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Aurat Foundation

Gender Equity Program

Annual Report

August 2010 - September 2011



Annual Report

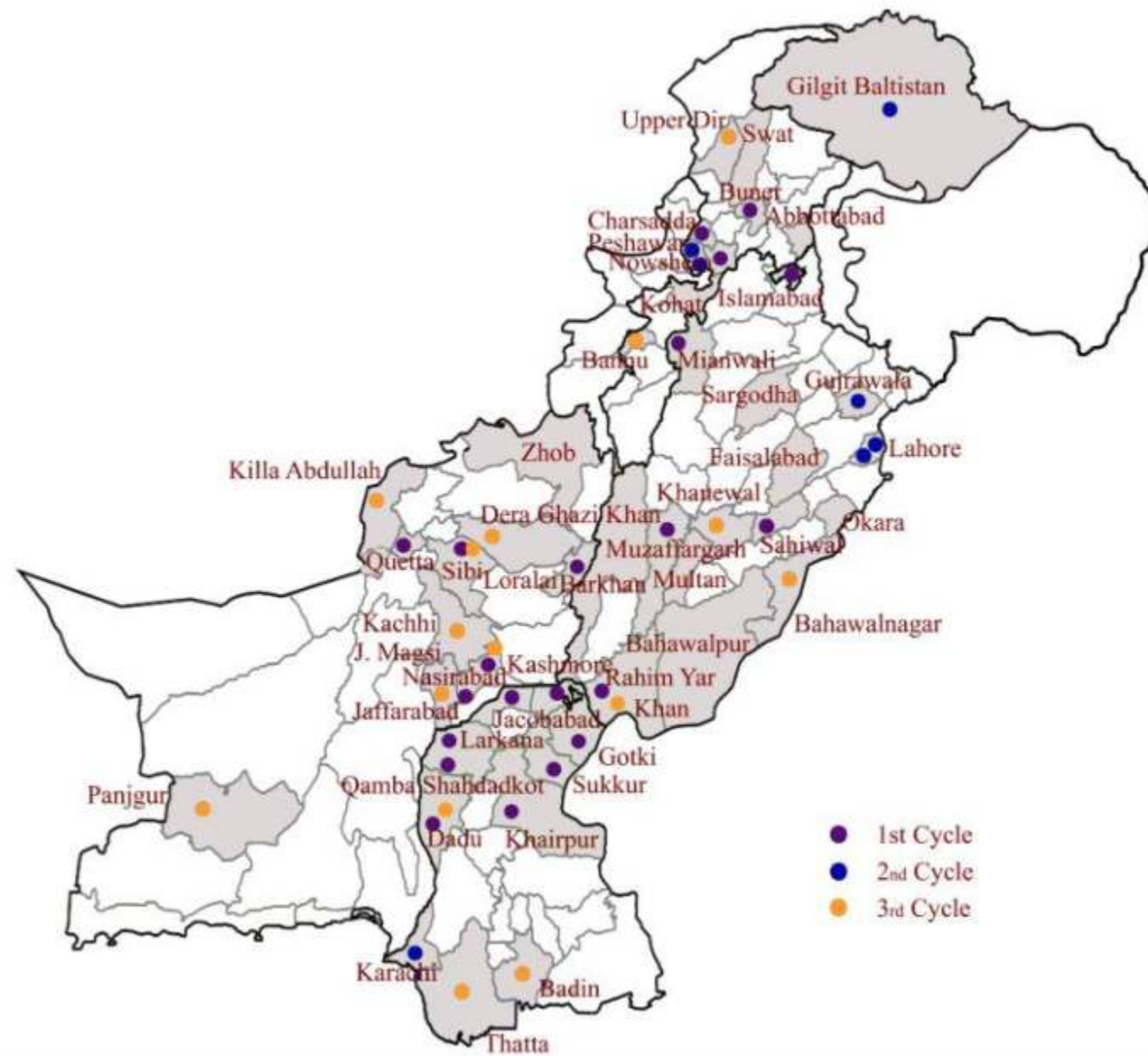
August 2010 - September 2011

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GEP Awarded Grants (August 2010 - September 2011)



Foreword

It gives me immense pleasure to present the first annual progress report of Gender Equity Program (GEP) to all those who are striving to build a gender-responsive society in Pakistan. The report reflects the performance of GEP during its first pioneering year, which was quite turbulent. As things within Aurat Foundation were marked with a sense of achievement when the Cooperative Agreement was being signed with the USAID in August 2010, the country was not presenting an enviable picture; rivers were raging with full fury causing havoc to nearly two-thirds of the country; and the rest of it was bleeding in pain and agony at the hands of suicide bombers.

All were hit by this natural calamity and man-made brutality, but women along with children and elderly people were paying the heaviest price on both fronts. This was GEP's first test. It was born in turmoil and it had to conquer it. AF was also embarking upon a new and ambitious path of grant-making for the next five years at such a monumental scale of US\$ 40million. There was much at stake - the new USAID business model of choosing a Pakistani national NGO as a 'prime recipient' with an international development giant, The Asia Foundation, as a sub-recipient, and AF's own hard earned reputation of taking on big advocacy tasks and accomplishing them.

GEP made it happen and proved that if there is a will there is way. AF was playing on its own turf – gender – which is part of AF's DNA. Therefore, it was feeling even more confident. It remained inspired under the visionary leadership of founder-executive director Nigar Ahmad and received all out support by Qazi Azmat Isa, Dr. Masuma Hasan, Harris Khalique and all other members from the Board. GEP's initial team which did the proposal for the program spearheaded the inception phase. Younas Khalid led the AF team with Shabina Ayaz, Nasreen Zehra, Jamal, Rabeea Hadi, Haroon Dawood and Mahnaz Rahman from AF; Gareth Aicken, Shahid Fiaz, Salman Ilahi, Saadia Mansoor and Nadia Tariq Ali from TAF were extending full support in an extraordinary manner; in Simi Kamal, GEP found a gem as the team leader. The team continued to swell as time passed and GEP was fortunate to have Bushra Jafar, Ibtisam Qaisrani, Hassan Akbar, Babar Aziz, Rizwan Arif, Samina Naz and many others later at the HO and in regional offices to make GEP a success. The USAID team led by Charles Cutshall, Farah Imran, Dr. Catherine Johnson, Erin Krasik and several others was also extremely supportive.

The Grants Management Committee went on to meet almost on daily basis to process the sub-grants; the Program Steering Committee witnessed heated and lengthy debates on approval of grants and policy issues. Though GEP proposal is rich with intense activity, we had no idea that it would bring in this much work and stress. This tells that GEP is a special program, both for AF and USAID. Its strategic significance lies in offering support to gender entities working for women's empowerment and ensuring sustainability of a large number of NGOs/CBOs which grew across Pakistan over the years through the combined efforts of mainstream national organizations. The work, competencies, energy and resources of these civil society organizations represent the social capital in Pakistan. AF has body-and-soul commitment to the development and growth of this human resource capital for social development and women's empowerment. That's why it defied some perceptions towards USAID present within civil society and went ahead for a long-term engagement with USAID to shoulder this responsibility.

One year of GEP has passed. The report is before you. GEP had its first 'rapid response' grant cycle only after a short period of three months since its inception, to cater to women affected by the floods through sub-grants on women-friendly initiatives. This was followed by the second and the third cycles as this report elaborates on their features in detail. AF was also able to accomplish the establishment of National Advisory Forum (NAF) in the first year, perhaps one of the most-challenging tasks it faced during the year. There were so many other things going on as this report illustrates.

The occasion on the culmination of the first year of GEP owes acknowledgement to all those who made dedicated efforts to make it successful, sometimes in very difficult and risky circumstances. These include sub-grantees and all members of the GEP team, including the support staff. We would also like to offer tremendous appreciation to the USAID for their support and understanding of AF's challenges faced during the initial phase, in particular, in streamlining and strengthening AF's systems and procedures. We believe that GEP will grow further and perform even better in the second year, and years to come.

Naeem Mirza
Chief Operating Officer
Aurat Foundation

Preface

The Gender Equity Program (GEP) logo says it all. With green representing Pakistan and purple representing women's rights, GEP is a USAID-supported, strategically positioned initiative to enhance gender equity in Pakistan, where women are often prevented from, or are unable to, realize their human rights and where they face gender based violence, marginalization and suppression. Aurat Foundation (AF) is implementing this program with the assistance of The Asia Foundation (TAF).

For the past 25 years, Aurat Foundation has worked as a catalyst to enable critical groups in Pakistani society to influence policy, legislation and programs for greater economic, social and political empowerment for the women of Pakistan. Aurat Foundation continues to promote its values of commitment to women, caring and sharing, providing space for discussion, nurturing and mentoring, developing sense of belonging and ownership, mutual trust and respect, participatory decision making, and encouragement of initiative. Its program areas include information gathering and dissemination, advocacy, lobbying, capacity building, networking and alliance building. With GEP, AF has added another powerful tool to its program portfolio - grant making.

GEP is a unique endeavor in many ways in that USAID is supporting Aurat Foundation's program cooperatively- it is a program that fully reflects AF's own organizational goals and forms a part of USAID's new model of cooperation where national civil society organizations have the prime role in implementation. With AF as the Pakistani prime, TAF (a US-based organization) is acting in collaboration to provide technical support as the 'sub' to AF.

We are proud to report that AF has risen to the challenge. While all eyes are on GEP as it demonstrates the strength of USAID's new model, AF has settled into its new role of grant making. It is important to note that GEP is designed as a program with a goal and objectives. It is not a proponent of individual sub-grants but has developed a set of strategically linked sub-grants derived from a comprehensive program matrix. These sub-grants are not stand-alone grants with limited impact, but rather pieces of a larger wide-ranging single program which is supporting the delivery of GEP objectives. GEP strives to ensure that its sub-grants create synergies and form sustainable networks that have the capacity to last longer than the duration of the program funding.

Aurat Foundation records its appreciation of the extensive support and guidance provided by USAID officers throughout the first year of GEP, in both program and finance areas. Their flexibility and encouragement of our efforts have played a major role in the growth of GEP and the institutional development of Aurat Foundation.

Simi Kamal
Chief of Party



A beneficiary makes bangles with the material provided by 'Home Based Economic Recovery Project' of Gender Equity Program

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Related Documents (Available on Request)

GEP Solicitation Manual & Steps for Re-Solicitation of Sub-Grants under GEP
GEP Quarterly Progress Reports in Year One
GEP Program Matrix for Year One
GEP Flyers
GEP Newsletter
National Advisory Forum Reports
Mainstreaming Research in Gender Interventions: Event Report
Pathways of Progress for Women of Pakistan: Event Report



Acronyms

AF	Aurat Foundation
CBOs	Community Based Organizations
CMU	Communications and Media Unit
CNIC	Computerized National Identity Cards
COO	Chief Operating Officer
COP	Chief of Party
CR	Country Representative
DCOP	Deputy Chief of Party
DFGC	Director Finance Grants and Compliance
GBV	Gender Based Violence
GEP	Gender Equity Program
GF	Gender Fund
GFO	Grants and Finance Officer
GMC	Grants Management Committee
GMU	Grant's Management Unit
GoP	Government of Pakistan
INGAD	Interagency Gender and Development
IHI	Insani Haqooq Itehad
KP	Khyber-Pakhtunkhwa
MoHR	Ministry of Human Rights
MoWD	Ministry of Women's Development
MER	Monitoring, Evaluation and Research Unit
CBU	Capacity Building Unit
NAC	National Advisory Committee
NADRA	National Database and Registration Authority
NAF	National Advisory Forum
NCSW	National Commission on the Status of Women
NGO	Non-Government Organization
NPA	National Plan of Action
OMU	Objectives Management Unit
PM	Provincial Managers
PMEP	Performance Monitoring and Evaluation Plan
PMEPU	Monitoring Evaluation and Planning Unit
PSC	Program Steering Committee
PSMs	Public Service Messages
RFA	Request for Applications
RFP	Request for Proposals
TAF	The Asia Foundation
TCBU	Training and Capacity Building Unit
UNDP	United Nation's Development Program
USG	US Government
USAID	United States Agency for International Development
GSSS	Goth Sudhar Sangat Sindh
RDO	Rural Development Organization
WASFD	Women Association Struggle For Development

Dr Marilyn Wyatt, wife of the US ambassador, and Ms Shahnaz Wazir, Special Assistant to the Prime Minister and Chairperson of GEP National Advisory Forum, jointly inaugurating Mela, held in Islamabad on July 30, 2011, to showcase achievements of GEP grant cycle one.

YMS	Young Man Society
GINI	Government Institute Network International
SDTS	SEWA Development Trust Sindh
MRDS	Masoom Rights Development Organization
NEEDS	National Educational and Environmental Developmental Society
SDF	Sanjh Development Foundation
KDO	Karwan Development Organization
KDA	Kainaat Development Association
KAP	Knowledge, Attitudes and Practices
AERC	Applied Economic Research Center
CNIC	Computerized National Identity Cards

Executive Summary

In August 2010 Aurat Foundation (AF) was awarded the five-year Gender Equity Program (GEP) valued at US\$ 40 million, after a competitive process. GEP is supported fully by United States Agency for International Development (USAID), under a Cooperative Agreement between AF and USAID and is part of USAID's new operational mechanism where Pakistani organizations are playing the prime and lead role in each of these programs. For the implementation of GEP, AF is assisted by the Asia Foundation (TAF). With the aim of advancing women's human rights and empowerment, GEP is designed to provide grants to both Government and non-Government entities. GEP is unique in a number of ways, not least that while it is a separate program, it fully reflects the values, goals and objectives of Aurat Foundation. The program has allowed Aurat Foundation to transition into a grant making organization, providing support to the large number of organizations across Pakistan.

Grant Cycles

GEP plans to deploy approximately 400 sub-grants throughout its five years by providing grant assistance to Government entities and non-Governmental organizations including: policy think tanks, academic research and training institutions, professional and business associations, media, civic advocacy organizations (CAOs), civil society coalitions (CSCs), and community-based organizations (CBOs). During Year One GEP has planned and set into motion three thematic grant cycles covering 59 sub-grants.

Grant Cycle One "Rapid Response"

Responding to the floods of 2010, grant cycle one was dedicated to the rehabilitation of flood affected women through tier one competitive sub-grants (up to US\$ 25,000 each). In addition there were non-competitive sub-grants for National Commission on the Status of Women (NCSW) and Ministry of Women's Development (MoWD), desk studies for each of the four objectives of GEP to inform strategic planning and competitive sub-grants including a national scale baseline on gender awarded to Applied Economic Research Center (AERC) of Karachi University, and media campaigns. Four sub-grants under this grant cycle, with periods of 6 months, have closed out during the year under reporting, while the majority of sub-grants are scheduled to close out in the first quarter of GEP's second year.

Grant Cycle Two "Strengthening Critical Partners"

With a large set of sub-grants dependent on the findings of the baseline and research initiatives in the pipe-line, grant cycle two focused largely on building the capacity of institutions critical to the success of future GEP programming, especially in areas addressing GBV. The objective is to enable government entities and local organizations to continue their activities in a more sustainable manner, and create linkages with other NGOs and civil society organizations that are working on gender issues both during and beyond the duration of the program. Grant cycle two included competitive sub-grants awarded to Four Corners on Training of Grantees on Conduct of Baseline & Endline surveys and for Pretesting & KAP surveys for GBV Media Campaign. Other main competitive sub-grants include production & airing of talk shows on GBV issues awarded to Interflow, a cartoon serial on GBV issues to be produced and aired by Creative Village and 5 interconnected law enforcement and judicial systems grants. In addition, several non-competitive sub-grants were awarded under grant cycle two including The First Woman Bank Limited, Ministry of Human Rights and Centers of Excellence for Women in universities in Punjab, Sindh and Balochistan.

Grant Cycle Three “Supporting Women to gain Civil Registration”

GEP's grant cycle three focused on increasing women's access to legal services and the protection of GBV survivors by increasing Computerized National Identity Cards (CNIC) registration, particularly in districts with some of the lowest rates of registration and high incidence of GBV. Access to resources, social services and economic opportunities are all linked directly or indirectly with proof of legal identity. Legal identity is therefore critical for both men and women. However, a large percentage of women in Pakistan do not have CNIC which are issued by National Database and Registration Authority (NADRA). This grant cycle concentrates on social mobilization by local NGOs and CBOs (GEP grantees) to assist women in 15 districts of Pakistan to obtain these cards and is being implemented with the cooperation of NADRA (which is putting in its own resources for the official work required in the issue of CNIC cards).

Proposals Received and Awarded

A total of 530 competitive proposals were received in Year One against three grant cycle requests for proposals. Against these proposals a total of 59 sub-grants were awarded in Year One. To provide technical support to the potential grantees, GEP team organized pre-grant orientation sessions at central locations in each province for each of its grant cycles. Through these workshops, participants (potential grantees) were provided useful information on the following:

- Introduction of GEP
- Strategy of GEP
- Recipients of Sub-grants
- Eligibility Criteria
- New Sub-grants Information
- Application Process
- Technical & Financial Proposal Development
- USAID/OIG Pakistan Anti-Fraud Guideline

In addition, participants were also given a chance to raise their questions to clarify their understanding and queries about the grant cycle. All these questions were later uploaded on the GEP web page under FAQs (Frequently Asked Questions).

The following table provides a detailed breakup of sub-grants awarded during the Year One.

Table 1: Total Number of Sub-grants Awarded Under GEP Year One

	Grant Cycle 1	Grant Cycle 2	Grant Cycle 3	Total Achieved	Total Planned
Objective 1	4	6		10	9
Objective 2	13	4		17	15
Objective 3	8	3	15	26	23
Objective 4	1	5		6	12
Total	26	18	15	59	59

Given that the first few months of GEP were earmarked for mobilization and setting up systems, GEP spent time in getting government buy-in, faced big challenges in getting the crises centers work going and painstakingly reviewed approximately 550 proposals (both competitive and non-competitive).

It is important to note that GEP has met its planned target of 59 sub-grants for Year One. While sub-grants were distributed fairly evenly between objectives during Grant Cycle One and Two, in Grant Cycle Three, all fifteen sub-grants were planned under objective three. The highest number of sub-grants (26) were awarded during the first grant cycle due to the cycle being rapid response, with many small tier one sub-grants.

Funds Obligated and Disbursed

The table below highlights obligated and disbursed funds under GEP during the first year. The table provides breakup by objective under GEP's 59 sub-grants during the reporting period.

Table 2: Funds Obligated & Disbursed under GEP during Year One (in USD)

Objectives	Total Achieved		Total Budgeted
	Obligation	Disbursement	
Objective 1	577,116	150,924	302,586
Objective 2	746,180	340,927	526,160
Objective 3	1,072,112	177,375	935,508
Objective 4	451,119	101,825	439,359
Total	2,846,527	771,051	2,203,614

During Year One, USD 2.2 million was budgeted for sub-grants under GEP. Under grant cycle one USD 1.15 million was obligated under the program, of which USD 0.6 million had been disbursed till 30th September 2011. Under cycle two another USD 1.09 million were obligated to sub-grantees through both competitive and non-competitive sub-grants. Most of the grant cycle two sub-grants were awarded in August 2011, thus at the time of reporting only USD 0.171 million had been disbursed under first tranche release to awarded grantees. Grant cycle three selectees were approved by USAID in late September 2011 against which a further USD 0.61 million were obligated. Thus total obligations under the project reached USD 2.85 million during Year One which exceeded the budgeted amount.

In spite of the high number of applications received, GEP has not compromised on the review, recommendation process from GMC and PSC, due diligence, appropriate grant instruments and monitoring processes applications are narrowed down for each grant up to the selection of an appropriate grantee. This has meant undertaking a rigorous process to ensure that public finances of US taxpayers are utilized in the most efficient, appropriate and financially responsible manner. GEP foresees an increase in disbursement rate during the first half of Year Two. Indeed, as a part of the learning and systems review being initiated after Year One of the program, a key aspect has been to look at means of increasing disbursements without compromising on its primary fiduciary responsibility.

GEP Beneficiaries in Year One

The table below provides an estimate of the total GEP Beneficiaries to be achieved under grant cycle one and planned for grant cycles two and three.

Table 3: No. of GEP Achieved/ Planned Beneficiaries up to September 30, 2011

Description	Beneficiaries
Achieved under Grant Cycle One	
No. of Direct Beneficiaries Trained	1840
No. of Women Reclaimed Titles/Provided legal aid	128
No. of Women facilitated with NADRA	300
No. of Women provided raw material (livestock, sewing kits, seeds and saplings etc.)	100
Planned under Grant Cycle Two	
No. of female lawyers provided internship	200
Total Number of Beneficiaries Trained	5840
No. of Women provided credit to start businesses	640
Planned under Grant Cycle Three	
Total Women Beneficiaries issued CNICs	1,132,695

Research and Documentation

In the first year, GEP's research initiatives include desk studies, baseline survey, primary data GBV studies and data gathering through GEP sub-grants.

Initial scoping desk studies were carried out to identify current status of knowledge and actions under each objective area and post-floods scenario, plus gaps that need to be addressed. The four scoping desk studies are:

- Effects of the 2010 Floods on Women in Pakistan
- Gender Based Violence (GBV) in Pakistan
- Women's Empowerment in Pakistan
- Capacity of Pakistani Organizations to Carry out Gender Equity Initiatives

These have been printed and distributed widely and have informed the development of GEP grant cycles.

A baseline survey covering three GEP objectives and providing provincial and nationally representative data on the status of women in Pakistan is being conducted. The baseline study adopts a holistic research methodology incorporating quantitative and qualitative research tools such as household survey (with a sample size of 11,200 households), focused group discussions and in-depth interviews.

Four primary data studies focused on assessing ground realities with respect to Gender Based Violence were undertaken during the reporting period. These studies covered the following themes:

- Sexual harassment
- Domestic violence
- Customary Practices that lead to GBV
- Rape

These are in different stages of completion.

In the cases of several GEP sub-grants, smaller data gathering initiatives such as collection of baseline data is included in the initial phases of the projects with the purpose of filling some of the gaps in research in Pakistan on gender. This data is being linked with the GEP database.

National Advisory Forum

One of the ground-breaking achievements of GEP during Year One was the formation of National Advisory Forum (NAF). This forum has gained greater importance after the 18th Amendment to the Constitution of Pakistan, which devolves many key responsibilities to the provinces. In this scenario, NAF is currently the only national forum where all provincial ministers of Women Development sit together and where other civil society and government members come together to discuss and formulate policy on gender issues in Pakistan (in addition to advising GEP). NAF has thus brought together senior government and non-government representatives active in promoting gender equality on a single national platform. The launch event was attended by 238 guests. The permanent Chairperson of NAF is Ms, Shahnaz Wazir Ali, Special Assistant to Prime Minister of Pakistan, and a leading human rights activist.

NAF has suggested critical areas for support such as institutional development of provincial Women's Development Ministries, leveraging media to generate societal behavioral change, focusing interventions in police and women's jails and working closely with labor departments to support working women. GEP has also garnered strategic inputs from NAF for Year Two of the Program. In addition each of the Provincial Ministers for Women Development have given their provinces' perspective on planning for gender policies and also discussed cooperation on the national priorities on women's development and gender mainstreaming.

Strategy for Combatting Gender Based Violence

Another key achievement of GEP in Year One has been the development of a comprehensive strategy for combating Gender Based Violence (GBV). The over-arching objective is to establish a system which covers the whole range of services from identification of victims and survivors of violence through help lines, counseling, legal aid, court interventions, rehabilitation and return to society as an equal and respected member and to self-fulfillment. GEP's vision is to have a 'seamless service' which would be a chain of institutions and processes at all levels to help GBV survivors to move easily through the components in a sequential manner. The services will need trained personnel at each stage, coordinated services and an enabling environment which fosters action and results.

The enabling environment includes Police, Judiciary, Parliament, National Commission on the Status of Women, Ministry of Human Rights, and provincial Ministries of Women Development, NGOs, local organizations, academia, media, training institutions and financial institutions. GEP interventions in this area are designed to be holistic and will include tracking of GBV survivors from identification to rehabilitation.

The strategy is based on identified phases: Identification and Reporting, Protection and Counseling, Justice and Rehabilitation. Interventions are being linked comprehensively as shown in the program matrix and will have a provincial and district-based systematic approach. GEP interventions will address all types of gender based violence including honor killing, trafficking, rape, sexual abuse and harassment, domestic violence, exchange of women in settling disputes, dishonoring women in public, Jirga punishments, acid throwing and dowry deaths.

Engagement & Outreach

Through extensive engagements with government, civil society, multilateral and bilateral donors, Aurat Foundation has been successful in creating a “brand value” for GEP in the country. During the first year GEP demonstrated unprecedented progress in generating ownership of the program within government as well as engaging other donor programs in developing systematic coordination mechanisms for better implementation. Today GEP has made a mark on the development and advocacy front, demonstrating a willingness to effectively engage all tiers of policy making and implementation. Indeed, GEP has worked with stakeholders from federal legislators, media, academia, provincial government, lawyers and civil society organizations to local community members.

Steering and Management Arrangements

GEP has a vigorous work plan and a well-developed Program Matrix that puts together the aims, requirements, activities and actions outlines in the 4 objectives of the GEP Cooperative Agreement into a systematic grid that lists all the required outputs by objective, the interventions for each output and the program targets for each intervention.

The Program Steering Committee (PSC) of GEP consists of six members, four from AF and two from TAF. USAID officers attend as observers. PSC meets once a month and is convened by the Chief of Party, who also acts as Secretary of PSC. PSC scrutinizes the recommendations of the Grants Management Committee (GMC) on prospective grant awards and further recommends them for sending to USAID for final approval. The PSC held twelve meetings in the first year of GEP.

The GMC's main responsibilities include; reviewing all sub-grants for recommendation to PSC, ensuring day to day management of the program, overseeing GEP units and regional offices, and developing and implementing annual GEP work plans. Chaired by the Chief of Party, the GMC meets at least once a week.

Institutional Development

After the Cooperative Agreement was signed between USAID and Pakistan in August 2010, Aurat Foundation embarked upon a corrective path for institutional reform within the organization in the light of remedial measures suggested in the Report on Pre-Award Assessment of Aurat Foundation.

The USAID pre-award assessment suggested concrete measures required to be undertaken by AF within a specific timeframe. In this context, GEP has had a major transformative effect on AF. Firstly, AF was able to make many concrete changes for institutional strengthening and up-scaling its operations many times over, both programmatically and financially; and, secondly, it entered into a new role of grant-making. During the specified time period AF completed all requirements specified by USAID and additionally developed and revised the requisite policies/documents for guiding the institution in its new role.

In conclusion it can be said that GEP has had a very fruitful year where the program has been placed on solid footing with buy-in from Government (exemplified by NAF) and from the non-Government sector (exemplified by 530 proposals received in the first year.)



Dr Marilyn Wyatt shaking hands with a representative of Sewa Development Trust Sindh (SDTS), at the stall STDS set up at the Mela held in Islamabad on July 30. GEP organized it as part of 'Pathways of Progress for Women of Pakistan' Mela showcasing its achievements.



Razia, a GEP beneficiary in District Kashmore of Sindh province, giving final touches to traditional rilli, with materials provided by GEP under its 'Home-based Economic Recovery Project' for flood affected areas.

Section I

Introduction

Women's empowerment and progress is a cornerstone in the growth and development of a country's society and economy. With its history of primordial, largely patriarchal gender relations coupled with regressive attitudes towards women, Pakistani women have faced an enormous uphill battle fighting for the rights of women. This struggle gained new momentum during the 1980's, for recognizing the contribution of women and ensuring a society where women and men are treated equally, have equal rights and equal access to opportunities, resources and institutions. Since then, many civil society organizations have emerged which work specifically for women in various spheres such as health, education, access to justice, skills enhancement and income generation, access to legal aid and shelter support, access to information including basic rights and advocacy with government for pro-women legislation.

In spite of these efforts the gender gap has continued to grow as feudal and tribal practices gain ascendancy in an environment of increasing lawlessness, intolerance and groups of people taking the law into their own hands. The plethora of Indo-British laws, the shariah laws introduced by General Zia ul-Haque, Islamic practices as per schools of thought, regional codified and un-codified norms and traditions, the prevalent feudal and tribal practices appear to become progressively more entrenched, even as some relief has been provided by the Women's Protection Act and the more recent laws against sexual harassment at work. It appears that if one

kind of law or practice provides some support to women, another promptly cancels it out. For example women can inherit under Islamic laws, but feudal and tribal practices mean that girls are brought up to 'waive' this right in favor of their brothers.

The United States Agency for International Development (USAID) initiated the Gender Equity Program (GEP) with the aim of supporting and enhancing women's rights in Pakistan. The program was designed under USAID's new model of taking local organizations as prime grantees with technical support through sub-contract by an international organization. Within this model the Gender Equity Program is unique as it is a cooperative agreement with substantial USAID involvement but with programmatic flexibility for prime grantee to design and implement the sub-grants.

In this backdrop, Aurat Publication and Information Service Foundation (AF) was awarded a grant of US\$ 40 million by USAID to implement a five year, USAID-funded Gender Equity Program (GEP). The commencement date of the program was August 16, 2010. GEP is being implemented by Aurat Foundation (AF) in collaboration with The Asia Foundation (TAF). The Aurat Foundation manages the program and sub-grants for GEP, providing lead in communications, monitoring, research and capacity building. The Asia Foundation, under sub-contract to AF, is responsible for grant making providing technical assistance on grants finance, compliance and

objectives management. In the spirit of substantial involvement under the cooperative agreement, USAID Pakistan's support and guidance has helped nurture the project during its first year.

With the aim of advancing women's human rights and empowerment, GEP is designed as a program to provide grants to Government and non-Government entities. Indeed, the GEP has provided a great opportunity to highlight women's issues/rights across Pakistan and revive gender mainstreaming in development programs while providing focused proactive means to reduce the gender gap.

GEP is unique, while it is a separate program; it houses the same values, goals and objectives as Aurat Foundation. The program has allowed Aurat Foundation to transition into a grant making organization, providing support to the large number of smaller organizations across Pakistan which work for women, improving the gender gap and providing access to services for women.

1.1 Vision and Goal

The vision of the GEP program is to generate widespread societal demand and commitment for a socially just, democratic, caring and gender-responsive society in Pakistan, where all citizens, women and men, are recognized as equal, with the right to lead their lives with self-respect and dignity.

The goal of the GEP program is to facilitate behavioral change: in particular to facilitate citizens' active participation in the process of social change and governance at all levels, enabling women to access information, resources and institutions, acquire control over their lives and improve attitudes and behavior towards women and their concerns.

1.2 Objectives

The GEP has four clearly defined objectives under which it funds interventions through various grantee partners. These four objectives are as follows:

1. Enhancing gender equity by expanding women's access to justice and women's rights
2. Increasing women's empowerment by expanding knowledge of their rights and opportunities to exercise their rights in the workplace, community, and home
3. Combating gender-based violence
4. Strengthening the capacity of Pakistani organizations that advocate for gender equity, women's empowerment and the elimination of gender-based violence.

1.3 Program Design

GEP plans to give approximately 400 sub-grants throughout its five years to including Government entities and non-Government organizations including: policy think tanks, academic research and training institutions, professional and business associations, media, Civic Advocacy Organizations (CAOs), Civil Society Coalitions (CSCs), and Community-Based Organizations (CBOs).

The GEP has three or more grant cycles each year. Each grant cycle is thematic and aimed at achieving one of the four overarching objectives of GEP. Funding is available in three tiers namely; tier 1 up to \$25,000, tier 2 \$25,000 to \$100,000 and tier 3 \$100,000 and above.

Additionally, the majority of GEP sub-grants are competitive for which requests for proposals along with detailed terms of reference are advertised in leading national and regional newspapers, and placed on the AF website. These are followed up with information and orientation sessions at specified locations in Pakistan, where prospective grantees are given a detailed overview of terms of reference and application procedures in national and local languages.

In the spirit of ensuring inclusion and ownership of the program within government, GEP is engaging many of the key government departments and institutions associated with women's rights, providing services to women, or undertaking policy research on women's issues. This process of GEP and government partnership

is undertaken through the non-competitive grant mechanism whereby concept and proposals are developed closely with a high degree of collaboration and support from the GEP team.

GEP is thus unique – while a separate program supported by USAID, it houses all of AF's values, goals and objectives, and has allowed AF to transition into a grant making institution, helping a range of Pakistani organizations that work for women to provide better access to services, develop new services and close the gender gap.

1.4 Grant Cycles

Three grant cycles were designed and delivered during Year One of the GEP. Each grant cycle was designed with a specific theme as per the approved program matrix. Under each grant cycle competitive proposals were solicited through advertisement in leading national and regional newspapers as per approved solicitation manual of GEP.

1.4.1 Response to Calls for Proposals

A total of 530 competitive proposals were received in Year One against three grant cycle requests for proposals. Of these, the highest number of proposals was received in second grant cycle totaling 212. Regionally, Punjab based organizations submitted the highest number of proposals 193, while with 134 Khyber Pukhtunkhwa organizations submitted the second highest number of proposals. Due to lack of capacity and difficulty of outreach only 3 proposals were received from Gilgit-Baltistan.

The following table highlights the response to GEP call for proposals region wise against each grant cycle.

Table 4: Total No. of Proposals Received region-wise

Region	Grant Cycle One	Grant Cycle Two	Grant Cycle Three	Total
ICT	29	Not Applicable		29
Punjab	39	119	35	193
Sindh	40	19	28	87
KPK	57	56	21	134
Balochistan	19	16	49	84
Gilgit-Baltistan	1	2	-	3
Total	185	212	133	530



Women using hand pump to get water in district Mianwali, of Punjab province. Water hand pumps installed under 'Restoring Water Supplies Project' GEP initiated in flood-hit areas.



Section 2

Outputs and Achievements

The following section details the outputs designed under the three grant cycles undertaken by Gender Equity Program in its first year. Similarly, as many of GEP sub-grants are closing after Year One this section separately lists some of the key programmatic achievements of GEP during the year under review.

2.1 Institutional Strengthening of Aurat Foundation

A most significant output of GEP has been the transformation of AF from an organization to an institution. After the Cooperative Agreement was signed between USAID and Pakistan in August 2010, Aurat Foundation embarked upon a corrective path for institutional reform within the organization in the light of remedial measures suggested in the Report on pre-award Assessment of Aurat Foundation.

The USAID pre-award assessment suggested concrete measures required to be undertaken by AF within a specific timeframe. In this context, GEP has had a major transformative effect on AF. Firstly, AF was able to make many concrete changes for institutional strengthening and up-scaling its operations many times over, both programmatically and financially; and, secondly, it entered into a new role of grant-making.

During the specified time period AF completed all requirements specified by USAID and additionally developed or revised the following policies/documents for guiding the institution in its new role:

- Internal Audit Manual
- Financial and Accounts Manual
- Solicitation Manual
- Procurement Manual
- Grants Management Manual
- IT Manual
- Administrative Manual
- Report Writing and Presentation Skills
- Branding and Marking Guidelines in Urdu

2.2 Sub-grants Awarded in Year One

The following table shows the total number of GEP sub-grants awarded during the first year. In all GEP awarded 59 sub-grants meeting its planned target for the year. The highest number of sub-grants was awarded in Objective Three totaling 23.

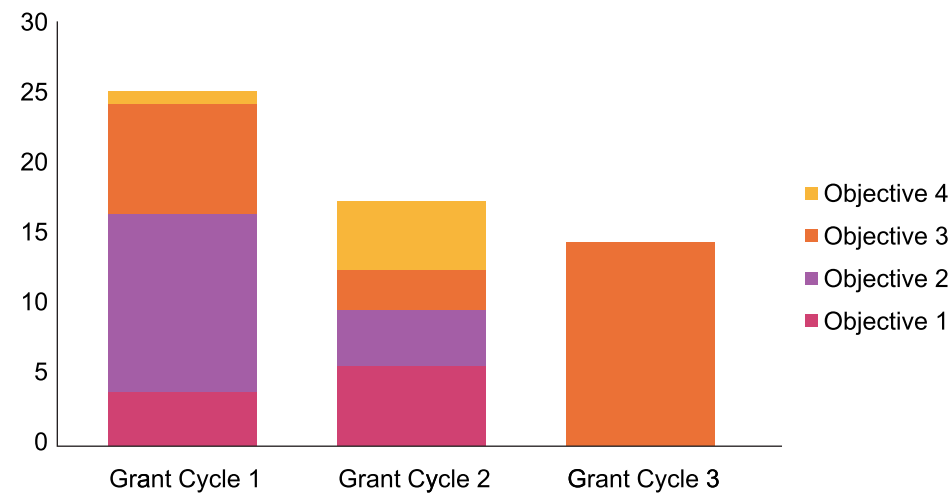
While sub-grants were distributed fairly evenly between objectives during grant cycle one and two, in grant cycle three, all fifteen sub-grants were planned under objective three. The highest number of sub-grants (26) were awarded during grant cycle one due to the cycle being rapid response with many small tier one sub-grants.

Ms Gulmina Bilal of a GEP sub-grantee- Individualland- shares the achievements of *Training and Sensitization of Media project*, with Ms Shahnaz Wazir Ali, Prime Minister's Special Assistant, at Mela held on July 30, 2011, in Islamabad.

Table 5: Total No. of Sub-Grants Awarded under GEP Year One

Region	Grant Cycle 1	Grant Cycle 2	Grant Cycle 3	Total Achieved	Total Planned
Objective 1	4	6		10	9
Objective 2	13	4		17	15
Objective 3	8	3	15	26	23
Objective 4	1	5		6	12
Total	26	18	15	59	59

Figure 1: Total No. of Sub-Grants Awarded under GEP Year One



Nevertheless, while the number of sub-grants awarded under objective four were almost half of the number planned, GEP made grant awards based on program requirements from the matrix resulting in a more appropriate mix of sub-grants in Year One. Overall the program met its grant target for Year One.

Figure 2: GEP Sub-Grants Achieved VS Planned in Year One

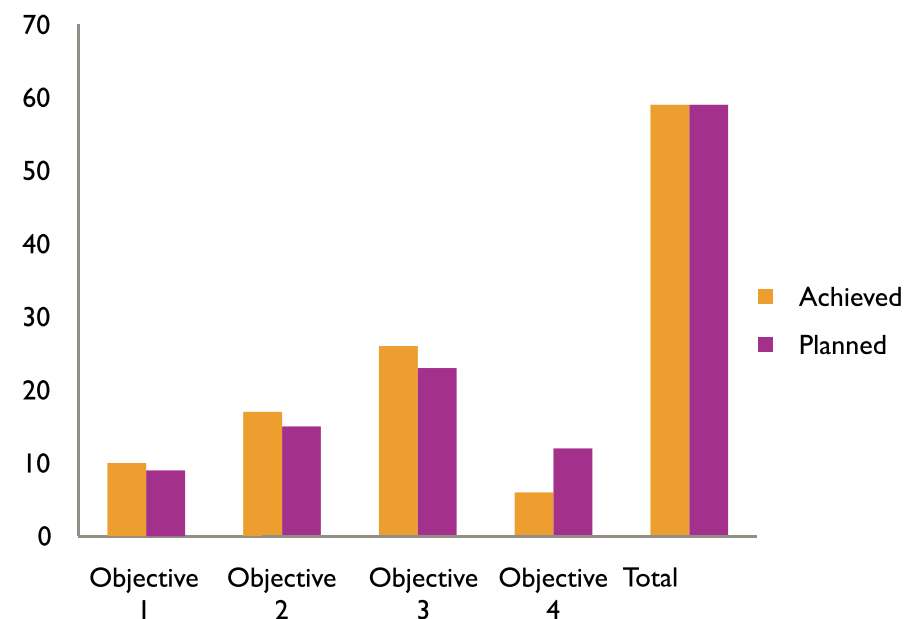
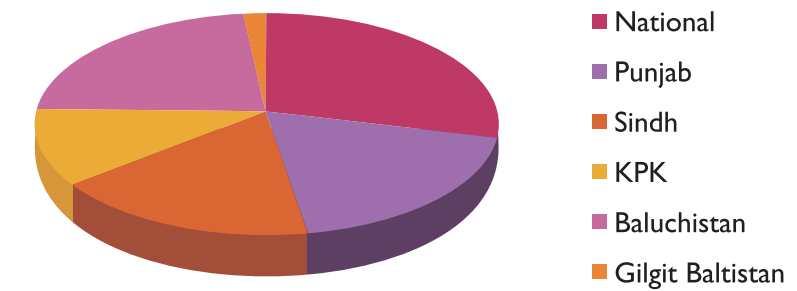


Figure 3: GEP Sub-Grants by Region



2.3 Grants Obligation & Disbursement in Year One

USD 0.771 million were disbursed till 30th September 2011.

The table below highlights grants obligation and disbursement under GEP during the first year. The table provides breakup by objective of obligated and disbursed funds under GEP's 59 sub-grants during the reporting period. During Year One, USD 2.2 million was budgeted for sub-grants under GEP. However, the total obligations under the project reached USD 2.85 million during Year One which exceeded the budgeted amount. GEP has met 130% of the original budgeted amount for Year One through the three grant cycles.

Given that the tenure of majority of grants under Grant cycle one and two is over 9 months and Grant cycle three was awarded near the end of Year One, most grants could not be closed out and full funds were not disbursed during Year One. Only 4 grants were completed within Year One, as per their tenure. GEP adopted relatively high degree of financial prudence during the first year.

Table 6: Grants Obligation and Disbursement Status as on September 30, 2011

Region	Total Achieved		Total Budgeted
	Obligation	Disbursement	
Obj 1	577,116	150,924	302,586
Obj 2	746,180	340,927	526,160
Obj 3	1,072,112	177,375	935,508
Obj 4	451,119	101,825	439,359
Total	2,846,527	771,051	2,203,614

In spite of the high number of applications received, GEP has not compromised on the review, recommendation process from GMC and PSC, due diligence, appropriate grant instruments and monitoring processes applications are narrowed down for each grant up to the selection of an appropriate grantee. This has meant undertaking a rigorous process to ensure that public finances of USAID tax payers are utilized in the most efficient, appropriate and financially responsible manner. GEP foresees an increase in disbursement rate during the first half of Year Two. Indeed, as a part of the learning and systems review being initiated after Year One of the program, a key aspect has been to look at means of increasing disbursements without compromising on its primary fiduciary responsibility.

2.3.1 Grant Cycle One—Grants Obligation and Disbursement Status as on September 30, 2011

The table below provides financial break up by objective of obligated and disbursed funds under GEP grant cycle one.

Table 7: Grant Cycle One—Grants Obligation and Disbursement as on September 30, 2011

Region	Grant Cycle One	
	Obligation	Disbursement
Obj 1	99,454	84,687
Obj 2	459,300	280,205
Obj 3	342,088	177,375
Obj 4	246,190	57,292
Total	1,147,032	599,559

As highlighted in the table above, USD 1.15 million were obligated under the program for grant cycle one, of which USD 0.6 million had been disbursed till 30th September 2011. The grant money disbursed in cycle one was 51 percent of total committed for cycle one. The sub-grants for cycle one range from a period of 6 months to 2 years.

Of the 16 rapid response small grants, only 4 were for a six month period. These have closed on 30th September 2011. The remaining rapid response small grants are for a period of 9 months and their closing is scheduled in the second year of GEP. The last installments of funds will be released accordingly on completion and is therefore not reflected in the disbursed amount for Year One.

Apart from the rapid response grants, there are larger one year and two year grants, including the one awarded to the National Commission on the Status of Women (NCSW). Their grant money is being released as per the schedule in the signed letters of agreement and all due installments to date have been paid up. Their completion dates fall in the second year of GEP, when their remaining or last installments will be cleared.

Given that the first few months of GEP were earmarked for mobilization and setting up systems, GEP spent time in getting government buy-in, faced big challenges in getting the crises centers work going and painstakingly reviewed approximately 550 proposals (both competitive and non-competitive).

2.3.2 Grant Cycle Two – Grants Obligation and Disbursement Status as on September 30, 2011

As can be seen in the table below, under grant cycle two another USD 1.09 million were obligated to sub-grantees through both competitive and non-competitive sub-grants. Most of the grant cycle two sub-grants were awarded in August 2011. Thus at the time of reporting only USD 0.171 million had been disbursed under first tranche release to sub-grantees, being 16 percent of grant money committed to grant cycle two.

Table 8: Grant Cycle Two—Grants Obligation and Disbursement as on September 30, 2011

Region	Grant Cycle Two	
	Obligation	Disbursement
Obj 1	326,452	66,237
Obj 2	286,880	60,722
Obj 3	342,390	-
Obj 4	133,563	44,533
Total	1,089,285	171,492

For large sub-grantees under grant cycle two, funds disbursement schedule has been based on milestone basis in their award letters. Sub-grantees will therefore be reimbursed on the achievement of these milestones as defined in the award agreements. Following the completion of deliverables on a timely basis, GEP team will review the progress before releasing the requisite funds thereby ensuring that the sub-grantee is meeting all project deliverables as stated in their award agreements.

2.3.3 Grant Cycle Three – Grants Obligation and Disbursement Status as on September 30, 2011

GEP's grant cycle three sub-grantees were approved by USAID in late September 2011 against which a further USD 0.61 million were obligated as can be seen in the table below. Grant cycle three, however, was put on hold as GEP decided to release an emergency grant cycle four in 2011. The grant cycle four was based on advocacy campaign on the 16 Days of Activism that start at the end of November. Since the fourth grant cycle was tied with these specific 16 days, it was agreed by GEP management to delay grant cycle three until after grant cycle four had been initiated. As a result, while grant cycle three had been awarded, no disbursements were made by the end of Year One as can be seen from the above table. Grant cycle three will be resumed in January 2012 and first tranches will be released to sub-grantees accordingly.

Table 9: Grant Cycle Three—Grant Obligation and Disbursement as on September 30, 2011

Region	Grant Cycle Three	
	Obligation	Disbursement
Obj 1	151,210	-
Obj 2	-	-
Obj 3	387,634	-
Obj 4	71,366	-
Total	610,210	-

2.4 Grant Cycle One: Planned Outputs and Achievements

As discussed above grant cycle one was designed as a "Rapid Response" cycle that was aimed at alleviating some of the effects of devastating floods on women. In addition to the 16 rapid response sub-grants to small organizations across flood affected areas in Pakistan, another 10 sub-grants, both competitive and non-competitive, were awarded in this grant cycle aimed at filling the research gap on sensitive issues related to gender, initiating a media campaign designed to raise awareness, and rehabilitating four Ministry of Women's Development (MoWD) Shaheed Benazir Bhutto centers of women. A national scale baseline survey on gender was awarded to Applied Economics Research Center (AERC) of Karachi University.

The main outputs of the 16 rapid response sub-grants are as follows:

Table 10: Planned Outputs under Grant Cycle One

Description of Output	Number
No. of partially/completely damaged wells to be rehabilitated	55
No. of communities where drinking water systems rehabilitated	34
No. of hand pumps rehabilitated	200
No. of Community trainings	89
Safe drinking water practices and hygiene	89
No. of direct beneficiaries trained	1840
Home based economic activity/skills trainings	575
Business management/entrepreneurship trainings	575
Sensitization of media on gender issues	690
Raw Materials provided to women trained in home based economic recovery	575
No. of Sewing Machines	50
No. of Livestock	100
No. of Poultry	300
No. of Stitching/embroidery packages	25
Women provided seeds and saplings	100
Women facilitated in getting/recovering land titles	128
No. of Women facilitated with NADRA	300

In addition to the outputs listed above, GEP commenced repairs and rehabilitation of 4 Shaheed Benazir Bhutto Centers for Women in Sahiwal, Islamabad, Quetta and Jacobabad. Additionally, four policy level researches were undertaken through NCSW in the areas of gaps in police reporting of gender crimes, gender main streaming in country disaster management plans both national and provincial assessment of provincial Women's Development Departments and identification of gaps in Crisis Centers of Women. A nationally and provincially representative bench marking study on the status of women covering 11,200 respondents across Pakistan is also being undertaken under first grant cycle. Finally, a media campaign on women's rights and three Gender Based Violence studies on customary practices leading to GBV, sexual harassment and domestic violence have also been initiated under this cycle.

It is important to note that the prevalent tenures of sub-grants under grant cycle one were 9 months. Therefore, only 4 sub-grants have closed

till 30th September 2011. Thus the achievements of the program so far for grant cycle one cover reporting of two quarters of sub-grantees till 30th September 2011.

In Pakistan, land holdings are of extreme importance therefore, women are seldom given land titles or even allowed to keep lands in their name. However, despite the almost insurmountable social odds, GEP has been able to extend its services to the women in this respect and have helped 50 women in getting or restoring their land titles.

Box 1: Amna Khatoon Reclaims Land Title

Amna Khatoon Reclaims Land Title

While surveying in district Khairpur's village Ali Dad Sayal, a team of Sewa Development Trust Sindh (SDTS), a sub-grantee of GEP, interacted with Amna Khatoon, a widow having seven children. She lost all her belongings, house and land in the 2010 floods.



"Floods also claimed life of my husband, whose landholding was our only source of income. Living in temporary shelter with my children and having no documentary evidence to have my claim on my husband's property was like dying without meeting death. SEWA people rekindled my hope. They took up my case to revenue department and after going through a strenuous process of verification I got documents of my husband's land," recalls Amna.

"I thank people of America and people of Pakistan for bailing me out, otherwise for me it was an impossible task to claim my inheritance and improve my family's existence after devastating floods," says Amna.

Table 11: Achievements under Grant Cycle One up to September 30, 2011

Description	Beneficiaries
No. of communities where women friendly safe water supply schemes rehabilitated	14
No. of locations where partially/fully damaged wells rehabilitated	50
No. of Women trained on safe drinking practices and hygiene	1578
No. of Direct Beneficiaries trained	985
Skills trainings for Home Based Economic Recovery	945
Land Rights and processes involved in claiming land titles	50
No. of Women Reclaimed Titles/Provided legal aid	21
No. of Women assisted in obtaining WATAN cards	105
No. of Women provided raw material (livestock, sewing kits, seeds and saplings etc.)	200

Box 2-The Kitchen Garden Vegetable Business of Zar Bibi

The Kitchen Garden Vegetable Business of Zar Bibi

Zar Bibi from Village Sardar Bashir Umrani in District Naseerabad was one of the countless women whose house was swept away by the floods in 2010, rendering her family shelter-less and depriving them of their livelihoods.

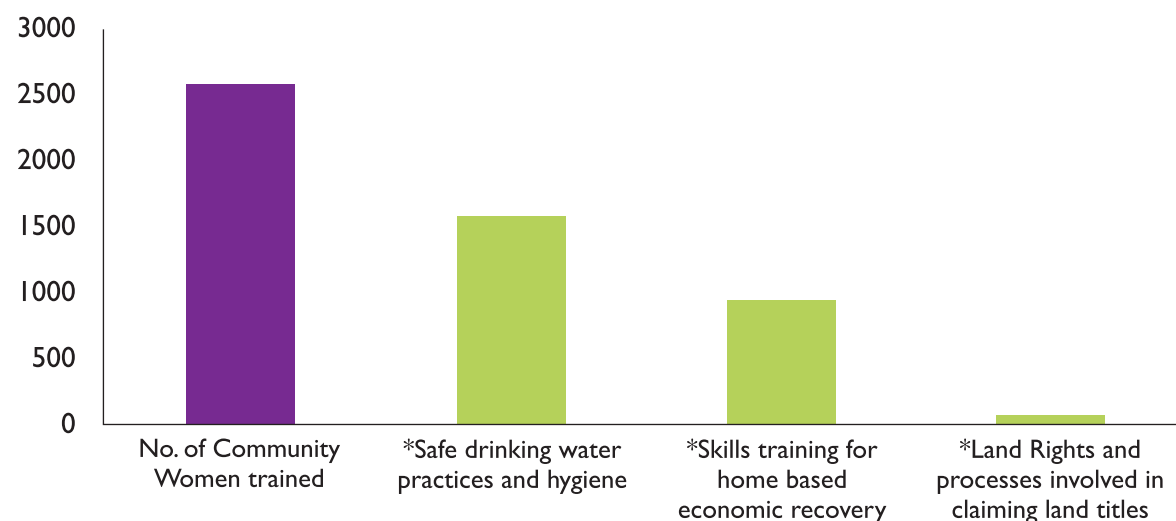


"We borrowed money from relatives to repair our house. We did not have enough money to even put up our old food stall," she recalls. "The Needs Organization reached our village and provided us seeds and trained us in kitchen gardening. They told us that there was a project for women's development and this help was provided by the Aurat Foundation and people of America."

Besides harvesting her own stock of vegetables, she got connected to the market on behalf of other women growers. Women gather at Zar Bibi's house at 5 every evening to drop their load of fresh vegetables. Zar Bibi, 36, clears their previous day payment and sells all vegetables to a big vegetable vendor, only half a kilometer from her village. Before the floods, her family used to earn hardly Rs. 150 per day but now she earns Rs 225 to 350 every day.

"We have paid off our loan. I am confident and happy to have control over my income" says Zar Bibi.

Figure 4: No. of Women Trained by the Type of Training under Grant Cycle One (up to September 30, 2011)



Box 3: Nighat Shamim's Access to Safe Drinking Water

Nighat Shamim's Access to Safe Drinking Water

As a lady health worker, Nighat is conscious of her official tasks and responsibilities. In August 2010 floods hit Muzaffargarh district in Punjab, wreaking havoc with life, inundating homes and agricultural land alike. Approximately 80% of the area was damaged and people were in alarming health conditions, mainly due to contaminated water.



She says that "In the midst of the crisis, Friends Foundation visited us and shared their objectives of water systems rehabilitation project. I got information regarding water purification methods and shared with other women. People showed keen interest in these simple and economic methods regarding health and hygiene."

"I feel proud to be part of those trainings which helped me contribute to the wellbeing of my community. I know this support was provided to us by the American people. It really changed life of many of us after the stressful and depressive chapter of floods" says Nighat.

2.5 Grant Cycle Two: Planned Outputs

Grant cycle two was titled "Strengthening Critical Partners" and is aimed at capacity building of critical partners as well as media campaigns for laying the ground of future GBV based interventions.

With a large set of sub-grants dependent on the findings of the baseline and research initiatives in the pipe-line, it was decided that the second cycle would focus largely on building the capacity of institutions critical to the success of future GEP programming, especially in areas addressing GBV. Its objective is to enable government entities and local organizations to continue their activities in a

more sustainable manner, and create linkages with other NGOs and civil society organizations that are working on gender issues both during and beyond the duration of the program.

These grants cover a range of activities in line with GEP objectives. Based on a cohesive and comprehensive strategy of implementation, with having sustainability of planned interventions as an underlying theme, these sub grants involve trainings on various laws, project cycle management, financial management, gender sensitization etc. establishments of provincial and national forums in relation with female law students, gender mainstreaming in youth groups. In total there will be 20 regional forums and 2

National forums, established under the relevant sub grants (see table 11 below for details). Another salient feature of these fora is that these

will be established and sustained by the beneficiaries and are designed to have a close coordination with relevant government agencies.

Table 12: List of Outputs under Grant Cycle Two

Description of Output	Number
No. of female lawyers provided internship	200
National Level Forum for female law students	1
No. of advocacy networks for female lawyers	5
No. of networks of female students at University Level for Enhancing awareness of women's rights and gender mainstreaming in the youth	10
National level youth leadership forum Enhancing awareness of women's rights and gender mainstreaming in the youth	1
No. of Regional Forums for Women Laborers on Enhancing awareness of women's rights and labor laws among women workers	10
National Level Forum on Enhancing awareness of women's rights and labor laws among women workers	1
No. of Workshops/Trainings to be conducted	170
Laws related to women	23
Women Rights, gender mainstreaming and leadership skills	60
Labor Laws	27
Project Cycle Management and Financial Management	60
Gender Sensitization Training Workshops in Centers of Excellence	10
Total Number of Beneficiaries Trained	5840
No. of Female Law Students trained on Laws related to Women	780
No. of Youth trained on Women Rights, gender mainstreaming and leadership skills	1100
No. of Women Workers trained on Labor Laws	1500
No. of Potential Sub grantees and Sub Grantees on Project Cycle Management and Financial Management	700
No. of University staff and students trained on Gender Sensitization Training Workshops in Centers of Excellence in 3 Public Sector universities	480
No. of Women trained on Business Management/ Entrepreneurship	1280
No. of Women provided credit to start businesses	640

Under grant cycle two important initiatives have been undertaken by GEP. A key aspect of this grant cycle has been GEP's decision to leverage the synergies in its various regional sub-grants to create a sustainable synergy through development of networks that would sustain beyond the life of the grant. Under this process, five legal rights sub-grants for internships for female lawyers have been linked through a national forum and integrated curricula development. The national forum is expected to take on the role of providing trainings and support to selected female lawyers

allowing them to take on their role of human rights defenders in their respective districts. Similarly, GEP's non-competitive sub-grants to three Centers of Excellence for Gender Studies namely; University of Karachi, Punjab University and University of Balochistan have been linked through a gender studies network with the aim of increasing inter-departmental knowledge sharing.

The majorities of second cycle sub-grants are currently in their first quarter and will be reporting on their progress on 31st October

2011. Progress on these sub-grants is underway and it is expected that reporting under the first quarterly report of Year Two would include updates on progress.

2.6 Grant Cycle Three: Planned Outputs

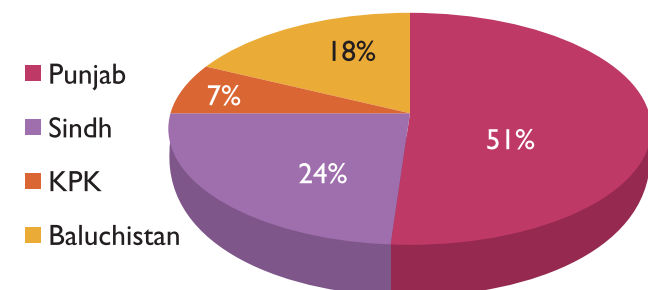
Grant cycle three undertaken by GEP was designed in light of discussions with National Database and Registration Authority (NADRA). After detailed deliberations with the authority GEP management felt that while considerable funds existed at the authority for financing its registration drive, they were facing innumerable problems in many remote districts of Pakistan when it came to civil registration of Women. Indeed, some districts reported up to 40% unregistered women. In light of the importance of civil registration, both as a primary citizenship document and accessing legal and support systems for access to justice and shelters for victims of domestic abuse, GEP felt that attempting to fill this gap was essential before implementing its strategically designed Gender Based Violence strategy. In light of these findings GEP implemented grant cycle three, which is a unique model of private-public partnership aimed at improving service provision to women through leveraging the strengths of civil society and government institutions. Through this cycle GEP is supporting only the social mobilization of women for registration while NADRA will bear the costs associated with making the Computerized National Identity Cards (CNIC). Below is a district wise list of women beneficiaries under the third grant cycle.

Table 13: No. of GEP Beneficiaries Issued CNICs in Grant Cycle Three

District Name	No. of Women Beneficiaries under GEP
Bannu	47,500
Upper Dir	32,374
Bahawalnagar	152,802
Rahim Yar Khan	243,473
Khanewal	182,951
Badin	86,015
Dadu	97,913
Thatta	87,459
Panigur	22,234
Kacchi	42,089
Jhal Magsi	18,426
Nasirabad	26,982
Killa Abdullah	54,237
Sibi	14,853
Loralai	23,387
Total Women Beneficiaries under Third Grant Cycle	1,132,695

The following graphical representation provides a provincial break-up of women beneficiaries who will be registered with NADRA under GEP's grant cycle three. It is important to note that these 15 districts, along with respective estimates of unregistered women, were provided by NADRA as having some of the lowest rates of civil registration amongst women and estimates of unregistered women.

Figure 5: GEP Women Beneficiaries by Province under Grant Cycle Three



Grant Cycle three awardees have been approved by USAID during the last month of the reporting year and implementation on these sub-grants will begin during the first quarter of Year Two.

2.6.1 Impact of CNIC Registration on the Lives of Women

The total number of women beneficiaries obtaining registration under grant cycle three is over one million. Through CNIC registration, these women will have greater access to services pertaining to Gender Based Violence (GBV). CNIC registration will have a large impact on the lives of the women beneficiaries by socially including them in different segments of society. These women will finally be able to revert to any kind of legal recourse, such as shelters, medico-



Women registering their finger impressions to obtain their Computerized National Identity Card (CNICs) at a NADRA mobile van in District Mianwali.

legal counseling and crisis centers, First Information Reports (FIR), etc. if they become victim to any type of GBV. Additionally, CNIC has implications on economic rehabilitation of GBV survivors along with contributing to their economic empowerment of women in general, as they remain outside the ambit of any financial services like micro-credit loans and job opportunities. Once they obtain national registration, women will be able to access various micro-finance services such as loans and savings mechanisms. Furthermore, women will also be eligible to access government relief efforts and schemes after registration. Legal identity therefore

will increase women's rights, their decision-making power, and their recourse to protection from violence.

2.7 Formalization and Institutionalization of National Advisory Forum

National Advisory Forum (NAF) has exceeded its expectations to act as a national level body to spearhead the Gender Equity Program (GEP). The Government of Pakistan is constitutionally mandated to take steps to ensure gender equality and the advancement of women. NAF's main role is to provide broad policy guidelines to GEP and align it with Government of Pakistan's gender commitment, including international commitments. In just one year, NAF has gone beyond this



Members of National Advisory Forum of GEP, convening for their second meeting, held on July 29-30 in Islamabad.

mandate and has been successful in creating a high degree of ownership and understanding among the various stakeholders on gender issues in Pakistan. At the beginning of the program, Aurat Foundation faced a critical challenge in garnering support and ownership amongst the highest Government and Non-Government entities for the Gender Equity Program. Through NAF, it has been successful in building confidence among both the citizens as well as the Government on gender issues.

The participation and commitment of top government representatives in the bi-annual NAF meetings has demonstrated the effectiveness of

NAF's role in bringing together the key stakeholders working for gender equality. Ms Shahnaz Wazir Ali, Member of National Assembly and Special Assistant to the Prime Minister, is the permanent Chair of NAF. NAF's members are an eclectic and dynamic group comprised of all provincial and federal ministers dealing with women issues, representatives from the

Parliamentary Women's Caucus, minority leaders, and personalities from academia, legal women rights specialists and the media. NAF also works in close collaboration with the National Commission on the Status of Women. The Commission's Chairperson, Ms Anis Haroon, has also accepted membership of the Forum and provides valuable support and input.

Table 14 : List of NAF Members

Sr #	Name	Designation	Department / Organization
Permanent Chairperson National Advisory Forum:			
1.	Ms. Shahnaz Wazir Ali	Member National Assembly	Special Assistant to the Prime Minister on Social Sector
Members:			
2.	Ms. Anis Haroon	Chairperson	National Commission on Women
3.	Mr. Riaz Fatyana (Invitation to join NAF sent)	Chairperson, Standing Committee on Human Rights (includes Women Development issues)	National Assembly
4.	Ms. Nafisa Shah	Member National Assembly Secretary General Women's Parliamentary Caucus	Parliament
5.	Ms. Yasmeen Rehman	Member National Assembly	Women Development Specialist
6.	Ms. Nilofar Bakhtiar	Senator	Senate Development Specialist/Activist & Chairperson, Pakistan Red Crescent Society
7.	Mr. Kamran Michael	Minister of Women Development	Punjab Cabinet
8.	Ms. Tauqeer Fatimah Bhutto	Minister of Women Development	Sindh Cabinet
9.	Ms. Sitara Ayaz	Minister of Women Development	Khyber Pakhtunkhwa Cabinet
10.	Ms. Ghazala Gola	Minister of Women Development	Balochistan Cabinet
11.	Ms. Saadia Danish	Advisor to Chief Minister	Gilgit-Baltistan Cabinet
12.	Mr. Akhtar Buland Rana	Federal Secretary Ministry of Human Rights	Federal Government
13.	Justice (R) Majida Razvi	Legal Expert	Retired Justice of the High Court and former Chairperson NCSW
14.	Mr. Ehsan Sadiq	ADIG Police	Islamabad Police
15.	Dr. Aliya Khan	Professor of Economics	Quaid-e-Azam University
16.	Ms. Samina Peerzada	Artist/Media	Independent
17.	Ms. Romana Bashir	Team Leader	Christian Study Centre
18.	Ms. Simi Kamal	Secretary and Convener NAF	Chief of Party, GEP
19.	Mr. Naeem Mirza	Chief Operating Officer	Aurat Foundation

2.7.1 NAF Evolves Strategy on Combatting Gender Based Violence (GBV)

The proposed national framework on combatting Gender Based Violence which has been developed by the GEP team has been added to and accepted by NAF. The Forum provides an avenue to take forward the strategy on GBV which not only identifies the key areas of concern but also sets targets and defines mechanisms for implementing the strategy.

2.7.2 NAF Establishes itself as a Key Stakeholder in the Post-Devolution Scenario

With the passage of the 18th Amendment to the Constitution, and the subsequent devolution to the provinces of the Federal Ministry of Women Development, the role of the provincial women machineries has become paramount particularly because devolution requires restructuring existing

governance systems and changing laws and mechanisms at the provincial level. In order to ensure that women's concerns are addressed by the provincial governments within their own context and according to their own priorities it is imperative to have a gender strategic plan of each provincial government which enables them to define a clear roadmap/work-plan. There is huge potential and many windows of opportunity for mainstreaming women's issues.

NAF has a strong relationship of trust with the provincial and federal governments and is well-placed to initiate discussion and action on concerns regarding women's rights issues. No other forum exists which provides a platform to discuss gaps in gender policies and exchange constructive ideas to strengthen respective provincial departments. NAF allowed participants to discuss various concerns regarding devolution, strengthened on-going engagement with GEP and further aligned the program with the broader national gender policy issues in the country.



Funding for women's rights had been marginalized therefore GEP with its volume of funding is critical. Enormous capacities exist outside the government and we need to harness these capacities

Ms Shahnaz Wazir Ali
Chairperson
National Advisory Forum

2.7.3 NAF Advocates for Mother's Names on CNICs in Pakistan

The success of NAF can also be seen by how it has evolved outside of GEP, advocating for various gender issues. The second NAF meeting raised an interesting issue of including mother's names on the Computerised National Identity Cards (CNIC) in Pakistan. All NAF members concurred on the importance of giving women identity and vowed to strive towards formalizing the acceptance of women's identity in the country. The NAF members have decided to start working at the grassroots level through social mobilization to garner support for this mission. They expressed their willingness to launch an advocacy campaign with help from civil society and through engaging

with provincial legislatures and policy makers to push legislation on including mother's name on the CNIC.



Issues that are about giving women identity and formalizing the acceptance of women's identity in the country are of utmost importance.

Justice (R) Majda Razvi
Member
National Advisory Forum

¹NAF's significance was reinforced later in the year when Senator Nilofer Bakhtiar, a member of the National Advisory Forum, presented two women's rights bills to the Senate on December 12, 2011.

- Prevention of Anti-Women Practices Act 2011
- Acid Control and Acid Crime Prevention Act 2010

Both Bills were unanimously passed by the Upper House. This is a landmark achievement in the history of women's rights movement in Pakistan. Aurat Foundation, has over the past 25 years of its history, been at the forefront of civil society activism to get women-friendly legislation drafted and passed by the Parliament and Senate.

2.8 Research Studies

During the first year under review, GEP undertook research initiatives with the aim of mainstreaming research based interventions in the program. In this respect, four scoping desk studies were undertaken during the first quarter of the program to identify the current status of knowledge and actions under each objective area and post floods scenario. Additionally, an in-depth detailed baseline study was also undertaken by GEP. This baseline study would act as a benchmarking study on the status of women in Pakistan as well as inform the baseline for future impact evaluation of GEP. Similarly, as "Combating GBV" is the largest objective of GEP, the program undertook four primary data studies focused on assessing ground realities with respect to various manifestations of GBV. Finally, four policy oriented research studies have been initiated under a grant to National Commission on the Status of Women. The following sections provide detailed descriptions of research for each study:

2.8.1 Scoping Desk Studies

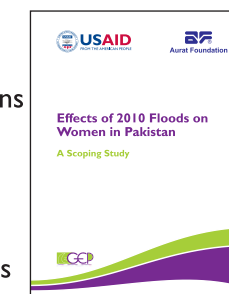
In the first year GEP's research initiatives include initial scoping desk studies to identify current status of knowledge and actions under each objective area and post-floods scenario, plus gaps that need to be addressed. These are:

- Effects of the 2010 Floods on Women in Pakistan
- Gender Based Violence in Pakistan
- Women's Empowerment in Pakistan
- Capacity of Pakistani Organizations to Carry Out Gender Equity Initiatives

Effects of the 2010 Floods on Women in Pakistan

This scoping study on Capacity of Pakistani Organizations to Carry out Gender Equity Initiatives has formed the first step in helping GEP define the gaps and capacity building needs of organizations addressing gender equity and women's empowerment in Pakistan and to

determine which capacity building needs remain unmet. The study identifies institutions offering capacity building trainings and programs, maps out major efforts already underway with respect to capacity building, and develops a typology of capacity building for gender equity. Finally it presents a way forward, making recommendations at the policy and national level to improve capacity building of Pakistani and international organizations working on gender issues.



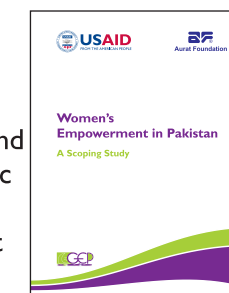
Gender Based Violence in Pakistan

This scoping study on Gender Based Violence in Pakistan has formed the first step in helping GEP to define the gaps and needs in this area, fine tune it's designed inputs for the first three grant cycles in the first year of GEP and better design the proposed outputs, interventions and program targets for the subsequent years of GEP. It identifies key forms and determinants of gender-based violence, the problems and challenges and the patterns and priorities in funding for tackling the issues. It also identifies key players among donors, international and national NGOs in this specific context, the key gaps in research and interventions. Finally it presents a way forward, conclusions and recommendations at the policy and response levels.



Women's Empowerment in Pakistan

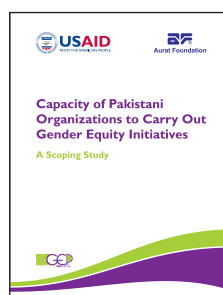
This scoping study on Women's Empowerment in Pakistan has formed the first step in helping GEP understand and define women's economic and social empowerment in Pakistan and the issues that it entails, fine tune it's designed



inputs for the first three grant cycles in the first year of GEP and better design the proposed outputs, interventions and program targets for the subsequent years of GEP. It identifies current initiatives by local and international NGOs with respect to women's empowerment, along with the Government machinery salient for issues such as women's health, education, labor and employment. It also identifies the key gaps in research and interventions and finally it presents a way forward, presenting conclusions and recommendations at the policy and response levels.

Capacity of Pakistani Organizations to Carry Out Gender Equity Initiatives

This scoping study on Capacity of Pakistani Organizations to Carry out Gender Equity Initiatives has formed the first step in helping GEP define the gaps and capacity building needs of organizations addressing gender equity and women's empowerment in Pakistan and to determine which capacity building needs remain unmet. The study identifies institutions offering capacity building trainings and programs, maps out major efforts already underway with respect to capacity building, and develops a typology of capacity building for gender equity. Finally it presents a way forward, making recommendations at the policy and national level to improve capacity building of Pakistani and international organizations working on gender issues.



2.8.2 Primary GBV Studies

GEP is conducting primary knowledge, attitudes and practices research studies focused on the following types of GBV:

Study on Sexual Harassment

The study examines the incidences and trends of different types of sexual harassment, the roots, perceptions and responses to harassment, as well as the factors that play a role in perpetuating them. The objective of this study to aid GEP in

designing mechanisms and programming to enable women to realize their fundamental right to work, study and move around without violence and fear. The study was awarded to Semiotics Consultants and currently its first draft is under review.

Study on Customary Practices that Lead to GBV

Explores how honor crimes are dealt with under customary practices by local Jirga, family, community, state, and religious authorities. The study investigates honor crime cases dealt under parallel legal system in the target communities. Identifies the trends, patterns and common categories under which GBV related crimes have been reported during the last three months. Awarded to the Gender Studies Department University of Punjab, the study is currently in the first draft phase.

Study on Domestic Violence

This study seeks to investigate the prevalence, types, dimensions, factors and consequences of domestic violence and its impact on women in Pakistan. Both marital and parent's home should be included in the scope. The major focus of the study is to examine the responses to domestic violence which are in turn defined by the knowledge, attitudes and perceptions in society. This study was awarded to SEBCON Consultants and is currently at the second draft stage.

Study on Rape

This study is conducted in two parts. The first is an overall attitudinal survey on perceptions and responses to rape; examining incidences, causes, definitions and trends of rape. The level of awareness of (and trust in) legal recourse is also examined. The second targets various actors involved in a rape case to examine the process via which rape is tackled in the legal system. This study proved to be different from the other GBV studies in that the sensitive nature of primary data collection required for the study made it difficult to find interested sub-grantees. This study has now been contracted to an external consultant and will be closely supported by the GEP team.

2.8.3 Baseline Study

In order to assess progress towards stated objectives of the Gender Equity Program, this national baseline is designed to benchmark existing Knowledge, Attitudes and Practices (KAP) with respect to women's rights, women's access to justice and institutions, women's empowerment and all forms of gender based violence. It has a sample size of 11,200 households and is both provincially and nationally representative employing both quantitative and qualitative research tools. This baseline study has been awarded to Applied Economic Research Center (AERC), University of Karachi along with ASAA Consultants and is currently undergoing field work.

2.8.4 Policy Research

The National Commission on the Status of Women (NCSW) was awarded a sub-grant under GEP titled "Research and Dialogues for Strengthening Policy Advice in Key Areas." To strengthen its existing initiatives and future needs to meet its strategic objectives. The research studies were conducted with the aim to advance the joint objectives of GEP and NCSW and will ensure continuity in developing policy documents and provide advice to the government.

Capacitating Provincial Women Development Departments

This study identifies the strengths, weaknesses and factors that play a role in the working of provincial WDDs. It reviews current and previous strengthening initiatives; their impact and gaps, what is the organization structure and culture of each WDD. The study also examines whether provincial departments are equipped to embrace the full ambit of changes after devolution and identifies capacity building initiatives to help provincial WDDs meet their future expected role.

Disaster Management Authorities (DMAs) and Development of Gender Responsive Preparedness Plan

With a gender perspective, this study examines current systems and interventions that cover

disaster management, government compensation plans and other government initiatives. Furthermore, it undertakes a full review of DMA's at national and provincial level identifying strengths and needs of each authority. Finally, the research study recommends policy in the shape of a Gender Responsive Preparedness Plan for future disaster management needs.

Shelters/Crisis Centers and Gender Crime Cells

This study reviews existing strengths and identifies gaps in service delivery by centers. It examines by-laws and procedures of the centers to make them more responsive. Identify initiatives for capacity building and institutional support for these systems. The study also highlights best practices which can be replicated along with mapping institutions which can provide capacity building and services to these centers.

Police Procedures and Investigative Mechanisms for Victims of GBV

This study reviews, with a gender perspective, the complaint system, police reporting mechanism, investigation mechanism, institutional response and access to these services to victims of gender based violence. The study conducts gender based violence KAP at police institutional level and identifies weaknesses in the system and provides policy guideline on remedial measures. Reviews resources and methods for capturing data on GBV and propose policy recommendations for improvement.



A woman visits GEP stall set up at the launching ceremony of four scoping studies held on June 7, 2011, in Islamabad.

2.9 Gender Based Violence Strategy

Another key achievement of GEP in Year One has been the development of a comprehensive strategy for combating Gender Based Violence (GBV). The over-arching objective is to establish a system which covers the whole range of services from identification of victims and survivors of violence through helplines, counseling, legal aid, court interventions, rehabilitation and return to society as an equal and respected member and to self-fulfillment. GEP's vision is to have a 'seamless service' which would be a chain of institutions and processes at all levels to help GBV survivors to move easily through the components in a sequential manner. The services will need trained personnel at each stage, coordinated services and an enabling environment which fosters action and results.

The enabling environment includes Police, Judiciary, Parliament, National Commission on the Status of Women, Ministry of Human Rights, provincial Ministries of Women Development, NGOs, local organizations, academia, media, training institutions and financial institutions. GEP interventions in this area are designed to be holistic and will include tracking of GBV survivors from identification to rehabilitation.

The strategy is based on Identification and Reporting, Protection and Counseling, Justice and Rehabilitation. Interventions are being linked comprehensively as shown in the program matrix and will have a provincial and district-based systematic approach. GEP interventions will address all types of gender based violence including honor killing, trafficking, rape, sexual abuse and harassment, domestic violence, exchange of women in settling disputes, dishonoring women in public, Jirga punishments, acid throwing, dowry deaths.

The expected outcomes of the GBV strategy are:

- Reduced Violence Against Women
- Increased participation in identifying survivors of violence
- Expanded cadre of gender sensitive service providers
- Sensitized and law enforcement
- Increased capability of Pakistani organizations dealing with GBV
- Data for evidence based decision making in GBV
- GBV sensitized public, institutions and media

Complete draft of the GBV strategy is attached as Annex IV at the end of the report.



A woman reads a GEP flyer at 'Mainstreaming Research in Gender Interventions' event held on June 7, 2011, in Islamabad



Ms Simi Kamal, Chief of Party GEP, speaks at the launch of GEP scoping studies, on June 7, 2011, in Islamabad .

Section 3

Events

3.1 Program Information Sessions

From November to December, 2010, USAID conducted three Program Information Sessions in Peshawar, Lahore and Karachi, respectively to introduce the various programs that it is supporting in Pakistan. These sessions were attended by staff from local non-government organizations, community based organizations, universities and other civil society organizations were represented.

Aurat Foundation hosted the Karachi session, while the Peshawar (November 3, 2010) and Lahore (December 9, 2010) sessions were hosted by USAID and NRSP respectively. The COP represented GEP at all these sessions and briefed the attendees on GEP's vision and goal, grant making methodology and eligibility criteria.

The AF-led session in Karachi was attended by 118 participants, including 51 representatives of various NGOs / Foundations from Karachi, 40 representatives of various NGOs / CBOs from interior Sindh and 14 media personnel. The event was covered by leading print and electronic media channels.

3.2 Pre-Grants Orientation Workshops

To provide technical support to the potential grantees, GEP team organized pre-grant orientation sessions at central locations of each province before closing of its grant cycles. Through these workshops, participants (potential grantees)

are provided useful information on the following:

- Introduction of GEP
- Strategy of GEP
- Recipients of Sub-grants
- Eligibility Criteria
- New Sub-grants information
- Application Process
- Technical & Financial Proposal Development
- USAID/OIG Pakistan Anti-Fraud Guideline

In addition, participants are also given chance to raise their questions to clarify their understanding and queries about the grant cycle. All these questions are later uploaded on the GEP web page under FAQs (Frequently Asked Questions).



From right to left: Ms Mahnaz Rahman, Manager GEP Sindh, Mr Rehan Ghazanfar, Objective Manager and Mr Kamran Yusaf, Grants and Finance Officer from The Asia Foundation, during a pre-grant orientation workshop held on March 2, 2011, in Karachi.



Mr Adnan Jahangir, a Kathak artist from Lahore performs in the final session of Pathways of Progress for Women of Pakistan, held on July 30, 2011, in Islamabad.

A total of 18 pre-grant orientation sessions were organized during Year One of GEP as presented in the table below.

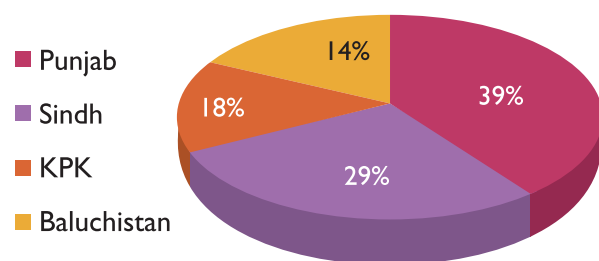
Table 15: List of Pre-Grant Orientation Sessions during GEP Year One

Sr #	Region	District / Venue	Grant Cycle	Dates	No. of Participants
1.	KP	Peshawar	1	24-11- 2010	37
2.	Sindh	Hyderabad	1	27-11- 2010	36
3.	Baluchistan	Quetta	1	29-11- 2010	28
4.	Punjab	Lahore	1	24-11- 2010	110
5.	Punjab	Multan	1	26-11- 2010	70
6.	Punjab	Rawalpindi	2	28-2- 2011	32
7.	Punjab	Lahore	2	1-3- 2011	69
8.	Punjab	Multan	2	3-3- 2011	105
9.	KP	Peshawar	2	28-2- 2011	27
10.	KP	Abottabad	2	1-3- 2011	20
11.	Baluchistan	Quetta	2	1-3- 2011	35
12.	Sindh	Karachi	2	2-3- 2011	54
13.	Sindh	Sukkur	2	3-3- 2011	43
14.	Punjab	Bahawalpur	3	9-8- 2011	46
15.	Sindh	Hyderabad	3	8-8-2011	54
16.	KP	Swat	3	9-8- 2011	17
17.	KP	Kohat	3	8-8 2011	20
18.	Baluchistan	Quetta	3	9-9- 2011	45

848 participants from various civil society organization participated in these orientation sessions. 281 participants took part in grant cycle one orientations while 385 participants were present in grant cycle two orientations, similarly, 182 participants attended grant cycle three orientations. The highest numbers of session were conducted for the grant cycle two (10 out of 18) owing to the geographical spread and the fact that highest number of proposals were also received for grant cycle two (212 proposals for 18 sub-grants).

The level of participation during orientation sessions reflects the increased recognition of GEP through participation of civil society organizations in GEP sub-grants. Region wise, the highest participation of civil society organizations is from Punjab, followed by Sindh, KPK and Balochistan respectively as demonstrated graphically in the following illustration.

Figure 6: Participants of Organizations in Pre-Grant Orientation Sessions as % of Total Participants



3.3 Mainstreaming Research in Gender Interventions

One of the major priorities under each of the four objectives of the Gender Equity Program as stated in the cooperative agreement is to carry out research which informs and guides the program strategy and approach to achieving the

main objectives. Research is being carried out by a range of institutions and individuals, including universities, think tanks and policy research institutions. Research initiatives include the collation of data, analysis of current levels of empowerment, obstacles to empowerment, the impact of culture and religion and other areas relevant to gender issues.

Aurat Foundation (AF) organized an event titled “Mainstreaming Research in Gender Interventions” on June 07, 2011 at Islamabad, to launch the completion of four scoping desk studies under the Gender Equity Program (GEP). The event was held with the objective of sharing the key findings, gaps in research, and recommendations of the scoping studies with the broader public and to align these findings and recommendations with the objectives of the Gender Equity Program. The importance of conducting investigative and probing research studies was highlighted at the event and upcoming research initiatives under GEP were shared with the participants.

In total, 178 guests attended the event including Ms Rakhshinda Parveen, author of scoping desk study on Gender Based Violence., Ms Catherine Johnson, PhD, Senior Director Democracy and Governance, USAID/Pakistan, Mr Charles Cutshall, Democracy and Governance Advisor, USAID, Ms Rehana Hashmi, Sisters Trust Pakistan, and NAF member Dr Aliya Khan, QAU. Remaining guests included representatives from NGOs, CBOs, INGOs/donor, UN agencies, print and electronic media personnel, academia and GEP / AF staff.

Through the launch of the four scoping desk studies, GEP was successful in engaging different stakeholders and agencies working towards development in Pakistan. At the event, the GEP team emphasized the importance of research and placing it in the public domain wherever possible, for guiding and helping other on-going programs in the country.

3.4 First National Advisory Forum (NAF) Meeting

Aurat Foundation (AF) organized an event on March 26, 2011, at Islamabad to celebrate 100 years of International Women's Day and formally announce the launch of National Advisory Forum of GEP. The first session was a closed door inaugural meeting of NAF and the second session was the launch event.



Members of National Advisory Forum (NAF) and observers attending inaugural session of NAF held on March 26, 2011, in Islamabad.

The inaugural meeting of NAF brought together senior government and non-government representative's active in promoting gender equality on a single national platform. The meeting was chaired by Ms Anis Haroon in her capacity as Chairperson of NCSW. Participants of the meeting provided their support for USAID's GEP initiative and suggested critical areas for support such as institutional development of provincial Women's Development Ministries, leveraging media to generate societal behavioral change, focusing interventions in police and women's jails and working closely with labor departments to support working women.

The launch event was attended by 238 guests, including 15 NAF members, 7 NAF observers and 216 representatives from Federal and Provincial Govt., NGOs, CBOs, INGOs/donor, UN agencies, print and electronic media personnel, academia and GEP / AF/TAF staff.

A documentary 'Main Safar Main Hoon' was also screened during the event focusing on the 100 years journey of women all over the world, particularly highlighting the achievements and sacrifices of Pakistani women, starting from 1911 till 2011.

3.5 Second National Advisory Forum (NAF) Meeting

The second NAF meeting was held on July 29th and 30th 2011 with the objective to develop a comprehensive understanding of the program, its scale and areas of activity and to garner strategic inputs for Year Two of the Program. The meeting provided a timely opportunity to discuss the responsibilities of the provincial governments post development in light of the 18th Amendment and its impact on gender policies.



Members of National Advisory Forum, convening for their second meeting, held on July 29-30 in Islamabad.

Mr Jami Chandio, Executive Director, Centre for Peace and Civil Society, presented on the implications of the 18th Amendment at the national level. Following his presentation, each of the Provincial Ministers for Women Development gave their provinces' perspective on planning for gender policies. The Chair, Ms Shahnaz Wazir Ali, discussed the national priorities on women's development and gender mainstreaming.

The NAF forum also provided an opportunity to discuss GEP's Gender Based Violence Strategy presented by Ms Simi Kamal. Additionally, the meeting also included group sessions on Gender Based Violence, Capacity Building and Women's

Empowerment, to look at three desk studies commissioned by GEP on these topics. Several interesting issues were raised during the meeting, some of which were including mother's names on Computerized National Identity Cards (CNIC), tapping students from universities as potential resources and introducing career guidance/counseling programs at matriculation level, formalizing divorce on the same lines as nikkah, and strengthening of crisis shelters, and Dar ul Amans as an integral part of rehabilitation of GBV victims.

Ms. Marilyn Wyatt spoke about important milestones for women globally, in the US and in Pakistan. She commended GEP on its remarkable achievements and congratulated the team for its success in the first year under Ms. Simi Kamal's guidance. She encouraged GEP to consider the possibility of using a simple and localized approach for scalability and replication into other sectors.

Closing remarks were made by the Chair, Ms Shahnaz Wazir Ali who highlighted the importance of the National Advisory Forum and appreciated the support from USAID for gender issues in Pakistan.

Following the end of the NAF meeting, participants attended the event "Pathways of Progress for Women – Local and National Actions" which had been organized to celebrate GEP's first anniversary.

3.6 Pathways of Progress for Women of Pakistan

The event "Pathways of Progress for Women of Pakistan, Local and National Actions under first year of Gender Equity Program" was held to showcase achievements of Gender Equity Program on 30th July 2011. The event was divided into three sessions.

Mela

In the first session all sub grantees of GEP from across Pakistan showcased their progress/achievements on stalls. These stalls aptly

brought forward the efforts and impact of GEP. All the visitors to the event took a keen interest in the stalls and were highly appreciative of concerted efforts of GEP to make a positive difference in the lives of women in Pakistan. The stalls were also visited by delegates from USAID led by Marilyn Wyatt, wife of His Excellency Mr. Cameron Munter, Ambassador of United States Government in Pakistan, and Ms. Shahnaz Wazir Ali, Special Assistant to Prime Minister of Pakistan along with other members of NAF.

Panel Discussions

In the second session Mr. Charles Cutshall and Ms. Shahnaz Wazir Ali, Ministers of Women Development from across Pakistan, other members of NAF present on the occasion expressed themselves on progress of GEP over the course of its first year of implementation.



Mr Charles Cutshall, USAID representative, addressing at the panel discussion on Local and National Actions under GEP, at Pathways of Progress for Women of Pakistan, held on July 30, 2011, in Islamabad.

National Review Meeting of Gender Equity Program

The National Review Meeting was arranged to mark the completion of the first year of the Gender Equity Program. Grant Cycle One sub-grantees were invited to the event from all over the country, so that they could learn from each other and use the knowledge gained from this interaction in their future endeavors.

The main objectives of the meeting were to:

- Share project implementation experiences of sub-grantees
- Share successes that have been achieved during the process of implementation

Panel for the session consisted of Mr. Younas Khalid, Director Strategic Planning, Monitoring & Evaluation, GEP, Aurat Foundation, Mr. Babar Aziz, Director Grants, Finance & Compliance, GEP, The Asia Foundation, and Ms. Bushra Jafar, Deputy Chief of Party, GEP, The Asia Foundation.

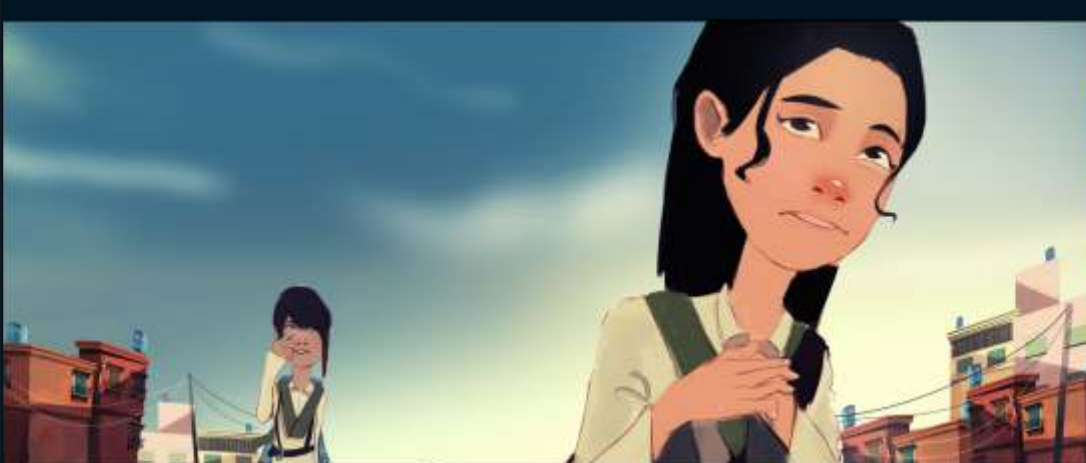


Ms Bushra Jafar, Deputy Chief of Party GEP, Mr Younas Khalid, Director Strategic Planning, Monitoring and Evaluation GEP and Mr Babar Aziz, Director Grants, Finance and Compliance at 'National Planning and Review Meeting' held on July 30, 2011, in Islamabad.

Mr. Younas Khalid presided over the meeting and welcomed the sub grantees from across Pakistan and thanked them for participating in the event. After shedding some light on the objectives of the session he went on to share with participants the evolution of Aurat Foundation as an advocacy and capacity building organization.

Show Performance

In the final session, struggles and achievements of women of Pakistan and across the world were encapsulated in a captivating cultural performance of famous Kathak dancer Mr. Adnan Jahangir.



'Cartoon series - Look Development'
Gender Based Violence 13 episode series

Section 4

Engagement & Outreach



Cover title of GEP documentary 'Main safar main hoon'

Through extensive engagements with government, civil society, multilateral and bilateral donors, Aurat Foundation has been successful in creating a “brand value” for GEP in the country. During the first year GEP demonstrated unprecedented progress in generating ownership of the program within government as well as engaging other donor programs in developing systematic coordination mechanisms for better implementation. Today GEP has made a mark on the development and advocacy front, demonstrating a willingness to effectively engage all tiers of policy making and implementation. Indeed, GEP has worked with stakeholders from federal legislators, media, academia, provincial government, lawyers and civil society organizations to local community members.

4.1 Dissemination of GEP Material in Year One

Gender Equity Program (GEP) produced different kind of information and outreach material, including four scoping studies, five public service messages and a documentary film. GEP also came up with flyers, containing basic information about the project in English and Urdu. The objective of GEP outreach material was to highlight the struggle and achievements of Pakistani women. A variety of people were targeted through the production material including academia, media, and general public specifically women.

A set of five public service messages (PSMs) were professionally shot for broadcasting purposes. These messages, featuring women from twenty different professions, were based on women

endeavoring and excelling in different walks of life, while poeticizing, architecting, teaching, painting, making toys and even driving rickshaw and school van. The PSMs were designed to have impact on the people of Pakistan, glorifying the fact that Pakistani women can prove their potential in every sphere of life. These messages were aired on March 18, marking the international women's day.

The documentary film, of 30-minutes length, recorded the struggle of women's movement in Pakistan for getting equal status in the society along with incorporating views of successful Pakistani women. The DVD format of the film, titled Main Safar Mein Hoon, was sent to 1000 members of academic institutions and civil society organizations. It was also screened at different GEP-sponsored events, where hundreds of people participated.

GEP also conducted four scoping studies during grant cycle one. The studies contain vital information and meaningful analysis of women issues in Pakistan. About 2000 copies of each study along with equal number of a condensed version of all four studies in a booklet form, were dispatched to legislators, media, civil society organizations and academic institutions. The scoping studies were officially unveiled in Islamabad, whereas in Karachi, it was jointly launched with Applied Economics Research Center, Karachi University. Leading researchers, academia and students attended the events. The documentary film was also screened to raise awareness and initiate a debate on behavioral change with respect to women's role in society.

4.2 GEP Communication Projects in Year One

GEP awarded several media and communication grants in Year One which are currently in production and will be completed in the first half of Year Two. Some of the more significant media projects are described briefly below:

TV & Radio Campaign

Black Box Sounds is producing a media campaign to celebrate women's achievements for gender equity and justice. Under this media campaign, Public Service Announcements (PSAs) and Public Service Messages (PSMs) will be produced and telecasted on several leading TV channels. These will be centered on the following events:

- 16 Days of Activism (Nov 25, 2011-Dec 10, 2011)
- Pakistani Women's Day (Feb 12, 2012)
- International Women's Day (Mar 08, 2012)

The objective of the campaign is to launch a call



for action through print, electronic and social media for developing a society where women can exercise their rights. The campaign will present women as role models and these role models will be selected from communities and will be known figures such as politicians, women entrepreneurs, or other professional females. PSMs are always used as a best hammering tool to convey a short message to the masses.

Cartoon Series

Under grant cycle two, GEP awarded a sub-grant to Creative Village to produce and broadcast an animated cartoon series on local media. This is currently under production and will be completed in GEP Year Two. The cartoon serial will aim to



challenge stereotypes and help counter explicit and implicit messages about female status, patriarchal norms, inhumane social practices and violence against women fostered through culture and reinforced through media. Additionally, it will project a constructive image of women, promote equality among genders, challenge the underpinning social taboos and stimulate children to probe elders about the existing contradictions in social practices.

The cartoon series will target both boys and girls and focus on positive character building of children aged between 10-12 years. The children's cartoon series will be aired in Urdu concurrently on two nationwide television channels between the children's primetime slot from 4:00 to 5:30 p.m in the early start of 2012. The sub-grant will be spread over a period of one year with a preliminary analysis followed by pre-production, production and postproduction of content after which the content will be aired on the

aforementioned television channels. A social media campaign will run in parallel to the animation series.

Talk Shows

GEP awarded a sub-grant to Interflow, a private media house, in grant cycle two to produce and air a series of recorded and branded talk shows that will highlight pertinent issues and will identify roadmaps for change. The 15-episode series will be in Urdu and the duration of the talk show will be 25-minutes. The series will run simultaneously on five TV channels comprising a leading Urdu channel (preferably PTV) along with Apna TV, ATN Khyber, KTN and Waseb. The mix of these five channels has been very carefully selected to ensure widest possible geographical coverage and socio-economic appeal.

The show will target the grass-roots and will have a reformatory approach, with the discussion being conversational, spontaneous and factual. The show will have two hosts; one male and one female. Each program will have a focused theme and will start with an informative/investigative video report to set the momentum right away. A life-cycle approach will be adopted for the show highlighting GBV issues pertaining to the three phases of a typical woman's life starting from birth to adolescence, marriage, and motherhood onwards. This approach will allow a focused and in-depth treatment of GBV issues in the series pertaining to each phase. The last segment of the show will focus on roadmaps for change in which citizen groups will be encouraged to take small but meaningful practical actions within their communities and workplaces at the local level to curb GBV.

A publicity campaign will be carried out on major television channels and FM radio. A media launching ceremony will be conducted. A theme song with a video for the show will also be produced exclusively for the talk show to attract audience and get wider outreach.

4.3 GEP Engagement Initiatives

GEP undertook a series of extensive engagement initiatives with Government to build ownership and support for this important USAID initiative in

Pakistan. These included the following:

- Meetings at the Prime Minister's Secretariat with Ms Shahnaz Wazir Ali, Special Assistant to the PM on Social Sectors, on GEP's scope, scale and strength.
- Detailed discussion on potential avenues of support to government institutions working towards gender equity.
- Program information sessions with the Women's Parliamentary Caucus, Economic Affairs Division, NCSW, MoWD and MoHR
- Meetings with NCSW to discuss emerging role of NCSW.
- Session at the Sindh Provincial Assembly to introduce assembly members to GEP.
- Several meetings with Women Development Departments in all provinces.
- Several meetings with UNWomen.
- Detailed meeting with Ambassador Robin Raphael on the progress and design of the Gender Equity program.
- Several Meetings with other USAID and US State Department officials.
- Meeting with representative of Senate Committee on Foreign Relations to discuss the new model of national NGOs implementing USAID programs.
- Meeting with INGAD.

As a result of these engagements key government officials, parliamentarians and relevant departments better understood the new mechanism of USAID support to prime Pakistani based organizations, the purpose of GEP and its approach. Solid support was gained from senior government representatives for the GEP initiative, and the government was brought on board. The results were the formation of a very strong and proactive NAF, the agreement of Ms Shahnaz Wazir Ali to chair NAF, the commitment and support of all the devolved provincial Ministries of Women Development, better designing of non-competitive sub-grants for government and the support of many key people across the board.

GEP is now recognized in government and civil society as the leading gender program in Pakistan that supports Pakistan's own policies and requirements, and its approach and strategies are better understood.

As a result of the detailed meetings with Ms. Alice Shackelford, the head of UN Women in Pakistan, several avenues of cooperation have been established and a mechanism is in place for regular interaction and joint actions.

AF participated actively to celebrate “The Year of Women 2011” marking a hundred years of women’s movement internationally. GEP representatives attended a celebration arranged by the Ministry of Women Development at the PM Secretariat as well as enthusiastically participated in the IHI International Women’s Day Rally on ‘Women of Pakistan demand a democratic, secular, just and peaceful Pakistan’. Similarly, in appreciation of the contribution of women entrepreneurs to the country’s economy and International Women’s Day, COP GEP was invited in a USAID Talk Show where she shared her vision for a gender sensitive and equitable society.

The COP also met Punjab Women Development Department officials to discuss changes after the 18th amendment; the status of GEP supported Benazir Bhutto Shaheed Center for Women in Sahiwal and avenues for future collaboration.

The US Consulate Lahore celebrated US Independence Day on June 30, 2011 and invited all project partners funded by the USAID working in Punjab to set-up their stalls at US Council General’s House showcasing and highlighting the activities undertaken under these projects. In this connection, Gender Equity Program (GEP) was also invited to showcase the activities done by GEP and its sub-grantees in their respective areas.



A GEP beneficiary smiles after receiving material assistance from 'Home-based Economic Recovery Project of GEP in district Kashmir.



Annex I:

Institutional Development

After the Cooperative Agreement was signed between USAID/Pakistan in August 2010, Aurat Foundation embarked upon a corrective path for institutional reform within the organization in the light of remedial measures suggested in the Report on Pre-Award Assessment of Aurat Foundation.

The USAID pre-award assessment suggested concrete measures required to be undertaken by AF within a specific timeframe. In this context, GEP has had a major transformative effect on AF. Firstly, AF was able to make many concrete changes for institutional strengthening and up-scaling its operations many times over, both programmatically and financially; and, secondly, it entered into a new role of grant-making.

AF's future vision, its national outreach and its potential for adaptability, particularly its strength in raising and mobilizing human resources further facilitated it in moving towards the new goals. The technical support and expertise of The Asia Foundation (TAF) in grant-making since the inception phase of the GEP has been notable and has facilitated AF's on-going transformation.

Completion of Pre-Award Conditions

The following table lists pre award conditions that were met by AF as part of its institutional reform. This has allowed AF to substantially improve its internal policies and procedures as well as ensure effective management of the Gender Equity Program. Additionally, the timelines for reporting on these measures allowed AF to efficiently

recruit staff and ensure compliance for all USAID post award requirements.

Apart from the pre-award requirements AF met post award recommendations. These requirements were deemed a pre-requisite for USAID funding for grant making which Aurat Foundation completed during the year under review.

Thus Aurat Foundation, during the first year, met all institutional strengthening and grant making pre-requisites as outlined in Cooperative Agreement and pre-Award assessment. GEP has had a major transformative effect on AF. During the specified time period AF completed ALL requirements specified by USAID and additionally developed or revised the following policies/documents for guiding the institution in its new role:

- ✘ Internal Audit Manual
- ✘ Financial and Accounts Manual
- ✘ Solicitation Manual
- ✘ Procurement Manual
- ✘ Grants Management Manual
- ✘ IT Manual
- ✘ Administrative Manual
- ✘ Report Writing and Presentation Skills
- ✘ Branding and Marking Guidelines in Urdu

Justice (R) Majida Razvi visits the stall of Black Box Sounds, a GEP sub-grantee, at 'Pathways of Progress for Women of Pakistan' Mela held on July 30 in Islamabad.

Annex II:

Program Structure

Units and Regional Offices

This section reports on the structure of GEP detailing the roles and responsibilities of different units and regional offices that comprise GEP. The program comprises of the following units:

- Strategic Planning and Program Management Unit
- Objectives Management Unit
- Grants Management Unit
- Monitoring, Evaluation and Research Unit
- Training and Capacity Building Unit
- Media and Communications Unit

With these Units based in the Head office, the four regional AF offices share the responsibilities of GEP implementation under the directives of COP. The regional offices are:

- Punjab Regional Office in Lahore
- Sindh Regional Office in Karachi
- KPK Regional Office in Peshawar
- Balochistan Regional Office in Quetta

Resident Directors at each regional offices located in Karachi, Lahore, Peshawar and Quetta, are responsible for the day to day management and implementation of the regional activities of sub-grantees under GEP.

Strategic Planning and Program Management Unit

Under the guidance of COP the strategic planning and program management of GEP is undertaken

by senior management through the GMC. The following are some of the key functions of this unit:

- Strategic planning and program management
- Development and periodic revision of the program matrix
- Evaluation and realignment of the strategic direction of the program
- Implementation of annual and monthly work plans in HQ and regional offices
- Evaluation of GEP achievements against targets
- Design of competitive and non-competitive sub-grants and grant cycles

Objectives Management Unit

Under the guidance of DCOP, the Objectives Management Unit is mainly responsible for activities related to pre-grant preparations till the final award of the sub-grant. This involves the following

- Preparing of TORs for each sub grants
- Development and revision of annual work plan
- Soliciting of proposals
- Scrutinizing of proposals
- Evaluation of proposals
- Grant letters and coordinating with sub-grantees
- Regret letters
- Review and due diligence for all the sub grantees
- Management of ongoing sub-grants

Grants Management Unit

The Grant Management Unit under the overall leadership of Director Finance, Grants and Compliance (DFGC) is responsible to ensure smooth flow of funds and compliance with USAID for all sub-grants. Following are some additional responsibilities of the unit:

- Monitoring and carrying out of due diligence of all sub-grantee expenses
- Supervision of pre and post grant financial assessments
- Management of funds flow to grantees
- All GEP related grants, finance and compliance training
- Development and implementation of procedures to handle financial irregularities for grantees
- Analysis all financial reports from Sub-Grantees
- Tracking of obligated, committed and disbursed funds

Monitoring, Evaluation and Research Unit

Under the supervision of Director Strategic Planning, Monitoring and Evaluation/Finance (DSPME), the Unit is responsible for the development and implementation of Performance Monitoring Evaluation plan for all the sub grants. This includes tracking of sub-grant deliverables and activities through monthly and quarterly visits. The role of the PME unit includes to:

- Development and revision of annual work plans
- Programmatic reporting to USAID
- Implementation of the annual Performance Monitoring Evaluation Plan at HQ and regional offices
- Design and overseeing of research
- Conducting monitoring field visits
- Design and implementation of integrated monitoring mechanisms
- Implementation and reporting on PME matrix
- Management of consolidated database
- Capacity building of GEP staff on M&E

Training and Capacity Building Unit

The role of the Capacity Building Unit headed by Training and Capacity Building Specialist (TCBS) stands critical due to its multi-level approach and presence. CB unit is contributing in the capacity building of AF staff, the sub grantees, providing technical inputs in CB related deliverables of all the sub-grantees and monitoring of the CB deliverables. The main responsibilities include:

- Development and revision of annual Capacity Building Plan
- Implementation of the annual and monthly Capacity Building Plan at HQ and regional offices
- Conducting and coordinating Capacity building trainings for staff, potential grantees and sub grantees
- Assessment of CB needs of staff and sub-grantees

Communication and Media Unit

Communication and Media Unit is headed by the Communication and Media specialist is addressing the branding and marking protocols of the USAID along with implementation of GEP communication and Media strategy and design and management of all GEP events. The unit's responsibilities also include:

- Development, revision and implementation of annual Communication & Media Strategy at HQ and regional offices
- Compliance with USAID communication protocols
- Preparation of all communication, education and publicity material
- Designing communication protocols and maintaining documentation
- Inputs and TORs to all media related sub-grants and activities
- Supervising, updating and managing webpage

GEP Program Matrix

The program matrix is the main management tool of GEP. It has put together the aims,

requirements, activities and actions outlined in the four objectives of the Gender Equity Program as stated in the Cooperative Agreement between Aurat Foundation and USAID. It illustrates how the objectives of GEP are being addressed comprehensively within the ambit of program design as expressed in the Cooperative Agreement. It sets the overall direction of GEP and forms the reference document for its implementation, covering studies, actions, and capacity building for which cooperative and competitive sub-grants are designed and called. It also forms the basis for the capacity building and M&E plans.

The matrix clearly shows that GEP is an umbrella program within which sub-grants are linked together to meet overall objectives. These sub-grants are not individual stand-alone grants with limited impact, but rather pieces of a larger wide-ranging single program which is supporting the delivery of GEP objectives.

The matrix presents a systematic grid that lists all the required outputs by objective, the interventions for each output and the program targets for each intervention, creating a detailed list of activities to be carried out through the five years of GEP. The matrix thus identifies actions in measurable terms to be taken against each of the four objectives.

The grant cycles of GEP are designed using the matrix in a systematic manner, such that the inter linkages of the sub-grants can be identified and their placing and timing can enhance the proposed synergies.

The program matrix provides the strong base for GEP to be implemented in a strategic way where the sum of all the outputs of the individual sub-grants is more than a simple addition. Aurat Foundation has chosen to move in this more difficult but more strategic manner, because it is confident that this approach will bring better and longer lasting results.

GEP Committees

Program Steering Committee (PSC)

The PSC established early in the First Quarter of Year One comprised of four members from AF and two members from TAF. Chief Operating Officer, AF chairs PSC with Chief of Party, GEP as secretary. USAID attends PSC on observer status.

The growth of the program and keen interest of PSC members has necessitated monthly meetings of the committee. 12 PSC meetings have been held in Year One. In Year Two, PSC will continue to meet regularly every month.

The agreed terms of reference of PSC are; provide governance, policy and strategic guidance to GEP, such that they are all in line with GEP objectives for maximum effectiveness and implementation. Finally PSC signs off on all internal policies of GEP and ensure compliance as well as review and approve all sub-grants recommendations from the Grants Management Committee (GMC) before they go to USAID for final approval.

Grants Management Committee

The GMC, chaired by Chief of Party, has evolved into a strong day to day management committee of the program. In this respect the committee, consisting of Chief of Party (COP), Deputy Chief of Party (DCOP), Director Strategic Planning Monitoring and Evaluation (DSPME), Director Finance, Grants and Compliance (DFGC), and Capacity Building Specialist (CBS), expands to include GEP project staff at head office and regional office level for consultations as and when required. This committee has thus become a powerful tool for planning and implementation. With clear documentation, tasks identified for action, and responsibility fixed in each meeting, the GMC has become the backbone of GEP in a very effective manner.

The GMC meets every week. The GMC acts as a day to day management body of GEP and undertakes the following:

- Supervises the work of all GEP units
- Sets periodic guidelines and targets for GEP
- Develops grant cycles and aligns GMU's work with grant cycles
- Provides initial recommendations on sub grant proposals emerging from GMU for presentation to PSC
- Provides feedback to GMU on sub-grant proposals not approved.

Annex III:

List of GEP Sub-Grants

Grant Cycle One: Rapid Response		
Sr #	Grant Title	Organization
1	Baseline Study	AERC
2	Reclaiming/obtaining land titles in Balochistan	Youth Organization
3	Reclaiming/obtaining land titles in KP	GINI
4	Reclaiming/obtaining land titles in Punjab	Sanjh Development Foundation
5	Reclaiming/obtaining land titles in Sindh	SEWA
6	Media Campaign	Black Box Sounds
7	Training of Media	Individualland
8a.	Re-establishing women's economic activities in Baluchistan	MRDS
8b.	Re-establishing women's economic activities in Baluchistan	NEEDS
9.	Re-establishing women's economic activities in KP	WASFD
10.	Re-establishing women's economic activities in Punjab	KCDO
11.	Re-establishing women's economic activities in Sindh	Kainaat Development Assoc.
12.	Women friendly reconstruction (Development of Manuals)	NDMA
13.	Water systems rehabilitation in Baluchistan	AMWS
14a.	Water systems rehabilitation in KP	Blue Veins
14b.	Water systems rehabilitation in KP	Rural Development Organization
15a.	Water systems rehabilitation in Punjab	Friends Foundation
15b.	Water systems rehabilitation in Punjab	Young Man Society
16.	Water systems rehabilitation in Sindh	GSSS
17.	Focused GBV study: Customary Practices	Univeristy of Punjab-Gender Dept.
18.	Focused GBV study: Domestic Violence	Sebcon Consultants
19.	Focused GBV study: Rape	Ms. Naghma Imdaad
20.	Focused GBV study: Sexual Harassment	Semiotics Consultants
21.	Improving Women's Crisis center in Sahiwal	MoWD Shaheed Benazir Bhutto Center
22.	Improving Women's Crisis center in Quetta	MoWD Shaheed Benazir Bhutto Center
23.	Improving Women's Crisis center in Islamabad	MoWD Shaheed Benazir Bhutto Center
24.	Improving Women's Crisis center in Jacobabad	MoWD Shaheed Benazir Bhutto Center
25.	Capacity building of provincial human rights depts.	MoHR
26.	Institutional Strengthening of NCSW	NCSW

Grant Cycle Two: Institutional Strengthening and Capacity Building of Critical Partners & Stakeholders		
Sr #	Grant Title	Organization
1.	Supporting women to join law enforcement and judicial systems-Baluchistan	Change thru Empowerment
2.	Supporting women to join law enforcement and judicial systems -KP	Youth Resource Council
3.	Supporting women to join law enforcement and judicial systems -Punjab	Women's Social Organization
4.	Supporting women to join law enforcement and judicial systems -Sindh	Legal Rights Forum
5.	Media Campaign for enhancing women's rights and access to justice	Black Box Sounds
6.	Enhanced awareness of women's rights and gender mainstreaming in the youth	BARGAD
7.	Enhanced awareness of women's rights and gender mainstreaming in the youth	Publishing Extensive Network
8.	Enhanced awareness of women's rights and labor laws among women workers	
9.	Enhancing women's economic participation and employment opportunities through development of their skills and capacity	First Women Bank, Ltd.
10.	Enhanced awareness of GBV through talk shows on private channels	INTERFLOW
11.	Cartoon serial to raise awareness on GBV issues	Creative Village
12.	Pre-testing & KAP Surveys for GBV	Four Corners
13.	Training of grantees on conduct of baseline & endline surveys	Four Corners
14.	Training of grantees on project cycle management and financial management	IMS (HRDC)
15.	Strengthening / capacity building of women organizations	SPO
16.	Institutional strengthening of Centers of Excellence for Women in Balochistan	Balochistan University
17.	Institutional strengthening of Centers of Excellence for Women in Punjab	Punjab University
18.	Institutional strengthening of Centers of Excellence for Women in Sindh	Karachi University

Annex IV:

Combatting Gender Based Violence Strategy

Outline for National Strategy to Combat Gender Based Violence

(Draft for First Discussion)

Proposed by Gender Equity Program (GEP)

Shared with NCSW and Women's Caucus on 6th October, 2011

1. Background

Violence against women (and some men) is rampant in Pakistan, as reported by media, observed in society and explored through research. The plethora of laws, religious beliefs, traditions, norms and culture have produced an environment where advantage or justice embedded in one kind of law is often cancelled out by another law or by beliefs, traditions and practices. Deep seated beliefs, misogynistic behavior and social institutions legitimize and therefore perpetuate violence against women.

Within social development interventions, gender-based violence is often defined in vague terms, as part of larger gender development or women's development contexts. There are few long-term and systematic initiatives in this area. A lack of understanding of the problem, or fear of reprisal in local feudal or tribal environment, are primary reasons for this gap. It is important to understand that GBV is the result of a number of inter-related behaviors and practices: women are often used as scapegoats to settle disputes or killed in the name of honor to settle scores. Amongst the various and complex factors 'economic violence' should also included under the rubric of GBV. The lack of

access to opportunities increases economic dependence on parents, brothers and husbands, such that many women are inhibited from escaping violent relationships. Therefore, it is not possible to focus on and address violence in isolation, without also addressing the underlying causes and factors.

It is germane to deconstruct the usual approaches to address gender-based violence in the particular context of Pakistan. This will help to construct and sustain survivor-centered approach comprising of well-thought out, comprehensive and locally relevant mechanisms for long-term rehabilitation and independence of survivors. Such a response to gender-based violence will need to be cross-cutting and holistic, spreading across initiatives to have long-term impact and effectiveness.

2. Purpose

The over-arching purpose of this GBV strategy is to create enabling environment, raise awareness on GBV, develop and demonstrate a system which leads to the full rehabilitation in society and self-fulfillment of survivors of GBV. GEP's vision is to build a 'seamless service' which would be a chain of institutions and processes at different levels to help GBV survivors to move easily through the components in a sequential manner. GEP does not intend to create parallel structures and institutions, but instead strengthen the systems and services already in place to link them together, increase their outreach, and increase their efficiency and effectiveness. This would

include provide trained personnel at each stage, and coordinated mechanisms to achieve an enabling environment. GEP is, therefore, set to approach gender based violence in a systematic and holistic manner, track GBV survivors and support their needs from identification to rehabilitation.

3. Key Features of the Strategy

3.1 Scope of GBV

This strategy encompasses combating all types of gender based violence including honor killing, trafficking, rape, sexual abuse and harassment, domestic violence, exchange of women in settling disputes, dishonoring women in public, Jirga punishments, acid throwing and dowry deaths. Sexual violence against boys will also be covered.

3.2 Enabling Environment

It is expected that key government institutions will play their role in developing this enabling environment for action and results. The entities which will create the enabling environment will include Parliament, National Commission on Women, Ministry of Human Rights, provincial Ministries of Women Development, academia media, training institutions and financial institutions. This list is not exclusive, and many of the identified partners have already been included in the grant cycles of the first year of GEP. For developing enabling environment at local levels partners will include local NGOs and CBOs. Mosque imams (where desirable and possible), local media and communities for early intervention, supportive actions and preventive measures will be engaged through identified partners (local NGOs and CBOs).

3.3 Holistic Approach:

The interventions will be linked comprehensively as shown in the program matrix and will have a district-based systematic approach. The idea is to identify 5-8 districts across Pakistan, where GBV is high, enabling grants from the first year are in place, presence of required relevant government

institutions and vibrant NGOs, and where Aurat Foundation's previous advocacy work has created inroads.

3.4 Linked Series of Grants

In these selected districts GEP will build a linked series of grants (both competitive and non-competitive), as per the details shared in Section 4 below and identified in the Program Matrix. These intervention districts would then serve as models to demonstrate what is possible and how GBV can be addressed, minimized and eventually eliminated.

The types of grants that will be considered include the following:

- Rapid Response (Competitive & Non-Competitive)
- Research (Competitive)
- Advocacy (Competitive)
- Capacity Building (Competitive)
- Pilot (Competitive & Non-Competitive)
- Service Delivery (Competitive & Non-Competitive)

3.5 Measurable Results

As per the practice of GEP, the Terms of Reference for each grant will also include the statement of measurable results that the grantee is expected to achieve.

3.6 Tracking

Tracking, 'capturing' and monitoring will be facilitated by reports by grantees, GEP database, standard grant monitoring, special monitoring (where needed), GEP studies, case studies and case books.

3.7 Media

Radio Pakistan, PTV, private TV channels and FM radio stations will be used both locally and nationally for more in depth sensitization in districts and more outreach across Pakistan. Code of conduct will be prepared for media

professionals visa vie GBV sensitivities to protect victims and survivors and avoid sensationalism.

Particular attention will be placed on the local print media in the selected districts. Engagement with media heads of both electronic and print media will be undertaken, to guide them for ensuring more sensitive and holistic coverage of GBV issues on their channels and in their newspapers.

4. Key Components of the GBV Strategy

The strategy is based on four main components: Identification and Reporting, Protection and counseling, Provision of Justice and Rehabilitation, developed and implemented in this sequence. The details are given below.

Component 1 – Identification and Reporting

Identification and reporting of GBV victims and survivors is a major impediment in addressing GBV and planning for services. Families succumb to feelings of shame or are bound by traditions of honor to hide the events or blame the survivor. Cases are therefore, rarely reported to anyone or 'dealt with' inside the larger family or clan. The inability of the victims to speak out or seek redress, and the lack of channels through which survivors may seek protective environments, means repeated cycles of violence. Since it is very difficult for the victims to break out of the repetitive cycles without any support mechanisms within the social set-up, it is imperative to identify agents within the same setup who can act as conduits of change and support the survivors or at least assist in their identification and reporting. For example if the family is hiding the truth or the perpetrators are from within the family or among local powerful people, friends and local organizations may be encouraged to step forward.

It is important to recognize that government institutions alone cannot track cases of violence without continued reporting, support and participation of community partners. It is,

therefore, necessary to involve family, friends, peers, neighbors and the community who are part of the same environment to assist in reporting of GBV cases. For this purpose interventions need to be planned at multiple levels and layers involving awareness and advocacy campaigns from national to grass-root levels. Given the GEP strategy of concentrating on a few selected districts, the possible supportive actors in each district would have to be identified and included.

An effective referral system will be set up which will include help lines, crisis centers, Dar-ul Amans, private shelters and the Gender Crime Cell. Help line operators will be provided training to facilitate survivors to reach safe havens and contact those institutions that can help provide access to justice.

Filing First Information Reports (FIRs) with the police and obtaining timely help from medico-legal professionals will also be addressed.

Component 2 – Protection and Counseling

The role of family, friends and peers extends to involvement in protection and counseling. However, often times these very people become the actual perpetrators of violence against women. In such situations, safe transitional services like shelters and safe houses with trained counselors become the only resort for escape and immediate protection. However, these institutions, which play a critical role in the rehabilitation process, require a lot of strengthening. The different roles that police, lawyers and courts have in protection and counseling will be established. In the same way work will be undertaken to develop, adapt and adopt Standard Operating Procedures within the GEP model districts. Where these SOPs are already available they will be adapted and adopted.

Psychological, legal and practical counseling will be provided, for which cadres of professionals will need to be developed, trained and placed in the model districts.

Component 3 – Accessing Justice

The state of gender equity in overarching justice sectors as well as the institutional responses in the form of legal provisions and mechanisms for access to justice for women will be examined. Police, family courts, civil and criminal courts, lawyers and other public sector institutions will be sensitized. Policy advocacy against discriminatory laws like Hudood laws and other Family laws will also be taken up through National Commission on the Status of Women. Engagement with parliamentarians and other groups will be developed to end discriminations in laws and the discriminatory behavior meted out to women by justice sector agencies.

Part of the process is to enable fair and just attitudes, practices and procedures for victims and survivors in the courts at various levels and ensure that precedents are set. GEP will employ a two-pronged strategy to achieve this: at one level bar councils and law colleges will be capacitated to acquire requisite knowledge and expertise to handle women's rights cases. Resource pools at the local level will play a critical role as future women's rights defenders. On another level, this resource pool will be linked with law firms, shelters and hot lines - especially in the GEP model districts. In these districts the possibility of making Dar ul Amans part of the system will also be examined. Watchdog organizations and media will be used for building up focus and raising awareness in this context.

Component 4 – Rehabilitation and Self-fulfillment

Victims and survivors of violence are often shunned by family and community. The situation becomes worse for those who seek protection and help from police, shelters or crisis centers. For many victims of violence the concept of full rehabilitation means acceptance back into the family and community. To this end, GEP will put in place interventions which will provide immediate redress as well as address the need for long-term and sustainable solutions. This may include providing economic opportunities that will help

survivors get back into the mainstream. Specifically, GEP will work on the following areas

- Government programs including, housing and working women hostels
- Opportunities for employment with NGOs and CBOs, the private sector and in the public sector.
- Access to micro and medium finance and credit lines

5. Outcomes

It is expected that the GBV strategy will lead to the following outcomes:

- Reduced violence against women
- Increased participation in identifying survivors of violence
- Expanded cadre of gender sensitive service providers
- Sensitized and law enforcement
- Increased capability of Pakistani organizations dealing with GBV
- Data for evidence based decision making in GBV
- GBV sensitized public, institutions and media

Information

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