



CHARTER OF DEMANDS

Women and gender minorities from Islamabad and across the country will be marching on International Working Women's Day on March 8th against the patriarchal violence, inequality and oppression that we face in every aspect of our lives and to take steps towards the creation of a more just and humane social order. Join us as we raise our voice against all forms of violence, from killings to enforced marriages, from sexual violence to acid attacks, from harassment to moral policing. Join us as we demand an end to women's domestic confinement and servitude and call for fair and equal compensation for our labour and a just distribution of resources. Join us as we stand united against rising socioeconomic inequality, against the abuse of our religion in defense of patriarchal privileges, against the oppression of transgender and other gender and sexual minorities, against the securitization of our state and society and in support of the protection of democratic and civil liberties.

March with us and let yourselves be heard! Because patriarchy as a system is against all of us!

Join us on the 8th of March, outside Islamabad Press Club at 2:00.

Here are our demands:

ECONOMIC JUSTICE

1. The right for women and transgender workers to unionize.
2. A living wage, dignified working conditions, labor protections and social security for all women and men workers
3. Regularization of contracts, living wages, stable career paths and pensions for all women and men nurses, teachers and doctors
4. Formal contracts, minimum wage guarantees and social security for all domestic workers
5. Increased budgetary provision to ensure social responsibility for child care and provision of universal childcare in all formal workplaces in Pakistan
6. Elimination of all social barriers that prevent women from earning a dignified living
7. Widespread land reform targeted towards women to address land inequality, undermine landed social and political privileges and ensure a fairer gender distribution of land
8. Reform of civil inheritance laws to ensure women receive their rightful equal share
9. Urban land reform and land regulation changes to ensure provision of dignified public and low-income housing for the working classes of our city, including women, religious and ethnic minorities, and transgender, queer and non-binary people
10. Regularization of katchi abadis in Islamabad and other cities, and the granting of proprietary rights to all residents, and the initiation of upgradation and regeneration programs with community participation
11. The elimination of forced, bonded and unpaid labor
12. Strengthening of and increased financing for all labor departments to ensure proper enforcement of labor laws in all workplaces
13. An end to the destruction of khokas, kiosks and other sources of livelihoods for poor workers in the name of 'anti-encroachment'
14. Institutional support and affordable credit for women entrepreneurs and cooperative enterprises to support improved livelihoods for women
15. Affirmative action, including quotas and scholarships, for education, employment and healthcare for women, transgender and non-binary people, minorities and people with disabilities
16. Creating education and employment opportunities for transgender people and queer/non-binary people, particularly while ensuring a safe and harassment-free academic and working environment
17. End to regressive system of jahez, which makes daughters into 'liabilities', thrusts them into potentially violent marriages, also profited by the capitalist system



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ACCOUNTABILITY AND JUSTICE

18. Ensure zero tolerance for violence against women, trans people and minorities.
19. End to attacks on sexual harassment and violence survivors and legal protections against frivolous defamation suits
20. Institution of harassment committees with women's representation in all workplaces, and penalties for organizations that fail to institute them.
21. Strict action against those found guilty of and complicit in sexual harassment in all educational institutions, including the University of Balochistan
22. Elimination of all anti-women laws and policies, including citizenship discrimination, laws of testimony and unequal inheritance, among others
23. Freedom for legally adult citizens to choose their life partner and end to forced marriages in the name of culture and religion.
24. Elimination of forced conversions and child marriages
25. End to trafficking of women into prostitution, forced marriages, and domestic servitude.
26. Establishment of a national sex offender registry.
27. Inquiry into murder and burial of thousands of female babies across the country.
28. Affirmative action for increased minimum representation of women (at least 33%) in the criminal justice system, including in the judiciary, police and other law enforcement agencies
29. Establishment of women's desks at all police stations in the country and mandatory gender sensitization training for law enforcement officials
30. Short-term reform of criminal justice system to ensure full rights and access to justice for women prisoners, juveniles as well as other prisoners
31. Establishment of trauma centers, housing and rehabilitation facilities for victims of sexual and domestic violence across the country
32. Address child sexual abuse by ensuring rapid, effective law enforcement responses to cases, mass public education, and ending the culture of shame and silence around sexual violence.
33. Longer-term shift toward a restorative criminal justice system that moves away from solely punitive incarceration and punishment and focuses on restoring the harm done to victims and healing from trauma

34. An end to cyber-harassment against women, transgender and queer people to enable them to engage without fear in digital spaces
35. Reform of laws that marginalize and discriminate against gender and sexual minorities
36. End to harassment and intimidation of working class transgender people of the city at the hands of police and state officials, and establishment of trans protection and conflict resolution cells which ensure their safety.
37. Improve the national gender recognition process while protecting the private data of transgender persons

HEALTHCARE

38. Free universal healthcare, including that pertaining to sexual and reproductive health
39. Ensure women's rights and control over our own bodies, without the control of state or any other institutions
40. Recognize the critical importance of early childbearing by ensuring paid maternity leave of 6 months and paternity leave of 3 months
41. Increase in financing for strengthened family planning programs to institute proper birth spacing across the country and affordable contraceptive services across the country
42. Inclusion of accurate, scientific and age-appropriate content on sexual and reproductive health into the education curricula, particularly for health workers
43. Providing stigma-free physical and mental healthcare for transgender and queer people

STUDENT RIGHTS

44. Increase education spending to at least 6% of GDP to ensure universal quality education for all
45. Overhaul public education system to increase public and parental oversight and accountability
46. Affirmative action for girl students to decrease the gender gap in education.
47. Reinstate student unions in universities across the country, with minimum representation of 33% for female students and representation in university decision-making bodies
48. Establish harassment committees on each campus and ensure the representation of female students in these committees
49. Ensure adequate housing for students
50. End all forms of moral policing and harassment on campuses and in student hostels

51. Abolish discriminatory curfew timings at student hostels

CIVIL LIBERTIES

52. Uphold the constitutional rights of freedom of expression, peaceful assembly, and protest for all citizens

53. End the criminalization, political repression and censorship of dissenting voices

54. End the unconstitutional practice of enforced disappearances and pass a bill to criminalize the practice.

55. End the forced abduction of Baloch women and stop the sexual harassment of Pashtun women by security personnel.

56. Repeal colonial era sedition laws and end the arbitrary use of anti-terrorism laws against non-violent political workers and activists.

57. Immediate withdrawal of all social media regulations and practices that arbitrarily curb the right to free speech and dissent

58. Provide transgender people the right to marry

POLITICAL PARTICIPATION

59. Constitutionally mandated minimum 33% representation for women in all elected bodies at the federal, provincial, district and sub-district level

60. Establish a federal and provincial government-funded program to build women's capacities and networks for political participation at the grassroots level

61. Reform in political parties to ensure minimum representation of women, transgender and non-binary people in their decision-making bodies

62. Enactment of strict penalties against those who prevent women's electoral and political participation

ACCESS TO PUBLIC SPACE

63. Ensure women's safe access to public spaces, and enactment of penalties on street harassment

64. Affirmative action and training for women's mobility to ensure women's access to and capacity to use public and private transport

65. Creation of safe spaces and community centers for women, non-binary people and girls

66. End to regressive, misogynist cultural depictions of women and societal relations on media that perpetuate and profit from patriarchy.

CLIMATE AND ENVIRONMENTAL JUSTICE

67. An end to the destructive treatment of finite natural systems as exploitable resources

68. A shift from reliance on fossil fuel usage to renewable sources of energy

69. Enforcement of fuel standards, re-forestation and green cover and improved public transport to ensure livable air quality in our cities

70. Reform of our water management systems to ensure availability of clean drinking water for all citizens, including a review of irrigation and development policies to end water wastage

71. Overhaul of waste management systems through state-led systems with private and community participation

