

The Provision of Services for the

Capacity development of the Government staff on
Child Protection

Mapping and Profiling

Submitted to: UNICEF

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1 Context of the study

The broader purpose of the assignment is to identify the key departments and personnel who have the direct or indirect role in promoting and protecting the rights of children along with capacity to manage and implement the child protection projects or its relevant activities at grass roots level. Subsequently, assess the existing gap in terms of knowledge, skills and attitude pertaining to child protection amongst the identified personnel (key staff of different identified departments working in FATA secretariat and its agencies). On the basis of the identified needs/gaps the consultant will develop a training module and mentoring plan ensuring that the curriculum/module and mentoring plan should be compatible with the local and regional context of FATA and have potential to meet the requirements of FATA secretariat and Child Protection Unit, etc. The Consultant will chalk out the detail training plan in consultation with FATA secretariat, Child Protection Unit and UNICEF.

The document will provide with the process of mapping and profiling the key departments and staff and on the basis of identified staff the (TNA) will be conducted to identify the capacity gaps of individuals with perspective of child protection (CP) and child rights (CR).

The key purpose of this document is to provide mapping and profiling of the departments and identify the most relevant personnel who can contribute towards rolling out of CP and CR activities in their respective departments. In addition, the document will also provide with brief details FATA Secretariat, its structure and mandate in context of CP and CR.

2 About FATA Secretariat (FS)

Until 2002, decisions related to development planning in the tribal areas were taken by the FATA section of the, then N.W.F.P Planning & Development (P&D) Department, and implemented by government line departments. In that year, FATA Secretariat (FS) headed by Secretary FATA was set up.

In 2006, the Civil Secretariat FATA with an Additional Chief Secretary, four Secretaries and over ten directorates were established to take over the decision-making functions. In April 2012, the FATA Secretariat was restructured with addition of 'Production and Livelihood Development Department' and 'Social Sectors Department'. Besides that the reporting line of the directorates was also rearranged.

The Governor's Secretariat of Khyber Pakhtunkhwa plays a coordinating role between the Federal and Provincial Government and the FATA Secretariat.

The six departments of FATA Secretariat are as follows:

1. Administration, Infrastructure & Coordination Department
2. Finance Department
3. Law & Order Department
4. Planning & Development Department
5. Production & Livelihood Development Department.
6. Social Sectors Department

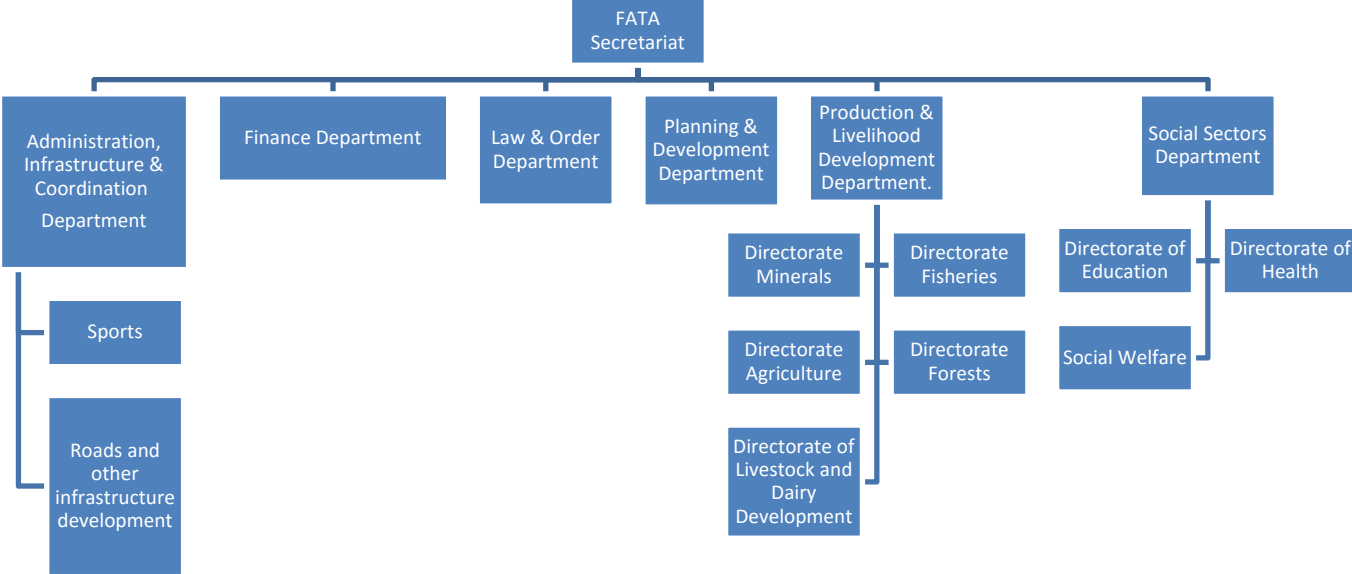
FATA Secretariat is providing services to the people of FATA through its directorates attached to these departments. FATA Disaster Management Authority (FDMA) and Directorate of Projects (DoP) have functional independence but report through Law & Order and P&D Departments, respectively.

The services provided by the line directorates include;

- Health
- Education
- Forestry

- Fisheries
- Irrigation
- Livestock & Dairy Development
- Minerals & Technical Education
- Agriculture
- Sports
- Social Welfare
- Roads and other infrastructure development

3 Structure of FATA Secretariat (to be finalized UNISEF to provide a resource)



4 Mandate of departments

4.1 Administration Infrastructure & Coordination Department (AI &C)

It is headed by a Secretary AI&C, who manages the matters relating to coordination, administration and establishment of FATA Secretariat.

Business of the Department

AI&C is responsible for the following matters relating to coordination, administration and establishment:

(a) Coordination

- All matters which require coordination amongst the various departments/subordinate offices of the FATA Secretariat.
- Liaison between the secretariat and its attached directorates.
- Rules for disposal of business in the FATA Secretariat and in its line departments – creation of new departments/sections/units, change in allocation of business, constitution of a department.
- Advice on legal questions, in consultation with the Provincial Law Department or the Secretariat's legal advisor – including court cases other than service matters.
- Governor's visits and follow up and implementation of the Governor's directives.
- Correspondence with the SAFRON Division and other Federal Government offices/autonomous organizations.
- Correspondence with the Provincial Government on policy matters.
- Preparation of reports for the Governor, the Federal and Provincial Government.
- Business relating to the Senate and National Assembly – questions of Senators/MNA's, meetings of Standing Committees on SAFRON.
- Recommendations for awards to the employees.
- Nomination of FATA candidates in educational institutions in the settled areas against seats reserved for them.
- Matters relating to the FATA Development Authority.
- Matters relating to the FATA Rural Support Program.
- Liaison and coordination with Media.

(b) Administration

- Central pool of cars/vehicles and rules for their usage.
- Utilities and other common services.
- Management/maintenance of moveable and immovable property of the FATA Secretariat headquarters.
- Official celebrations.
- Stationery, printing and other office equipment.
- Library of the FATA Secretariat.
- Insurance of government property.
- Staff welfare.
- Computerization of offices.
- Residential colony and rest house at the headquarters.
- Health facilities for the employees.

- Provision of office and residential accommodation.
- Registration of deeds and documents.
- Newspapers and periodicals for the headquarters.
- Security of the headquarters.
- Arrangements in connection with official meetings and visits of officers for the purpose.
- Purchase of durable assets for the FATA Secretariat headquarters.
- Sale of surplus or unserviceable durable assets of the FATA Secretariat headquarters.
- Matters relating to non-ministerial (former class IV) employees.

Establishment

- All service matters, including court cases of the FATA Secretariat staff.
- Training to the employees – local and foreign.
- Maintenance of PERs.
- Group Insurance/GP Fund/CP Fund.
- Creation of posts in the department/line directorates directly controlled by the AI&C Department.
- Conduct anti-corruption cases.
- Maintenance of service records.

Envisioned Role in context with CP and CR

- Facilitate in all CP & CR activities at FATA secretariat level and in its line departments
- Facilitate and help in implementation of different policies pertaining to CP and CR
- Provide support through Agency administrative units for promoting CP and CR in agencies
- Guide and promote activities related to CP and CR by involving media in FATA
- Facilitate in conducting trainings with perspective of CP and CR

4.2 Production Department

The Department of Production and Livelihood is headed by a secretary, who looks after production and livelihood related matters in FATA.

Business of the Department:

The Production and Livelihood Department is responsible for the following matters:

- All matters related to 'Agriculture, Forests, Fisheries, Livestock, Minerals, Seri-culture and Industries'.
- FATA Investment Facilitation Authority.
- Production, banking and economic activity.
- FATA Chamber of Commerce and matters related thereto.
- Small and medium level business enterprises.
- Laws and regulations related to investment promotion.
- Issuance of permits for the transportation of timber from FATA to settled areas.

Envisioned Role in context with CP and CR

- Ensure that the stakeholders in areas of agriculture, Forests, Fisheries, Livestock, Minerals, Seri-culture and Industries are aware of the CP policy.
- Devise a mechanism which would ensure that CP policy is implemented and child labor is reduced
- Provide support through Agency administrative units for promoting CP and CR in agencies
- Engage Chamber of Commerce to address the issues related to CP and CR.

4.3 Finance Department

It is headed by a Secretary Finance, who manages the financial matters of the government in tribal affairs.

Business of the Department

The Finance Department is responsible for the following matters:

- Management of public funds.
- Supervision and control of federal finances, allocated for FATA (both Current and Development).
- Preparation, examination and consolidation of the FATA budget (Current Expenditure Budget).
- Preparation of supplementary estimates and demands for additional grants (Both Current and Development).
- Appropriation and re-appropriation of Current and Development Budget.
- Examination of New Item Statement (NIS) and proposals for the creation of posts.
- All other matters relating to public finance pertaining to FATA.
- Administration of public revenue in FATA.
- FATA Accounts and Audit, Public Accounts Committee and Departmental Accounts Committee.
- Framing of fiscal policies for guidance of departments and supervision and maintenance of accounts.
- Examination and advice on matters, directly or indirectly affecting the finances of FATA.
- Advice on matters of financial regulation/civil service rules relating to FATA employees.
- Banking and placement of funds in banks/DFIs.
- Delegation of financial powers.
- Agency Accounts Offices.
- Secretary Finance acts as Chief Finance and Accounts Officer to Principal Accounting Officer for FATA grants.
- Functions of the financial advisor as notified by the Federal Government.

Envisioned Role in context with CP and CR

- Ensure that funds are generated for projects which would address CP and CR
- Prioritize funding to departments and projects addressing CP and CR
- Ensure compliance related to CP and CR

- Devise a mechanism which would ensure that CP policy is implemented and child labor is reduced in all the activities being funded

4.4 Law and Order

It is headed by a secretary, who looks after the affairs of law and order in FATA, in order to ensure peace.

Business of the Department

The Law & Order Department is responsible for the following matters:

- Intelligence reports.
- Liaison between armed forces/law enforcement agencies and FATA Secretariat.
- Communications security.
- Treaties and agreements with tribes in FATA.
- Issuance of NOCs for foreigners to visit FATA.
- Frontier Crimes Regulation.
- Matters relating to the internal security of FATA.
- Policy regarding arms, firearms, ammunition and explosives in FATA.
- Territorial jurisdiction of FATA and changes in the boundaries of its administrative regions i.e. in agencies/FRs.
- Political disputes in FATA.
- Security and operation of cypher communications.
- Coordination amongst political administration in FATA.
- Matters relating to the Durand Line.
- Application of laws in FATA.
- Matters relating to Mawajib, Maliki and Lungi allowances.
- Matters relating to FC, Khassadars and Levies.
- All matters relating to narcotics control in FATA.
- Matters relating to the agency/FR councils.
- Agency Development Fund of all Political Agents to be audited by the Law & Order Department.
- All matters related to the FATA Tribunal.

Envisioned Role in context with CP and CR

- Ensure that policies, regulation and laws are formulated and implemented which would promote CP and CR
- Prioritize action on cases related to CP and CR
- Build capacity of the field staff to handle cases related to CP and CR
- Devise preventive measure that would mitigate chance of violation related to children

- Enhance the response service in context with CP and CR

4.5 Planning & Development Department

It is headed by Secretary P&D, who looks after the affairs of planning, implementation, monitoring and evaluation of all development activities related to FATA. The department holds a crucial place in the uplift of FATA.

- **Business of the Department**
- The Planning and Development Department is responsible for the following matters:
- All matters relating to the formulation and approval of development projects, specifically:
 - Policy formulation and coordination of activities relating to the Annual Development Plan, and its review.
 - Processing of all development schemes and proposals submitted by line departments of the FATA Secretariat.
 - Secretarial functions for the Departmental Sub-Committee (DSC).
- Preparation of Annual Development Plan for FATA.
- Recommendations for sector-wise/scheme-wise reallocations.
- Assessment of requirements, programming and negotiations for external economic and technical assistance from donor agencies, through the concerned Federal Government Ministry/Division.
- Review of the implementation of development projects and programs to identify bottlenecks and take remedial action.
- Identification of regional sectors and sub-sectors lacking adequate portfolio of projects and taking steps for the preparation of productive project proposals for those areas.
- Technical and economic appraisal of projects.
- Coordination with donor agencies for donor funded projects.
- Collection and maintenance of statistical data necessary for the formulation of economic development policy for FATA.
- Coordination with the Federal and Provincial Government's Planning Division/Department/Forums.
- Preparation of briefs/presentations for various dignitaries/forums regarding development in FATA.
- Deal with Pak-Army related projects.
- Allocation of development funds amongst agencies/FRs on the basis of approved policy.
- MNAs/Senators development programs.
- Public demands regarding development projects received from various sources.

Envisioned Role in context with CP and CR

- Formulate new project which would address CP and CR
- Formulating policies for current projects which would discourage child abuse
- Engage foreign dignitaries to promote the cause of CP and CR
- Enhance the response service in context with CP and CR
- Prioritize area of CP and CR when developing the Annual Developmental Plan

4.6 Social Sector Department

The Social Sector Department is headed by a secretary, who looks after the provision of social welfare services in FATA.

Business of the Department

The Social Sector Department is responsible for the following matters relating to social welfare, women empowerment and Zakat and Usher:

Child protection/welfare.

- Children protection through registration, monitoring, rapid response in crises, placement and after care.
- Promotion of non-formal justice and treatment of children in conflict with the law.

Special education and inclusive education, matters relating to the affairs of cadet colleges; including university education and specialized institutions in FATA.

Welfare and rehabilitation activities for disabled persons.

- Establishment of FATA Council for the rehabilitation of PWD.
- Provision of 2% quota in jobs to PWD.

Welfare and rehabilitation of marginalized/ vulnerable groups.

Social innovation.

Social/community development.

Community organization.

Social mobilization.

- Human resource development.

- Promotion of HRD activities other than the HR in the government sector.

Raising awareness.

Coordination with various local NGOs, line departments and donor agencies.

Registration, recognition, accreditation and registration of CDOs/CSOs.

Capacity building of NGOs through donor agencies and the Provincial Social Welfare Department.

Promotion of coordination among government, NGOs and the local community.

Assist the projects of NGOs.

Youth welfare, development and protection activities.

Establishment of FATA Council of Social Welfare for the promotion of the voluntary sector.

Implementation of social protection initiatives and programs.

Development, welfare and other support for minorities.

Rehabilitation of drug addicts etc.

Welfare program for senior citizens.

Other welfare activities.

- Provision of technical and financial assistance to the voluntary sector by raising local funds and utilizing donor's resources for projects.
- Provision of grants-in-aid for the project/initiatives in private services sector.

Matters related to culture and information technology.

Women Empowerment

Adoption and implementation of national policies and plans.

2. Implementation of other national and international conventions and protocols.

3. Awareness on women rights.

4. Implementation of the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) 1979.

5. Women protection/welfare programs.
6. Women development/skill programs for women/PPP Schemes/development of business enterprises with support of donor agencies.
7. Rehabilitation of marginalized women.
8. Legal (to the extent possible) and psychosocial support to needy women.
9. Promotion of women caucus for economic and social development at all levels in FATA.
Monitor agency offices of the Women Empowerment Wing.
Establishment of FATA council/commission in consonance with the government policy.
Establishment of MIS for the target population of women and services available to them in FATA.
13. Preparation of the department's strategy and plan of action in FATA.
14. Monitoring the status of human rights and reporting the violation to the Law and Order Department FATA.
15. Promotion of social welfare services for helping patients and out-of-school children.
16. Promotion of non-formal education, religious education and vocational skills for the adult population.

c. Zakat and Ushr

1. Constitution of FATA Zakat Council and holding of quarterly meeting.
2. Constitution of agency/FRs and Local Zakat Committees (LZCs) in FATA.
3. Conducting of election/selection of agency/FRs Zakat Committees, and LZCs.
4. Accounting procedures for FATA Zakat Fund and Local Zakat Fund.
5. Operational arrangement for Local Zakat Fund.
6. Audit of FATA Zakat Fund and Local Zakat Fund.
7. Valuation and collection of Usher.
8. Implementation of the decision of the Central Zakat Council/FATA Zakat Council.

9. Formation of an Inspection Team for Local Zakat Committees.
10. Drafting of rules under Zakat and Ushr Ordinance 1980 and promulgation of other amendments.
11. Inspection of Deeni Madaris/institutions, which are beneficiaries of the Zakat Fund.
12. Reconstitution of Local Zakat Committees, removal of undesirable chairmen/members of zakat committees.
13. Constitution of Steering Committees for Usher affairs.
14. Collection of voluntary zakat.

Envisioned Role in context with CP and CR

- Prioritize CP and CR in all welfare programs
- Formulating policies for current projects which would discourage child abuse in every designed activity
- Engage communities to promote the cause of CP and CR
- Enhance the response service in context with CP and CR
- Build capacity of the staff to ensure that they are well equipped to promote, prevent and respond to issues related to CP and CR.

During the interviews it was a collective inference that “There is a very limited mandate provided to all the departments apart from Social Welfare Department in context with Child Protection and Child Rights”

5 Perception of Respondents

5.1 Summary of the findings

The summary of the key findings are provided as follow:

5.1.1 Mandate







Department	Mandate description by the respondent
Administration Infrastructure & Coordination Department (AI &C)	The core area of the AI & C is of coordination, administration and establishment. The major responsibilities of the department are to coordinate with other departments and liaison between secretariat and other departments.
Production Department	The core area of production department is to address matters related to agriculture, forest, fisheries and livestock etc. The department also deals with and laws, policies and regulations to promote production.
Directorate of Projects	
Law and Order	The mandate of the department is to liaison between armed forces/law enforcement agencies and FATA Secretariat, another major mandate of the department is the implementation of laws and regulation in FATA.
Planning and Development Department (P&D)	The main mandate of the department is related to matters of project formulation and approvals, preparation of annual development plans, allocation of resources and monitoring resources.
Social Sector Department	The main mandate of the department as per representative is coordination with various local NGOs, line departments and donor agencies, welfare and rehabilitation of marginalized/ vulnerable groups.

5.1.2 Component of services





Department	Component of service related to CP and CR description by the respondent
Administration Infrastructure & Coordination Department (AI &C)	AI &C has no direct component of service which is related to CP and CR.
Production Department	Production department has no direct component of service which is related to CP and CR.
Directorate of Projects	



Law and Order	Major component of the services related to CP and CR are the case/incident management and giving directions to the relevant line departments related to promotion, prevention and response services related to CP and CR
Planning and Development Department (P&D)	Very limited service component that are related to CP and CR in the department.
Social Sector Department	SSD is involved in many components related to children. It was informed that child protections, provision of health and education services, rapid response in crisis are the major component of the policy.

5.1.3 Influence of Department

Department	Influence of Department
Administration Infrastructure & Coordination Department (AI &C)	
Production Department	
Directorate of Projects	
Law and Order	
Planning and Development Department (P&D)	
Social Sector Department	

5.1.4 Relevance of Department







Department	Relevance of Department
Administration Infrastructure & Coordination Department (AI &C)	
Production Department	
Directorate of Projects	
Law and Order	

Planning and Development Department (P&D)	← 1 2  4 5 6 7 →
Social Sector Department	← 1 2 3 4 5 6  →

5.1.5 Nature of Outreach

Department	Nature of outreach in context with CP and CR description by the respondent
Administration Infrastructure & Coordination Department (AI &C)	No engagement in outreach
Production Department	<input type="radio"/> Urban <input type="radio"/> Rural <input checked="" type="radio"/> Both
Directorate of Projects	<input type="radio"/> Urban <input type="radio"/> Rural <input checked="" type="radio"/> Both
Law and Order	<input type="radio"/> Urban <input type="radio"/> Rural <input checked="" type="radio"/> Both
Planning and Development Department (P&D)	No engagement in outreach
Social Sector Department	<input type="radio"/> Urban <input type="radio"/> Rural <input checked="" type="radio"/> Both

5.1.6 Direct/Indirect engagement with household

Department	Level of engagement in context with CP and CR description by the respondent
Administration Infrastructure & Coordination Department (AI &C)	 2 3 4 5 6 7 →
Production Department	← 1 2  4 5 6 7 →
Directorate of Projects	← 1 2 3 4  6 7 →
Law and Order	← 1 2 3 4 5 6  →
Planning and Development Department (P&D)	← 1 2  4 5 6 7 →
Social Sector Department	← 1 2 3 4 5 6  →

5.2 Detailed findings

5.2.1 Administration Infrastructure & Coordination Department (AI &C)

The representative had a very clear understanding about the mandate of the department. As per the representative the core area of the AI & C is of coordination, administration and establishment. The rep told that the major responsibilities of the department are to coordinate with other departments and liaison between secretariat and other departments.

When asked about the component of services provided in regards to CP it was told that the AI &C has no component of service which is related to CP and CR. Similarly, it was informed that the influence and relevance of the department with the CP and CR is very limited.

When asked about the departments' interest with CP and CR, it was told that department will be willing to serve towards the cause to reduce and mitigate the issue of child abuse in any way and also would be interested in CP capacity building program which would help in addressing the issue.

He told that AI & C is the nucleus of FATA secretariat as all the information passed to all the departments is through AI &C, but they department has no awareness about the Child Protection Policy and strategy. He said that AI and C is well positioned in the secretariat in terms of application of SOPs and has direct access to Governor, therefore it can play a significant role in addressing the issue of CP and CR internally amongst the departments.

Relevance with CP and Child rights

The department deals with all sorts of administration, coordination and establishments issues of FATA within secretariat and also with Governor Secretariat and Federal Government. In all issues related to CR and CP they can play important and effective role. The department can influence in the components of Child education, Child protection and Child Basic rights. In the areas of CP and CR the department can highly influence in ***Information, Communication and Execution of policies***. The overall relevance of AI&C in CP and CR is very high. They can also provide mechanism to monitor the policy implementation of CP and CR. Their role in promotion and prevention of CR and CP is high and in response its medium.

5.2.2 Production Department

The representative told about the core area of production department which is to address matters related to agriculture, forest, fisheries and livestock etc. He told that the department deals with the issues related to production and deals with laws, policies and regulations to promote production.

When asked about the component of services provided in regards to CP it was informed that there is no component of service which is related to CP and CR in the production department. Similarly, it was

informed that the influence and relevance of the department with the CP and CR is limited. It was informed that the department is connected with the urban and rural outreach through its current programs but not in context with CP and CR.

Keeping in mind the nature of above mentioned directorates and their nature of businesses performed, child protection (CP) and child rights (CR) should have been addressed but no such evidences were put forward by the respected respondent during interview. The department deal with whole production and livelihood activities in FATA but no law of any kind has been practiced regarding CP or child right. Since the departments deal with productions, even child labor has not been addressed either in their policies or practice. CP and CR are the missing discourses which not only need to be addressed but also implemented effectively.

The representative pointed out that **the department can help with policy and regulate a framework where the child labor can be hampered by introducing strict punishments.**

When asked about the departments' interest with CP and CR, it was told that department will be willing to help the cause to reduce and mitigate the issues related to CP and CR.

Relevance with CP and Child rights

The department does not have a direct mandate of CP and CR. The major programs of the departments are related to agriculture, forests, livestock and industries. However, due to the extensive engagement of department with both urban and rural communities, the department's connections could be used to propagate a message against child labor. Further, the stakeholders currently working with the departments should be educated about CP and CR so that this issue can be addressed in their respective circles of influence.

The department can make sure no child labor in industries and production units of FATA. The department can influence positively towards child basic rights in their sphere of influence.

5.2.3 Directorate of Projects

The representative told the main mandate of the department which is to address management of public funds, budgeting and allocations of fund for different activities, functional areas related to policies and implementations. He also told that extensive review of FATA Accounts and Audit, Public Accounts Committee and Departmental Accounts Committee are also a part of mandate. The representative told that the department has no mandate related to CP and CR.

When asked about the component of services provided in regards to CP it was informed that there is no such component of service which is related to CP and CR in department. Similarly, it was informed that the influence and relevance of the department with the CP and CR is limited as the relevant departments request for the funds and the department releases the fund as per needs and allocated budgets.

The representative told that child protection (CP) and child rights (CR) are the areas on which no specific instructions are provided to the department. The department deals with the overall projects and doesn't give any specific attention to CP or CR. The representative told that **the department can help with policy and regulate a framework where funds are allocated to the relevant departments which could be used to address child protection and child rights.**

When asked about the departments' interest with CP and CR, it was told that department will be willing to help the cause to reduce and mitigate the issues related to CP and CR but he added that formal and structural changes are required which will encourage fund allocation for different activities amongst departments and directorates so that CP and CR can be addressed at grassroots level.

Relevance with Child Protection and Child rights

The department currently has no clear mandate related to CP and CR. However, the department can be educated about the importance of CP and CR so that budgets can be allocated to activities to address these issues. The top brass of the finance department can be capacitated on the rights of children and impacts of provision of these rights so that they would appreciate and allocate budgets for different departments to address different components of the CP and CR.

5.2.4 Law and Order

The representative told the main mandate of the department is to liaison between armed forces/law enforcement agencies and FATA Secretariat, another major mandate of the department is the implementation of laws and regulation in FATA. As far as the mandate related to CP and CR goes the representative told that department is responsible for the implementation of CP policy in light of the local traditions. He told that a major impediment is the fact that Frontier Crimes Regulation (FCR) is an unwritten law and department and law administration has to take decisions based on the incident.

The representative told that the major component of the services related to CP and CR the case/incident management and giving directions to the relevant line departments (which is mostly Political Agent). The implementation of policies related to CP and CR. He also told that department is involved in the process of policy making and gives inputs to make policies more aligned with the local traditions and context. Operational arrangements and provision of logistical support for the implementation of laws and regulation is another service area of the department.

When asked about the departments' influence in context with the CP and CR interventions the representative told that department has a high influence and relevance as the department is directly engaged with locals at grassroots level and enforcement of all laws and regulation pertaining to CP and CR is their responsibilities, however he again stressed towards the socio-cultural limitations which are a major issue for the implementation of FATA secretariat CP policy. Further, he told that for the last two years the policies in place but effective results are yet to be achieved as the laws are unwritten and all the decision are made on the basis of context of incidents. There is no scheme (Allocation of funds) particularly to address the issue of CP and CR.

Due to the nature of business the department has an extensive outreach engagement in both urban and rural areas of FATA. The representative welcomed the idea of capacity building of staff on CP and CR but he said that the staff from the field that are in direct contact with the general public must be made part of this capacity building program.

Relevance with Child Protection and Child rights

The department has a mandate that is related to CP and CR. However, due to socio-cultural barriers budgets and limitation of FCR has restricted the full implementation and effectiveness of policies and regulations in FATA. **The Law and Order department has a high influence, relevance and an extensive outreach which makes it's a very significant department with respect to implementation of CP policy.** There is a need to address the issue the department is facing so that the effectiveness of this department can be fully utilized to address issues of CP and CR.

5.2.5 Planning and Development Department (P&D)

The representative told the main mandate of the department is related to matters of project formulation and approvals, preparation of annual development plans, allocation of resources and monitoring resources. The representative told that CP and CR are not currently the priority areas of the department. He further informed that there are very limited service component that are related to CP and CR in the department. Programs related to CP and CR is addressed under the department of social welfare.

The representative told that although currently the reflection of relevance and influence of the P&D department to CP and CR is low, however, **the influence and relevance of department could be very high as all the project formulation takes place in this department.** If the stakeholders of the departments are educated about the issues, challenges, opportunities and impacts of addressing CP and CR polices, the department will put efforts to generate project which can focus on the issue at hand.

The outreach and engagement of the department is negligible as the nature of business is thoroughly inter-departmental. The representative highlighted the need for institutionalization of departments to deal with this issue specifically, He further emphasized on the need to prioritize this areas collectively among all the departments.

Relevance with Child Protection and Child rights

The department doesn't have a direct mandate that is related to CP and CR. However, due to the fact that major project formulations and initiatives are taken by the P&D department, it becomes a very significant stakeholder. The department can devise a framework through which the CP and CR component can be addressed, when the formulation and development of relevant project are in place. Especially those project which involve children directly or indirectly.

5.2.6 Social Sector Department

The main mandate of the department as per representative is coordination with various local NGOs, line departments and donor agencies, welfare and rehabilitation of marginalized/ vulnerable groups. When asked about the Social Sector Department (SSD) mandate related to CP and CR the representative told SSD is responsible for child protection and welfare.

When asked about the component of services provided the representative told that SSD is involved in many components related to children. It was informed that child protections, provision of health and education services, rapid response in crisis are the major component of the policy.

The department representative told that the department is fully relevant and can be influential for when it comes to interventions related to CP and CR. However, the representative told that due the negligence in the earlier years and lack of resource allocation in CP and CR has left this particular issue remained low on priority.

The outreach and engagement of the department is very extensive and is present in both urban and rural areas. The SSD has extensive linkages through their own structure and also through other NGOs, INGOs and welfare departments. The SSD deals directly with the education and health directorates which makes it much more relevant to CP and CR.

Relevance with Child Protection and Child rights

The department has a direct mandate that which is related to CP and CR. However, due to ignorance of CP and CR the results achieved by this department have not been up to the mark, SSD is a very significant stakeholder as it directly deals with the welfare programs and has direct mandate on CP and CR. The department has extensive engagement and network which makes it valuable in terms of implementation of interventions.

7. Hierarchy of mandate

Based on the information gathered, the mandate and nature of work of departments, the representatives have plotted their respective departments in the following matrix.

The matrix establishes the priority of departments with respect to different component of Child Protections i.e. promotion, prevention, response.

Department:

	Promotion	Prevention	Response
High	<ul style="list-style-type: none"> ▲ AI &C ▲ SSD 	<ul style="list-style-type: none"> ▲ SSD ▲ Law & Order 	<ul style="list-style-type: none"> ▲ Law & Order
Middle	<ul style="list-style-type: none"> ▲ Law & Order 	<ul style="list-style-type: none"> ▲ AI &C ▲ Production 	<ul style="list-style-type: none"> ▲ SSD
Low	<ul style="list-style-type: none"> ▲ Production 		<ul style="list-style-type: none"> ▲ AI &C ▲ Production

* Finance department can prioritize budgets allocation which would ultimately help all the other relevant departments to achieve the goals related to CP and CR.

** The P&D department can formulate projects which would promote the CP and CR and further strengthen on the grounds which would lead to CP policy implementation.

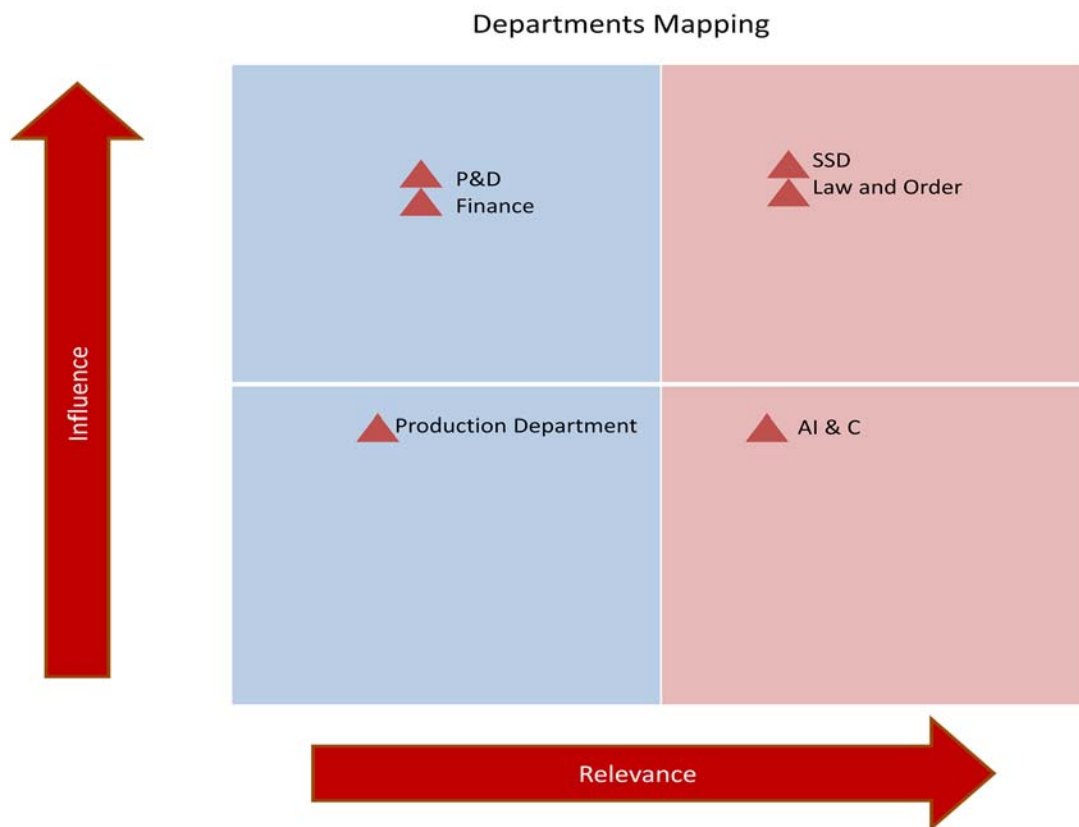
8. Mapping of Departments

On the basis of the information gathered through both primary and secondary resources, the departments are mapped on the basis of relevance and influence with reference to CP and CR.

SSD and Law & Order departments are the most relevant and influential departments in context with child protection and implementation of CP policy.

Although the relevance of P&D and Finance department to CP and CR is limited but both these departments can influence the issue of CP and CR in a positive manner by generating funds and formulation of new activities/project, they can influence the current stakeholders to adhere to policies which promote CP and CR.

The production department has a very limited influence and its relevance is also limited as the department can ensure the implementation of CP polices to ensure that child labor is restricted. The AI&C department has limited influence related to CP interventions but been the coordinating body amongst all the departments/directorates, AI&C can play a significant role in the propagation and promotion of message related to CP and CR



9. Key Findings (KIIs)

- ✓ All overall level, the level of understanding, capacity and knowledge of the representatives about the child protection in general and the child protection policy is not at par with the desired level.
- ✓ The monitoring mechanism to evaluate the performance of departments with respect to CP and CR are not present which has contributed towards the ignorance of the issue at hand.
- ✓ There is a lack of planning in most departments to address the issue of CP and CR as during the planning phase of interventions, budget allocation and project formulation this component is given very limited preference.
- ✓ There is a lack of coordination amongst the departments both internally and externally to support and bringing the CP and CR issue in mainstream especially in social sector department
- ✓ The departments are not clear contextually to address the issue of CP and CR in light of the prevailing FCR law.
- ✓ No mechanism of institutional memory (data collection) to report, analyze cases related to CP and CR

10. Profiling of Personnel

To be completed once the complete list of HR is shared by respective departments)

Annexure I- List of respondents

Department	Name	Designation
Administration Infrastructure & Coordination Department (AI &C)	Mr. Mearaj Muhammad	Deputy Secretary Coordination
Production Department	Mr. Muhammad Naseeb	Deputy Director Development
Directorate of Projects		
Law and Order	Mr. Ahmed Khan Orakzai	Dy. Secretary Law & Order
Planning and Development Department (P&D)	Mr. Sulman Liaqat	Assistant Chief
Social Sector Department	Mr. Mohammad Zia-ul-Haq	Director

Annexure II- CP Policy of FS

As per the child protection policy of FATA, The FATA secretariat is responsible to promote and create a protective environment for all children which ensures their protection against all form of violence, abuse, discrimination, neglect and exploitation.

Child protection policy defines CP as protecting the rights of all children against violence (Physical, emotional, Psychological, Socio-cultural, and gender-based) , abuse, neglect, discrimination and exploitation.

Further, the policy states that, the goal of department will be to make ensure the protection of all children from harm, abuse, exploitation, neglect and discrimination. It shall make efforts to implement Child protection systems and to develop its administrative and institutional structure. It shall also make endeavors to propose of Federal Government to extend the laws serving the best interest of the children of FATA.

The objectives of Child Protection Policy are as follows;

- I. Develop a comprehensive Child Protection System of Services by diversifying the types of services, re-organization of existing services, piloting and extending new services centered on family and the community.
- II. Establish a comprehensive monitoring system for Child Protection, manage an information database, and undertake relevant research.
- III. Strengthen the institutional capacities of Government Functionaries in charge of Child Protection Systems at the Secretariat and local levels.
- IV. Make efforts for coherent legal and administrative reforms within conceptual framework of child rights and child protection.
- V. Strengthen the infrastructure for preventing all forms of child abuse, neglect, discrimination and exploitation at the community level.
- VI. Information, public awareness and capacity building on child protection for stakeholders, key decision makers, professionals, media specialists, parents, children, and the general public.

Roles and Responsibilities of Different Departments of FATA Secretariat as per the Child Protection Policy:

Birth Registration:

The International Convention on the Rights of the Child states that every child has the right to have named, nationality, and protection of his/her identity. According to the Multiple Indicator Cluster Survey (MICS), only 1% of the children below 5 years of age have got their birth registration. Around 5.6% of

birth registration has been made in urban areas. It is astonishing that 87.3% have not even heard of birth registration at all.

Proposed Type of Action:

FATA Secretariat shall make efforts for enhancing coordination between the Agency Administration and NADRA for achieving universal child birth registration in FATA. A pilot program for the Birth Registration will be carried out in steps and stages. At first two Agencies will be selected for the activity and later on, the same will be replicated in all other remaining Agencies.

VII. Make efforts for Institutionalized co-operation with key sectors involved in intervention and prevention of child abuse and exploitation, namely Probation and Child Care Services, Health, Education as well as the NGO and INGO networks. The detailed policy can be seen in Annex-1

FATA secretariat is working with six main departments and under these departments there are twelve directorates working which are mentioned above.