW; Provincial Women Development Departments; Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	h) ICT Domestic Violence Act, 2026	i. Number of cases registered under the Act ii. Number of prosecutions and convictions made under the Act	Mol; NCSW; Family Protection and Rehabilitation Centre (FPRC), Inspector General of Police, ICT	Ongoing

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		iii. Types of remedies provided under the Act iv. Trend in cases of domestic violence at ICT level		
	i) National Commission on the Rights of Child Act, 2017	i. Appointment of Chairperson and Members of the Commission ii. Number of policy paper prepared on emerging child rights issues iii. Number of laws and policies reviewed, and new laws/amendments proposed iv. Number of sectoral policies harmonised with the UN-CRC v. Establishment of child rights fund under the act and its effective utilisation vi. Number of annual reports on situation of child rights submitted to the Parliament	MoHR; NCRC	Ongoing
	j) The ICT Child Marriage Restraint Act, 2025	i. Formulation of rules and notification ii. Number of cases registered or violations iii. Number of prosecutions and convictions made under the Act iv. Trend in cases of child marriage violations annually and every three years under the Act v. Number of cases where compensation/reparations are awarded and granted to victims	MoHR; MoI; NCRC; Child Protection Institute (CPI); ICT Police & Prosecution	Ongoing
	k) The Prohibition of Corporal Punishment Act, 2021	i. Number of sessions conducted for sensitisation/awareness raising of children as well as parents ii. Number of teachers trained on positive discipline methods iii. Establish complaint redressal systems in all public and private schools iv. Number of cases registered for violations under the Act v. Number of prosecutions and convictions made under the Act vi. Region-wise prevalence rate of complaints of corporal punishments annually	Ministry of Federal Education and Professional Training (MoFE&PT); NCRC; Provincial Education Departments; Provincial Human Rights Departments	Ongoing

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
	l) The Zainab Alert, Response and Recovery Act, 2020	i. Number of missing children cases received ii. Number of alerts generated iii. Number of missing children recovered through Zainab Alert, Response and Recovery Agency (ZARRA) System iv. Number of coordination meetings between Police, ZARRA, and Provincial Authorities v. Number of awareness campaigns conducted annually	MoHR; ZARRA	Ongoing
	m) The ICT Child Protection Act, 2018	i. Number of meetings conducted by Child Protection Advisory Board ii. Number of children (category-wise) recovered by CPI iii. Number of children reunified with their families iv. Number of children provided with shelters v. Number of oversight visits conducted by NCHR & NCRC vi. Number of childcare giver institutes registered and monitored by CPI	MoHR; NCRC; CPI; NCHR; Provincial Human Rights Departments; Provincial Child Protection Agencies/Bureau	Ongoing
	n) The Juvenile Justice System Act (JJSA), 2018	i. Number of juveniles provided legal aid and legal assistance ii. Number of Juvenile courts established at district levels iii. Number of Juvenile Justice Committees established, and meetings conducted in all at district level iv. Number of rehabilitation, psycho-social counselling and reintegration programmes conducted v. Number of juveniles released on probation and good behaviour vi. Number of jail visits (juvenile cells & Borstal institutes) conducted by various institutions/departments vii. Number of cases of juveniles affected by the issue of age determination	MoHR; NCRC; CPI; NCHR; Provincial Human Rights Departments; Provincial Police Departments; Provincial Child Protection Agencies/Bureau	Ongoing

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
	o) Criminal Law Amendment Act, 2018 (Child Protection)	i. Number of cases registered regarding seduction, child pornography and cruelty to children ii. Number of prosecutions and convictions made under the Act iii. Trend in cases of child abuse annually and every three years under the Act	Mol; NCRC; Provincial Home Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	p) Bonded Labour System (Abolition) Act, 1992	i. Number of Labour and Women Inspectors recruited in line with the ILO requirement ii. Number of inspections conducted by Provincial Labour Departments iii. Number of reported incidents/cases of bonded labour registered in ICT and across the country iv. Number of prosecutions and convictions made under the Act v. Number of District Vigilance Committees established/operational for curbing bonded labour vi. Trend in prevalence of cases of bonded labour annually and every three years under the Act	MoHR; ICT Administration; Provincial Labour Departments	Ongoing
	q) Proscription of “Child Domestic Labour” in Part-I (Occupation) of the Schedule of the Employment of Children Act, 1991	i. Number of reported incidents/cases of child domestic labour registered in ICT ii. Number of prosecutions and convictions made iii. Trend in prevalence of cases of child domestic labour annually and every three years	Mol; ICT Administration	Ongoing
	r) Section 194 and 211 of the Pakistan Penal Code (PPC) to ensure the punishment for false accusation of blasphemy laws	i. Number of cases registered or reported u/s 194 of PPC regarding false evidence to procure capital punishment ii. Number of cases registered or reported u/s 211 of PPC regarding false allegation of blasphemy law iii. Implementation of SOPs to deal with the cases of false accusation of blasphemy laws	Mol; Provincial Offices of the Inspector General (Police)	Ongoing

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
	s) The Hindu Marriage Act, 2017	i. Number of Hindu marriages registered under the act ii. Number of marriage registrars appointed at district level iii. Number of marriages declared void and terminated u/s 11 and 12	Ministry of Religious Affairs & Interfaith Harmony (MoRA&IH); Provincial Home Departments; Provincial Minorities Affairs Departments; Provincial Offices of the Inspector General (Police)	Ongoing
	t) ICT Rights of Persons with Disability Act, 2020	i. Number of PWDs registered by Council on Rights of Persons with Disabilities ii. Number of PWDs received services/facilities (i.e., health, medical, ease of access & mobility devices, education and participation in sports, cultural and recreational activities) iii. Number of buildings accessible for PWDs iv. Implementation of accessibility building codes/standards v. Establishment of endowment funds for rehabilitation of the said act vi. Number of organisations implementing employment quota for PWDs	Council on Rights of Persons with Disabilities (under MoHR); Provincial Councils on Rights of Persons with Disabilities; Provincial Human Rights Departments; Provincial SWDs; Department of Empowerment of Persons with Disabilities (DEPD); Sindh Persons with Disabilities Protection Authority (SPDPA)	Ongoing
	u) The Islamabad Capital Territory Senior Citizens Act, 2021	i. Number of senior citizens registered under the Act ii. Number of senior citizens receiving services/facilities iii. Establishment of a fund under the Act iv. Number of meetings of the Senior Citizens Welfare Council (SCWC) conducted v. Number of complaints filed by the residents of old-age homes 'Dar-ul-Shafqat' and the inquiries conducted	MoHR; Provincial Social Welfare Departments; Provincial Human Rights Departments	Ongoing
	v) Transgender Persons (Protection of Rights) Act, 2018	i. Number of Computerised National Identity Cards (CNICs) issued to transgender persons ii. Number of cases registered under this act for violation of rights iii. Number of convictions and acquittal made under the act	MoHR; Provincial Social Welfare Departments; Provincial Human Rights Departments	Ongoing

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		iv. Number of inter-agency coordination meetings v. Number of hospitals providing transgender inclusive health services		
	w) The Torture and Custodial Death (Prevention and Punishment) Act, 2022	i. Number of complaints received, and inquiries initiated ii. Number of cases registered for violations under the Act iii. Number of officials trained under the Act and International Standards iv. Number of officials suspended, charged/convicted and dismissed v. Number of prosecutions and convictions made under the Act vi. Trend in cases of torture and custodial violations annually and every three years under the Act	Mol; NCHR; Provincial Home Departments; Provincial Offices of the Inspector General (Police); Provincial Prisons Departments	Ongoing
	x) National Civic Education Commission Act, 2018	i. Establishment/strengthening of the Commission ii. Level of inclusion of civic education in curricula at the primary & secondary education level iii. Number of schools imparting civic education at the primary & secondary levels	MoFE&PT; NCRC; Provincial Education Departments; Provincial Human Rights Departments	Ongoing
	y) Cost of Litigation Act, 2017	i. Number of cases in which costs and special costs awards have been granted ii. Number of cases filed in the courts, their pendency and disposal status	MoL&J; 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. Number of 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
	b) Implementation of Child Protection Policies in their respective provinces	iii. Number of trainings conducted to ensure implementation of these policies at district and tehsil level		
	c) Implementation of Women empowerment Policies in their respective provinces	iv. Number of sessions conducted by DHRCs for implementation of these policies at grassroots level		

Outcome 3: Access to Justice				
Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
5.	Robust monitoring and reporting on Human Rights situation in Pakistan by NHRIs	i. Amount of budget and human resource allocated for NHRIs ii. Number of complaints received and investigated by NHRIs iii. Number of referrals made and final outcome of these referrals iv. Number of Issue based reports published	NHRIs including NCHR, NCSW, NCRC, and NCMR; Provincial Human Rights Commission; Provincial Commission on the Status of Women	Ongoing
6.	Enhance accessibility of Legal Aid and Justice Authority (LAJA) across Pakistan	i. Amount of budgetary allocation and staff appointed for effective operationalisation ii. Number 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 iii. Detail of effective utilisation of Legal Aid and Justice Fund	MoL&J; LAJA	Ongoing
7.	Building accessible infrastructure and digital services to ensure access to remedy through E-courts and mobile courts	i. Number of courts, police stations accessible for women, senior citizens, persons with disabilities including the ones with psychosocial disabilities ii. Number of E-courts and mobile courts established to ensure speedy trial iii. Number of cases filed, adjudicated, and decided through E-courts iv. Percentage of backlog of cases over the years	MoL&J; Mol; Law & justice Commission of Pakistan (LJCP); Provincial Law and Parliamentary Affairs, Home, Prosecution, and Prisons Departments	1-2 years
8.	Strengthen case referral pathways between Alternative Dispute Resolution (ADR) mechanisms and the formal justice system and action against illegal jirgas and panchayats	i. Number of ADR mechanisms operational at district level ii. Number of cases referred to ADR by formal judiciary iii. Number of cases of serious human rights abuses/offences appropriately referred from informal judiciary to formal judicial system iv. Number of First Information Reports (FIRs) registered, and action taken against jirgas and panchayats in light of Supreme Court judgement of 2019	MoL&J; LJCP; Provincial Law and Parliamentary Affairs Departments; Provincial Home Departments	1-2 years

	Actions	KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
9.	Strengthen Helpline 1099 for its effective and efficient working in providing free legal advice and referral services to victims of human rights violations	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
10.	Capacity building of staff of federal and provincial Ombudsperson offices, revenue departments, and relevant courts on enforcement of women's property and inheritance rights	i. Number of training sessions conducted ii. Number of officials trained, disaggregated by department and province	MoHR; Federal and Provincial Ombudsperson Offices; Revenue Departments; Provincial Judicial Academies	Ongoing

Thematic Area 2: Implementing Key Human Rights Priorities

Outcome 4: Protection of Rights of Women				
	Actions	KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
11.	Establish and operationalise Anti-Rape Crisis Cells (ARCCs) in all district headquarters hospitals	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; Mol; Ministry of National Health Services Regulations and Coordination (MoNHSRC)	1-3 years
12.	Develop and notify National Guidelines on Survivor-Centric approaches to victim handling across police, prosecution and health services	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; Mol; MoNHSRC	1 year
13.	Strengthen and establish Women Crisis Centres (WCCs) in all districts	i. Number of WCCs upgraded or reformed based on assessment findings ii. Number of new WCCs established in districts without existing coverage iii. Number of WCCs staff trained or retrained following the baseline study's recommendations	MoHR; Provincial Women Development Departments	1-3 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
14.	Strengthen case monitoring of honour-based crimes, prosecutions, acquittals and case withdrawals	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; Mol; police departments	1-3 years
15.	Awareness-raising and community engagement on the criminality and harms of honour-based violence, including targeted engagement with tribal leaders, and religious stakeholders and campaigns through social media and popular media	i. Number of structured dialogues conducted with tribal leaders, and religious stakeholders 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	MoHR; Mol; Police Departments; NCSW; NCHR; Provincial Human Rights Departments; Provincial Women Development Departments; Provincial Religious Affairs Departments	Ongoing
16.	Conduct a national baseline study on women's property and inheritance rights implementation, identifying key barriers by province and district	i. Terms of Reference (TORs) developed, and study commissioned ii. Study completed covering all four provinces, ICT, GB, and Azad Jammu and Kashmir (AJK) iii. Study findings published and disseminated to all relevant federal and provincial departments iv. Policy recommendations from the study formally presented to the NTF on Human Rights	MoHR; Women Development Departments	2-5 years
17.	Strengthen the capacity and outreach of the Ombudsperson mechanism under the Enforcement of Women's Property Rights Acts to resolve property disputes	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	MoHR; Federal and Provincial Ombudspersons on Harassment against Women; Provincial Women Development Departments; District Administrations	Ongoing

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		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		
18.	Strengthen enforcement of electoral rules on women's voter turnout, including monitoring of agreements to prevent women from voting in specific constituencies	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 of Pakistan	Ongoing
19.	Conduct a study on barriers to women's political participation beyond reserved seats, including party-level barriers, violence and intimidation, and cultural constraints	i. TORs 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 (ECP), political parties and civil society iv. Policy recommendations from the study formally presented to the NTF on Human Rights and the ECP	MoHR; ECP; Provincial Women Development Departments	2-5 years
20.	Develop human rights-based policy guidelines on sexual and reproductive health care and integrate sexual and reproductive health services with human rights priorities and strategies across Pakistan	i. Number of districts with functional reproductive health services ii. Maternal mortality tracked and reported as human rights indicator	MoHR; Ministry of National Health Services; Provincial Health Departments	Ongoing

Outcome 5: Protection of Rights of Children

Actions	KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
21. Enhance the prevalence rate of birth registration through public-private partnerships and expand outreach of registration facilities	i. Number of memoranda of understanding signed between local governments/National Database and Registration Authority (NADRA) and Non-Governmental Organisations (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; Mol/NADRA; local NGOs focusing on child rights	1-3 years
22. Expand NADRA mobile registration coverage to rural and underserved areas	i. Number of mobile registration units deployed to rural and underserved areas 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	MoHR; Mol/NADRA	1-3 years
23. Ensure implementation of Article 25-A of the Constitution	i. Number 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	MoFE&PT; Provincial Education Departments	Ongoing
24. Establishment of a National level Data Management system to monitor child abuse including child sexual abuse, cyber bullying and exploitation, trafficking for prostitution, organ transplant, forced labour, drug smuggling, begging, and forced child marriages	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; Mol; NCRC; Provincial Human Rights Departments; Provincial Child Protection Agencies/ Bureaus	1-3 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
25.	Sensitisation 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	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; National Cyber Crime Investigation Agency (NCCIA); Provincial Prosecution Departments; Provincial Health Departments; Provincial Education Departments; Provincial SWDs; ZARRA; NCHR; Provincial Human Rights Departments	1-2 years
26.	Develop inter-agency coordination mechanisms to strengthen case monitoring of child marriage and forced marriage prosecutions	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 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	MoHR; Provincial Social Welfare/DEPD Departments/Provincial Child Protection Authorities	1 year
27.	Strengthen provincial child protection authorities through increased resource allocation, staffing and capacity building on key child rights issues	i. Number of provincial child protection officers recruited ii. Number of provincial child protection officers trained on key child right issues	MoHR; Provincial Child Protection Authorities	2-5 years
28.	Establish public-private partnerships with NGOs and private shelter homes for rescued children	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	MoHR; Provincial SWDs; Provincial Child Protection Authorities; NCRC	1-3 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		through formal partnership arrangements iii. Number of NGO and private facilities assessed and accredited		
29.	Build capacity of provincial child protection centres through training on key child rights issues	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 SWDs; Provincial Child Protection Authorities; NCRC	2 years
30.	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
31.	Ensure compliance with the JJSA 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
32.	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	MoHR; Provincial Home Departments and Provincial SWDs	1-2 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		ii. Development of SOPs for assessing eligibility for diversion at the police, prosecution and judicial stages.		
Outcome 6: Protection of Rights of Minorities				
33.	Promote interfaith harmony:	i. Policy actions achieved envisioned in the Action Plan/Matrix for implementation of the National Interfaith Harmony Policy and strategy of religious tolerance	MoRA&IH; MoFE&PT; MoHR; NCMR; Provincial Minority Affairs Departments; Provincial Education Departments	1-3 years
	a) Implement the National Interfaith Harmony Policy, 2025	ii. Number of festivals, specifically for minorities, held to promote social cohesion, tolerance and betterment at the provincial level		
	b) Strategy of Religious Tolerance			
34.	Strengthen DIHCs	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; DIHCs	1-3 years
35.	Combat hate speech in accordance with the laws and prevent misuse of blasphemy laws	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 Code of Criminal Procedure v. Number of cases and conviction rate under blasphemy laws	MoHR; MoI; MoL&J; NCCIA; Provincial Home Departments; Provincial Prosecution Departments; Provincial Law Departments; NCMR; Pakistan Telecommunication Authority; Pakistan Electronic Media Regulatory Authority (PEMRA); Provincial Human Rights Departments; NCHR	Ongoing
36	Enhance socio-economic assistance for religious minority communities	i. Programmes/packages launched for socio-economic uplift of the members of the minority communities	Ministry of Religious Affairs & Interfaith Harmony; MoFE&PT; Ministry of Finance (MoF); Higher Education Commission (HEC); MoHR; Provincial Education Departments;	1-3 years
	a) Increase number of scholarships to minority community students at secondary and tertiary levels	ii. Funds allocated and number of scholarships awarded to minority students		

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
	b) Increase number of financial grants and livelihood support programmes to minority communities	iii. Number of vulnerable groups from minority community provided financial assistance	Benazir Income Support Programme (BISP); Provincial Welfare Departments; Pakistan Bait-ul-Mal; Provincial Minority Affairs Departments; NCMR; NCHR	
	c) Strengthen enforcement of minority job and education quotas	iv. Status on the enforcement of 5% quota for minorities in Benazir Income Support Programme and other social safety nets v. Steps taken for the allocation and employment of minorities as per their quota vi. Details of education quota observed in the province vii. Number of students awarded admissions on minority quota at all levels of education		
37.	Strengthen enforcement of existing legal provisions for elimination of forced conversions and forced marriages	i. Number of cases reported, prosecuted and conviction rate against forced conversion and forced marriage in the provinces ii. Number of complaints handled (received and resolved) by NHRIs and helplines	MoHR; Ministry of Religious Affairs and Interfaith Harmony; Mol; NCMR; NCSW; NCHR; Provincial Home Departments; Provincial Prosecution Departments; Provincial Law Departments; Provincial Human Rights Departments; Provincial Religious Affairs Departments	Ongoing
38.	Operationalisation of the NCMR under the National Commission for Minorities Rights Act, 2025	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; NCMR; MoF; Ministry of Planning, Development & Special Initiatives (MoPDSI); MoRA&IH; Provincial Minority Affairs Departments; Provincial Human Rights Departments; NCHR	1 year
39.	Ensure special security arrangements for protection of minorities' worship places	i. Develop & notify security protocols in consultation with religious leaders, minority community representatives, police and provincial home departments ii. Number 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 iv. Data on the establishment,	Mol; Provincial Home Departments; Ministry of Religious Affairs and Interfaith Harmony; MoHR; NCMR; NCHR; Provincial Police Departments; DIHCs; Provincial Minority Affairs Departments	1-3 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		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		
Outcome 7: Economic and Social Empowerment of Persons with Disabilities				
40.	Ensure implementation of employment quota for PWDs at federal and provincial levels	i. Baseline assessment conducted at federal and provincial levels to assess implementation of employment quotas in public and private entities ii. Number 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
41.	Boost enrolment of PWDs in education through effective implementation of Islamabad Declaration on Inclusive Education and Higher Education Commission's policy on Inclusive Education	i. Number of children with disabilities in inclusive education system against the total population of children with disabilities ii. Number 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	MoFE&PT; Provincial Education Departments; Higher Education Commissions at Federal and Provincial levels	1-3 years
42.	Enhance accessibility of public buildings, transport, information and communication services and technologies	i. Development of standardised accessibility audit tool for public buildings covering ramps, lifts, signage, accessible toilets, parking pathways and emergency evacuation provisions ii. Number of public buildings audited across each province and development of a prioritised remediation plan	MoPDSI; Ministry of Communications; MoL&J; Provincial Communications & Work; Transport and Planning; SWD/DEPD Departments; Capital Development Authority and Provincial Development Authorities	1-3 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		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. Number of public transport vehicles and transport stops and stations upgraded to meet accessibility standards vi. Number of PWDs received information and communication services/assistive technologies		
43.	Establish community-based independent living centres for PWDs through public-private partnership	i. Number of PWDs benefiting from community-based independent living programmes at federal and provincial levels ii. Number of trainings conducted by National Training Centre for Special Persons iii. Number of trainings conducted by National Mobility and Independence Training Centre (NMITC) iv. Allocation of adequate budget to ensure community-based independent living centres	MoFE&PT; MoHR; MoPDSI; Provincial Social Welfare; DEPD; Provincial Planning and Development Departments	1-3 years
44.	Review the Mental Health Ordinance 2001 for alignment with the CRPD and international mental health standards, and integrate mental health into disability, prisoner, and disaster response frameworks	i. Review completed and recommendations submitted ii. Mental health provisions integrated into relevant frameworks	MoHR; Ministry of National Health Services; Provincial Health Departments	1-2 years
Outcome 8: Rights of Transgender Persons				
45.	Strengthen implementation mechanism of the Transgender Persons (Protection of Rights) Act 2018 and expand provincial protections for transgender persons	i. Implementation of job quota compliance status across federal departments and institutions and number of federal institutions audited for quota compliance ii. Increase in number of transgender persons	MoHR; Provincial Home Departments; Provincial SWDs; Provincial Law Departments	2-5 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		- 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		
Outcome 9: Protection of Rights of Senior Citizens				
46.	Establish social protection and anti-abuse mechanisms for older persons under ICT Senior Citizens Act, 2021 and harmonisation of senior citizens law across all four provinces	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. Number of SCWC meetings held with documented minutes, action items, and follow-up reports iv. Establish dedicated prevention and reporting desks in services delivery centres, Police and SWDs v. Number of priority facilitation desks established for Senior Citizens in Hospitals, Banks, Railways, Airports and other public facilitation centres vi. Number of ramps, seating, signage, lighting, and accessible toilets established etc. vii. Percentage of persons aged 65+ (below poverty line) receiving social protection coverage including cash transfer or pension benefit	MoHR; Provincial SWDs 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 organisations specialising in ageing and elder care	2-5 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		viii. Number of newly established old-age homes (Dar-ul-Shafqat) with minimum standards (recreation, counselling, health screening, social inclusion) in all the districts ix. SOPs/Guidelines issued and notified by the relevant authorities to ensure delivery of special concessions and facilitation for Senior Citizens		
Outcome 10: Protection of Rights of Prisoners				
47.	Review and revise federal and provincial prison rules to align with the Nelson Mandela Rules, Beijing Rules (juvenile offenders), and Bangkok Rules (women prisoners), in coordination with relevant Home Departments and prison administrations	i. Identification of gaps between international standards and existing Prisons Rules ii. Notification of Prisons Rules in alignment with international standards	Mol; MoHR; NCHR; Provincial Home/Prisons Departments; Prisons Training Academies	1-2 years
48.	Establish framework for regular independent inspections of prison facilities by NCHR and judicial forums	i. Number of independent oversight bodies notified ii. Number of Jail/Prisons Visits	Mol; MoHR; NCHR; Provincial Home/Prisons Departments; Prisons Training Academies	6 months
49.	Establish prison monitoring committees at provincial and district levels	i. Number of Committees notified ii. Number of Jail/Prisons Visits	Mol; MoHR; NCHR; Provincial Home/Prisons Departments; Prisons Training Academies	6 months
50.	Publish annual prison reports by the provinces with statistical data on inmates, their conditions and prisons reforms	i. Establishing mechanisms for data collection ii. Number of reports published	Mol; MoHR; NCHR; Provincial Home/Prisons Departments; Prisons Training Academies	Annual
51.	Train prison staff on human rights framework and international human rights standards, prevention of torture, and handling of vulnerable prisoners (women, juveniles, PWDs, and transgender persons)	i. Develop National Level Training Modules ii. Number of Trainings conducted on prevention of torture, and handling of vulnerable prisoners (women, juveniles, PWDs) etc.	Mol; MoHR; NCHR; Provincial Home/Prisons Departments; Prisons Training Academies	Ongoing
52.	Introduce human rights-based evaluation of performance systems for effective prison administration	i. Number of officials made accountable/reprimanded for human rights abuses ii. Number of prisons digitised through Prison Management Information System (PMIS)	Mol; MoHR; NCHR; Provincial Home/Prisons Departments; Prisons Training Academies	2-5 years

Outcome 11: Climate Change and Human Rights				
Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
53.	Conduct a national study on the impact of climate change on the enjoyment of human rights	i. Study commissioned and completed ii. Findings published and disseminated to federal and provincial departments	Ministry of Climate Change and Environmental Coordination (MoCC); MoHR; Provincial Environmental and Human Rights Departments	1-2 years
54.	Assessment of adverse human rights impacts in all climate-related policies and programmes at federal and provincial levels	i. Human rights impact assessment guidelines developed ii. Number of climate policies reviewed for human rights impact	MoCC; MoHR; Provincial Planning and Development Departments	Ongoing
55.	Recognise climate change as a cross-cutting human rights concern affecting the rights to life, health, water, food, and an adequate standard of living, particularly for vulnerable groups in climate-vulnerable regions	i. Inclusion of climate-human rights language in relevant policy documents ii. Number of awareness and advocacy initiatives conducted	MoCC; MoHR	Ongoing

Thematic Area 3: Cross-cutting Interventions for Protection and Promotion of Human Rights

Outcome 12: Human Rights Education and Sensitisation				
Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
56.	Inclusion of human rights and civic education in the curriculum of primary and secondary school level	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; MoFE&PT; National Curriculum Council; Provincial Primary Education Departments	1-2 years
57.	Incorporate child safeguarding education in schools and strengthen child-friendly reporting channels to encourage safe disclosure	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	MoHR; Provincial Home Departments; Provincial Child Protection Authorities; NCRC; NCCIA; Provincial Prosecution Departments; Provincial Health Departments; Provincial Education Departments; Provincial SWDs; ZARRA; NCHR; Provincial Human Rights Departments	1-3 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		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		
58.	Review and revision of education syllabus/courses for minorities	i. Number of subject textbooks (e.g., social studies, history, religious education, civics) formally reviewed and revised ii. Review of derogatory or insensitive content iii. Number of modules included on interfaith harmony, constitutional rights of minorities, and Pakistan's religious diversity	MoFE&PT; Provincial Education Departments; HEC; Provincial Higher Education Departments	1 year
59.	Inclusion of human rights and peace education in the curriculum of higher education, Law & Social Sciences	i. Details of human rights peace education currently included in the curriculum of higher education 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. Programmes involved and their relative student enrolments since/and before the introduction of human rights and peace education in the curriculum of higher education	HEC; Provincial Higher Education Departments	1-2 years
60.	Conduct awareness-raising on rights and remedies in online and digital contexts, including Technology Facilitated Gender-based Violence	i. Number of awareness campaigns conducted ii. Number of beneficiaries reached	MoHR; Ministry of Information Technology & Telecommunication (MoITT); Provincial Human Rights Departments; NCSW	Ongoing
61.	Inclusion of human rights education with respect to international commitments in the curriculum	i. Inclusion of Human Rights in the curriculum of [relevant academy/institute], if any ii. Future Plan/Initiatives on	Foreign Services Academy; National Police Academy;	1-2 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
	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, Federal Investigation Agency Academy, Foreign Services Academy, National Institute of Public Administration, Shaista Ikram Ullah Human Rights Education Centre Lahore, Social Welfare Training Institutes, and provincial training institutes and Academies	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	Federal Judicial Academy; Civil Services Academy (Pakistan Administrative Service Campus); Civil Services Academy (Walton Campus); Director General Training and Research (Customs); Director General Training and Research (Inland Revenue); Pakistan Institute of Trade & Development; Information services Academy; National Academy of Prisons Administration; Pakistan Audit & Accounts Academy; Economic Cooperation Organisation Postal Staff College; Pakistan Railways Academy; Secretariat Training Institute; National School of Public Policy; ICT Police; Management and Professional Development Department (MPDD); Social Welfare Training Institutes (SWTIs)	
Outcome 13: Rights-Based Approach to Development Planning				
62.	Institutionalise/Incorporate rights-based approach in developmental planning at the federal, provincial and district level	i. Number of Human Rights-based cross-cutting human rights programmes/projects proposed/launched and funds allocated in development planning (Public Sector Development Programme & Annual Development Programme) 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; MoPDSI; Provincial Planning and Development Departments; Provincial Local Government Departments	Ongoing
63.	Establish rights-based recovery, rehabilitation and development frameworks for people	i. Federal and provincial disaster prevention and mitigation frameworks/strategies developed	MoHR; MoPDSI; NDMA; Provincial Planning and Development Departments;	Ongoing

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
	affected by natural disasters, with a focus on vulnerable and marginalised populations including women, children, persons with disabilities, indigenous communities	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. Number 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	Provincial Disaster Management Authorities; Provincial Local Government Departments	
Outcome 14: Media, Awareness Raising and Advocacy				
64.	Development and implementation of Communication Strategy on Human Rights	i. Preparation and finalisation of Human Rights-based Communication Strategy in consultation with stakeholders ii. Number of press releases, social media posts, public service messages, radio broadcasts, awareness pamphlets produced and disseminated, share details iii. Number of awareness campaigns conducted through television, radio and social media iv. Impact assessment of communication strategy	MoHR; Ministry of Information & Broadcasting (MoIB); Provincial Human Rights & Information Departments	1-2 years
65.	Implement Information, Education, and Communication (IEC) campaigns to raise awareness on key human rights priority areas i.e., rights of women, children, PWDs, transgender persons, senior citizens, minorities and persons with albinism, etc.	i. Number of publicity campaigns developed ii. Number 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, law enforcement agencies, 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	MoHR; MoIB; Provincial Human Rights & Information Departments	Ongoing

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
		disseminated for sensitisation on issues related to human-rights in plain Urdu and regional languages		
66.	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)	i. Number of ads run at the provincial level on human rights issues, education, remedies, laws, convention rights, and institutions established ii. Number of seminars, workshops, conferences held on issues relating to human rights and their violations iii. Number of awareness and sensitisation 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 15: Enhanced Institutional Capacity and Human Resource Capability for Human Rights Service Delivery				
Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
67.	Strengthen institutional capacity of police, prosecution, district judiciary, and prisons on human rights framework	i. Number of HR training modules developed ii. Institutionalise 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
68.	Deliver targeted capacity development trainings for relevant duty bearers on their roles and responsibilities for effective enforcement of prioritised human rights laws related to the rights of women, children, PWDs, transgender persons, senior citizens, prisoners and minorities	i. Number of specialised 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/Bureaus; Provincial Social Welfare Departments	1-2 years

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
69.	Impact assessment of Human Rights Trainings	i. Commissioning of third-party study to assess behavioural changes of duty bearers and general public on human rights	MoHR	3-5 years
Outcome 16: Strengthened Institutional Frameworks and Coordination Mechanisms for Human Rights Governance				
70.	Strengthen NHRIs	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; NCMR; Provincial Human Rights Departments	1-2 years
71.	Strengthen DHRCs	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
Outcome 17: Strengthened Data Systems on Human Rights				
72.	Establishment of HRIMS-based data systems and integration of provincial human rights related departments and Treaty Implementation Cells (TICs) with HRIMS portal	i. HRIMS established in MoHR and provinces ii. Number of provinces with integrated HRIMS reporting iii. Number of departments with functional HRIMS cells	MoHR; MoITT; Provincial Human Rights Departments; Bureau of Statistics	1 year
73.	Develop standardised reporting dashboard, templates/indicators and generate reports (Treaty bodies reports, HR violation reports)	i. Standardised HRIMS dashboard operationalised ii. Number of reporting protocols/templates/indicators developed iii. Number of personnel recruited/ trained iv. Number of reports generated	MoHR; Provincial Human Rights Departments; Bureau of Statistics	1-2 years

Thematic Area 5: International/UN Obligations and Reporting Mechanisms

Outcome 18: National Legal Framework Aligned with International Human Rights Obligations				
Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
74.	Harmonisation of laws in line with research study conducted by MoHR in 2025	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 19: Enhanced Technical Capacity for International Human Rights Reporting and Engagement				
Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
75.	Strengthen treaty compliance reporting through capacity-building of provincial TICs	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	1 year
76.	Strengthen the National Mechanism for Implementation, Reporting and Follow-up	i. Number of coordination meetings held ii. Reduction in data/information inconsistencies iii. Number of civil society engagements held to ensure comprehensive reporting	MoHR; Provincial Human Rights Departments and TICs	Ongoing

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

Outcome 20: Effective Coordination for Implementation				
Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
77.	Strengthen the role of NTF on Human Rights for effective coordination and implementation	i. Number of meetings held ii. Implementation status of decisions	MoHR	Ongoing
78.	Quarterly meetings of PTFs on Human Rights for monitoring the implementation of the National Action Plan with timelines and deliverables	i. Number of meetings held ii. Implementation status of decisions	Provincial Human Rights Departments	Quarterly
79.	Conduct financial needs assessment for NAP-HR implementation and seek dedicated allocations for actions requiring funding beyond existing budget heads	i. Number of departments that have completed their financial needs assessment and submitted funding requests within the prescribed period	All concerned Federal Ministries and Provincial Departments; MoHR; Federal and Provincial Finance Divisions/Departments	6 months
Outcome 21: Institutionalised Monitoring Framework				
80.	Establish a centralised digital monitoring dashboard accessible to NTF and PTFs	i. Development of dashboard ii. Annual reports generated	MoHR; Provincial Human Rights Departments	1 year
81.	Assign dedicated focal persons in each ministry and province	i. Designation of focal persons	MoHR; Provincial Human Rights Departments	6 months

Actions		KPIs	Lead Ministry/Dept./ Supporting Organisation	Timeline
82.	Publish annual progress reports on Implementation of the Action Plan	i. Periodic data collection ii. Annual reports generated	MoHR; Provincial Human Rights Departments	Annual
Outcome 22: Engagement Mechanism Institutionalised				
83.	Establish National Civil Society Engagement Forum under Ministry of Human Rights	i. Forum established ii. Number of meetings conducted	MoHR	6 months
84.	Create Provincial CSO Advisory Committees under Provincial Human Rights Departments	i. Provincial committees notified ii. Number of meetings conducted	Provincial Human Rights Departments	1 year
85.	Design and implement national training programme on human rights framework for CSOs	i. Training modules developed ii. Number of CSO trained	MoHR	1-2 years
86.	Develop public-private partnership policy framework for sustainable human rights initiatives	i. Framework developed ii. Execution of framework started	MoHR	1-2 years



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