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FROM THE AMERICAN PEOPLE



Aurat Foundation

Gender Equity Program

Annual Report

October 2011 - September 2012



Annual Report

October 2011 - September 2012

Foreword



Special Assistant to the
Prime Minister

Dr. No. AF/ISB/ 205
Dated: 4-3-13

Government of Pakistan
Special Assistant to the Prime Minister on Social Sector /
Prime Minister's Focal Person for Polio Eradication
Prime Minister Secretariat, Islamabad

Dated: 1st March, 2013

Foreword for GEP's Second Annual Report.

I have the pleasure of presenting the second Annual Report of the Gender Equity Program (GEP).

GEP is a unique program which keeps its focus exclusively on women's empowerment and has taken care not to be side-tracked into other areas. With its volume of funding GEP is a critical resource for both the Government of Pakistan and Civil Society.

Access to justice, empowerment of women at home, at the workplace and in public spaces and combatting gender based violence are all critical women's rights issues in Pakistan. Together they offer a holistic approach with research and capacity building to work strategically towards real change for the women of Pakistan.

As Chairperson of National Advisory Forum (NAF) which is a unique and first of its kind initiative of the GEP, I have had the wonderful opportunity to contribute towards the success of GEP's work. This Forum brings together high profile representatives from the government and civil society on a single platform to foster strategic thinking and dialogue and provide guidance for actions.

As Special Assistant to the Prime Minister, I am very happy to see that the GEP is working closely with the federal and provincial governments. The need for data sets to enhance the knowledge base is a critical need which has been taken on board by GEP. The scoping and in-depth studies conducted by GEP are now feeding into policy formulation at all levels. In addition surveys undertaken by GEP identify trends and patterns. GEP has facilitated coordination between provinces which are now sharing and learning from each other's experiences.

Enormous capacities exist outside the government too and we need to harness these capacities. Through its extensive national outreach Aurat Foundation is ideally placed to engage civil society at grass-roots level and has done this very effectively.

I commend the GEP team for its hard work and for the exemplary fashion in which the program is run. I would like to thank and appreciate USAID's vision in promoting women's rights in Pakistan and for selecting Aurat Foundation, a grass-roots indigenous organization, to implement it.

SHAHNAZ WAZIR ALI
Permanent Chairperson National Advisory Forum –
Gender Equity Program



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ورث فاؤنڈیشن

Orientation Meeting with
Village Monitoring Committees (VMCs/URCs)

For CNIC Registration of Women
In District Jhal Magsi Balochistan

Date: 09-11-12 to 10-11-12 Village MAT SINDHUR U/C HATA

Organized by: The NEEDS Balochistan



Orientation meeting with village mobilization committee for CNIC registration in District Jhal Magsi, Balochistan. The activity was conducted by NEEDS Balochistan, a sub-grantee under GEP Grant Cycle 3.

A Word from Chief Operating Officer

GEP in its second year certainly looked more committed to its mission of gender equity. The early excitement and enthusiasm had transformed into maturity. Systems and structures were getting rooted in and being implemented. Diversity of approaches and focused targets were abundantly present with clear perspective in the objectives of grant cycles launched this year.

GEP made important strides during this year towards realisation of its objectives by making 97 grants to non-governmental organisations and other gender entities in four provinces of Pakistan, AJK and Gilgit-Baltistan. In fact, Pakistan Gender Coalition was coming into being, which was finally launched in July 2012 as an important network of GEP sub-grantees, to reflect the cumulative outcomes of GEP.

National Advisory Forum, under the visionary leadership of Begum Shahnaz Wazir Ali, Special Assistant to Prime Minister on Social Sector, provided advice, guidance and direction to GEP on issues of strategic importance. The sincere cooperation of federal Ministry of Human Rights, National Commission on the Status of Women as well as dedicated support by provincial women's development departments and ministers and other members of this advisory forum from academia, legal fraternity and civil society made it possible for Aurat Foundation to implement GEP smoothly and effectively with genuine ownership within the government circles.

The second year was also more challenging in many respects, particularly in context to the deteriorating security situation in the country. As GEP was reaching out to local communities in rural and urban areas to further the cause of gender equity and equality, several high profile incidents related to 'war on terror' occurred and created situations of tension in the country.

One major milestone of GEP achieved was that Aurat Foundation, GEP team and sub-grantees of GEP were able to withstand the trials and tribulations of the period and remained steadfast in delivering what had been promised and committed. This would have not been possible without USAID's understanding of ground realities and commitment to promote women's human rights in Pakistan. I would like to express my enormous gratitude for all who worked zealously and determinedly to make GEP a success. Thank you!

Naeem Mirza
Chief Operating Officer
Aurat Foundation



Zainab Bibi, 95 years old applied for CNIC for the first time in her life. Pakistan Youth League, a sub-grantee from Punjab helped Zainab Bibi and other women of District Rahim Yar Khan to get their CNIC's.

Preface

As Aurat Foundation (AF) continues 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, its Gender Equity Program (GEP) has established itself as an innovative grant making program that furthers AF's overall goals. GEP is strategically positioned 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. GEP is being implemented with the assistance of The Asia Foundation (TAF).

GEP takes forward AF's values of commitment to women, caring and sharing, providing space for discussion, nurturing and mentoring, developing a sense of belonging and ownership, mutual trust and respect, participatory decision making, and encouragement of initiative. GEP continues to be a unique endeavor - not only is it a program that fully reflects AF's own organizational goals, it also forms a part of USAID's new model of cooperation where national civil society organizations have the prime role in implementation.

As GEP completes its second year, it is time to review both the achievements and the challenges. The pieces of the 'jigsaw puzzle' of GEP are falling into place with individual grants and groups of grants completing the picture of a happy fulfilled Pakistani woman.

GEP put out over US\$ 5 million by 30th September 2012. An additional US\$ 2 million under grant cycle 6 were in process. In the second year, the grant cycles comprised of CNIC registration, advocacy around 16 days of activism on combatting gender based violence and establishing seamless service for victims and survivors of violence. It has completed several research studies that have informed the design of its grant cycles and it has kept with the targets of grant making as envisaged in the Cooperative Agreement.

We have seen the results as the grants of cycle 2 (which covered the capacity building of critical institutions), where young women lawyers trained under GEP support are filing and winning cases in court, and where GEP-support community based organizations have acted to save the lives of women threatened by anti-women practices.

While the National Advisory Forum (NAF), under the chairpersonship of Ms Shahnaz Wazir Ali, Special Advisor to the Prime Minister, continues to provide guidance to GEP, the Pakistan Gender Coalition (PGC) has also been launched. With all grantees as members, PGC is designed to internalize the cumulative achievements of GEP and to bring sustainability to GEP beyond the project period.

There have been challenges as well. Devolution to provinces under the 18th Amendment of the Constitution of Pakistan has changed the political and developmental environment in the country, making it necessary for GEP to realign itself and work more closely with provincial governments and within provinces. We are designing the three grant cycles for year three of GEP keeping in view the new realities on the ground.

The political unrest in the country and the security issues arising from terrorism have put us back in some instances where grantees have had to postpone or temporary halt their work. But we have met these challenges and continue to meet our targets.

Simi Kamal
Chief of Party

**Messages from
Provincial Ministers**



MESSAGE

It was a tremendous and immense pleasure for me to work for the GEP as member of National Advisory Forum. It was a very good experience and learning for me to work with the competent and experienced dignitaries. We have tried our best to develop strategy for the gender sensitization and economic development of women community in all over the country. We have actively participated in all the meetings and workshops arranged by USID & Aurat Foundation and will also be available to work for the same in the future also. We will remain in touch to resolve all the issues pertaining to gender equity and women empowerment. Again I am very thankful for all the members of the National Advisory Forum, Aurat Foundation and USAID who has taken an initiative to address the gender issues and start work for the prosperity of women community in the country.

With best regards.

A handwritten signature in green ink that reads "Sitara Ayaz". The signature is written in a cursive style and is underlined.

(Sitara Ayaz)
Minister Social Welfare &
Women Empowerment,
Khyber Pakhtunkhwa

MESSAGE

Ms. Tauqeer Fatima Bhutto

Minister for Women Development

Government of Sindh



"Gender equality and women's empowerment are fundamental for sustainable development and pro-poor growth. And equality for women is also an economic and social imperative. Until women are liberated from poverty and injustice, all our goals of peace, security, sustainable development stand in jeopardy. Sustainable gains toward gender equality are possible when women are informed of their rights and have the resources necessary to exercise them. I applaud the Gender Equity Program of Aurat Foundation funded by United States Agency for International Development - USAID - that is operating in Pakistan with the objective of effecting real behaviour change towards women and their concerns.

*Tauqeer Fatima Bhutto
Minister Women Development
Government of Sindh*

Sadia Danish
[A d v i s o r]

Tourism, Youth Affairs, Sports, Culture and Women Development Gilgit Baltistan.



Government of
Gilgit-Baltistan

Ref no: *Adv-T1(02)/2012*

Date: *14/03/2013*



The National Advisory Forum has great impact on lives of women in Pakistan by reflecting the importance of women's Core roles in raising families, providing health care, gender equity, running business and providing education.

The Aurat Foundation is working for women's rights throughout the country, effectively. As a member of National Advisory Forum from Gilgit Baltistan, I hope that under the dynamic leadership of Begum Shenaz Wazir Ali, the efforts of government and civil society organizations would surely result in a gender sensitive and just society in Pakistan. I've had the opportunity to attend and learn from the members of National Advisory Forum in various meeting, as head of Women's Development Gilgit-Baltistan, I ensure all my colleagues of National Advisory Forum to put all my efforts in safeguarding and promoting the agenda of National Advisory Forum in Gilgit Baltistan.

(SADIA DANISH)

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MESSAGE FROM THE MINISTER OF SOCIAL WELFARE
AND WOMEN DEVELOPMENT DEPARTMENT AZAD KASHMIR

The Government of Azad Jammu & Kashmir Interim Constitution Act 1974 guarantees equal rights to men and women and supports equitable provisions. The Government of Azad Jammu & Kashmir has embraced this challenge and responsibility by framing and approving the “AJ&K State Policy Framework for Empowerment of Women”. This policy framework for Women’s Empowerment is a long term commitment of the state of Azad Jammu & Kashmir to ensure the rights of women are respected and upheld. The Pakistan People’s Party government in AJK, through legislation and policy making, is ensuring protection to women rights and empowerment as per the vision of Mohtarma Shaheed Benazir Bhutto.

I would like to thank the management of Aurat Foundation for ensuring that Azad Jammu & Kashmir is included in the Gender Equity Program and also for inviting me to be a member of GEP’s National Advisory Forum. This has resulted in much needed resources for women’s empowerment being allocated to Azad Jammu & Kashmir. Additionally, the opportunity to interact with ministers from other provinces during NAF meetings is very beneficial. I look forward to further collaboration with Aurat Foundation and it’s USAID funded Gender Equity Program.

A handwritten signature in black ink, appearing to read 'Farzana Yaqoob', with a long horizontal stroke extending to the right.

Farzana Yaqoob

Minister, Social Welfare and women Development
Azad Government of the State of Jammu and Kashmir



The Gender Equity Program has provided a unique opportunity to further the cause of women's rights in Pakistan. The program has adopted a holistic approach which addresses all areas of concern relating to women. I am sure that the support, guidance and funding it has provided to the public and private sectors will give an incentive to sustain its initiatives beyond the tenure of the project.

I am optimistic that the program will bring about a real change in the lives of Pakistani women.

Ms Ghazala Gola
Minister for Women Development
Government of Balochistan

EDUCATION

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SOCIETY

PARENTS

SHE WILL GO

AWAY T

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Crisis

A prize-winning poster by Tooba Mehmood from Bhakkar on display at Grants Closing Meeting of GEP Grant Cycle 4. The poster was part of the competitions organized by SACHET during four-month campaign aimed at creating awareness among women about their rights besides highlighting issues related to violence against women.

Contents

List of Tables and Figures	xvi
Acronyms	xvii
Executive Summary	xix
Section 1: Introduction	1
1.1 Vision and Goal	1
1.2 Objectives	2
1.3 Program Design	2
Section 2: The Jigsaw Puzzle: Building Cumulative Outcomes	5
2.1 Building Cumulative Outcomes	5
Section 3: Meeting Challenges	7
3.1 External Challenges	7
3.2 Implementation Challenges	9
Section 4: Grant Cycles in Year Two	13
4.1 Buy-in from Civil Society	13
4.2 Progress of Grant Awards	14
4.3 Financial Progress	16
Section 5: What We Achieved in Year Two	19
5.1 Access to Justice	19
5.2 Supporting Gender Studies	21
5.3 Advocating at the Grassroots	23
5.4 Capacitating Civil Society	26
5.5 Supporting Women's Civil Registration	27
5.6 Engaging Media	29
5.7 Sensitizing Youth	32
5.8 Economic Empowerment	33
Section 6: Combating Gender Based Violence	37
6.1 Study Tour to Kenya	37
6.2 Study Tour to Nepal	38
6.3 National Strategy to Combat Gender Based Violence	38
6.4 Sub-grants under GBV strategy	38

Section 7: Strategic Alliances and Networks	43
7.1 National Advisory Forum	43
7.2 Pakistan Gender Coalition	45
7.3 Newsletter	46
Section 8: Mainstreaming Research	49
8.1 National Baseline Study	49
8.2 Findings of Baseline Report	50
8.3 Primary Research Studies on GBV	53
Section 9: Events in Year Two	57
9.1 GEP Annual Experience Sharing Meeting with Sub-Grantees	57
9.2 Meeting the Women's Parliamentary Caucus	57
9.3 Aurat Yakjehti Mela (Women Solidarity Fair)	58
9.4 Launch of NCSW Research Studies	58
9.5 GEP Celebrates the Achievements of Pakistani Girls	59
9.6 Grant Opening Meeting	59
Annexes	61
Annex A: List of Sub-Grants	61
Annex B: Gender Based Violence Strategy	67

List of Tables and Figures

List of Tables

Table 1-Pre-Grant Orientation during Year Two of GEP	14
Table 2-Total Number of Grants Awarded Under GEP during Year Two	15
Table 3-GEP Grant Financial Progress as of 30th September 2012	16
Table 4-Beneficiaries for set of Sub-Grants for Supporting Women to join Judicial Systems	19
Table 5-Geographical Coverage under the Gender Studies Sub-Grants in Year One and Year Two	22
Table 6-Four Sub-Grants Awarded for Supporting Women to Join Judicial Systems	22
Table 7-Key Achievements of the Advocacy Campaign against Gender Based Violence	23
Table 8-Number of Beneficiaries for each Project Cycle Management Training	26
Table 9-List of 35 Sub-Grants Awarded under GEP Cycles 3 and 5	27
Table 10-Region-wise Break-up of Registration under Grant Cycles 3 and 5	27
Table 11-Some of the Key Achievements of GEP in Media Sub-Grants	30
Table 12-Some of the Achievements of GEP for this set of Sub-Grants	32
Table 13-Number of Trainings and Beneficiaries	33

List of Figures

Figure 1-Proposals Received in Comparison to Grants Awarded	13
Figure 2-National and Provincial Distribution of Sub-Grants	15
Figure 3-National and Provincial Proportions of Cumulative Obligations up to end of Year Two	17
Figure 4-A Regional Distribution of the 23 Sub-Grants Awarded during Grant Cycle 4	23
Figure 5-A Regional Break-up of the Number of Advocacy Events Held	24
Figure 6-A Regional distribution of the number of beneficiaries of Advocacy Campaigns on GBV	25

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	Grants Management Unit
GoP	Government of Pakistan
KP	Khyber-Pakhtunkhwa
MoHR	Ministry of Human Rights
MoWD	Ministry of Women's Development
MER	Monitoring, Evaluation and Research Unit
CBU	Capacity Building Unit
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
PSC	Program Steering Committee
PSMs	Public Service Messages
RFP	Request for Proposals
TAF	The Asia Foundation
UNDP	United Nations Development Program
USG	US Government
USAID	United States Agency for International Development



Hand raising activity organized by Aware Girls in Peshawar under GEP Grant Cycle 4, to celebrate International Women's Day.



Ramla Bibi shared her success story at an event “Aurat Yakjehti Mela”, organized by GEP. Ramla had been able to re-establish her economic activity due to US assistance provided through Carvan Community Development Organization under GEP Grant Cycle I.

Executive Summary

The USAID-supported GEP is working on reducing gender gaps in Pakistan by taking proactive actions in support of women in four key areas: access to justice, empowerment (at home, in workplaces and in the public domain), combating gender based violence and building the capacities of institutions that work on gender equality, gender equity and the advancement of women. These objectives faithfully reflect Aurat Foundation's own objectives and the expanding ambit of 25 years of its efforts.

Year 2 of GEP was very busy and eventful – it saw the consolidation of GEP in the way its strategic design has evolved, whereby each grant is part of a larger synergistic whole – like a piece of a jigsaw puzzle, where each piece has a role to play in the overall achievement and impact of GEP as a single program.

Three new grant cycles commenced (4, 5 and 6) with a total of 97 grants (9 grants with government departments are pending approval of USAID). Sub-grants of grant cycle 4 are already closed.

The program achievements in Year Two can be summarized as under:

- Sub-grants on track as per Cooperative Agreement
- Strategy on combating Gender-Based Violence (GBV) endorsed by the National Advisory Forum of GEP and adopted by two provinces
- Buy in from provincial governments after devolution under 18th Amendment of the Constitution of Pakistan
- Proposals from provincial governments after adoption of GEP GBV strategy
- 834 advocacy events to campaign against GBV across all districts of Pakistan down to the tehsil level, with direct participation of 93,606 beneficiaries, 32,628 women and 60,978 men
- Media advocacy through PSMs and 15 Talk Shows aired on 7 television channels reaching more than 25 million viewers (indirect beneficiaries)
- Completion of the first nationally and provincially representative baseline study on women rights in Pakistan covering GBV
- Completion of primary research on rape, sexual harassment, customary practices, domestic violence and trafficking
- Completion of scoping study on gender justice
- National Lawyers Forum created for 160 women lawyers provided nine month internships (to connect with grant cycle 6)
- E-portal developed to link women studies centers/departments of public universities
- 1,875 young men and women trained on women's rights and gender mainstreaming

- 200 staff members of sub-grantees provided capacity building trainings on project cycle management and financial management
- Launch of Pakistan Gender Coalition

Grant Cycles in Year Two

In Year Two, GEP started work on three grant cycles: grant cycle 4, 5 and 6, as assigned under the annual work plan. The annual work plan for Year Two envisaged 99 sub-grants for the year, distributed among the four objectives of the program. GEP successfully recommended 97 sub-grants to USAID during the same period. Of these 97 sub-grants, 12 were awaiting USAID approval by the close of the year.

Total Number of Grants Awarded Under GEP Year Two						
	Grant Cycle 4	Grant Cycle 5	Grant Cycle 6 Approved	Grant Cycle 6 Awaiting Approval	Total Achieved	Total Planned
Objective 1	-	-	-	3	3	13
Objective 2	-	-	-	1	1	33
Objective 3	23	20	41	2	86	42
Objective 4	-	-	-	7	7	11
	23	20	41	13	97	99

The financial progress of GEP in Year Two resulted in increasing cumulative grant obligations to USD 5,127,003 from USD 2,846,527 in Year One. An additional USD 2 million is under process for awards under grant cycle 6. A significant achievement for GEP was increasing grant disbursements by USD 2,553,503 in Year Two compared to just USD 771,051 in Year One.

The grant burn rate was substantially increased to 65 percent by the end of 30th September 2012. This has been one of the main achievements of GEP due to the importance of utilizing allocated funding within the stipulated timeframe.

GEP Grant Financial Progress as of 30th September 2012							
	Obligation			Disbursed			Remaining Obligation
	Year 1	Year 2	Cumulative	Year 1	Year 2	Cumulative	
Objective 1	577,116	13,501	590,617	150,924	214,098	365,022	225,595
Objective 2	746,180	35,872	782,052	340,927	336,737	677,664	104,388
Objective 3	1,072,112	1,887,405	2,959,517	177,375	1,716,506	1,893,881	1,065,637
Objective 4	451,119	343,698	794,817	101,825	286,162	387,987	406,830
	2,846,527	2,280,476	5,127,003	771,051	2,553,503	3,324,554	1,802,449

So far Aurat Foundation has spent USD 3.4 million on program costs, other than grants. This includes the meetings of NAF, launch of the Pakistan Gender Coalition, annual review meetings with grantees, advocacy and outreach events across Pakistan, dissemination of research studies, engagement with

government and civil society as well as operational costs. As a recipient of the first sub-award under this program, The Asia Foundation (TAF) continues to provide critical technical inputs for objectives management, grant management, giving out consulting contracts and building the capacities of AF staff. To date TAF has expended USD 2 million to date.

Access to Justice

One of the first set of sub-grants to be designed as strategically linked interventions across the country were four sub-grants awarded for supporting women to join judicial systems.

A standard curriculum on “Legal Aspects of Women's Rights and Gender Based Violence” was developed and shared with all sub-grantees to ensure commonality in legal training on women's issues. Additionally, the first meeting of the National Lawyers Forum, comprising of 80 of the brightest female law internees under the program, was held during Year Two. Overall, 152 women lawyers were placed in 9 month internships and 333 other lawyers were sensitized on legal aspects of women's issues.

Furthermore, GEP has initiated interventions on the supply side of provision of justice. Under a project with the Ministry of Human Rights (MOHR), the Ministry is to build the capacity of public prosecutors at the district level. Under grant cycle 6, GEP has submitted for USAID approval a project involving gender trainings of judges through the Sindh Judicial Academy. Under the project, 67 district and session judges, 86 additional district and session judges, 79 senior civil judges, 174 civil judges and judicial magistrates along with other court officials will be trained on women's rights.

Supporting Gender Studies

GEP has initiated a series of interventions designed to support gender studies in public universities across the country. The gender study sub-grants are linked and synergized to form a network for sharing knowledge, research, curricula, training materials and experiences. The first three sub-grants in this set were already awarded in Year One and nearing completion (Universities of Karachi, University of Punjab at Lahore and University of Baluchistan at Quetta). Under these three sub-grants, 687 students have benefited from resource centers established by GEP. Similarly, 55 non-teaching staff have been provided gender sensitization trainings. Six other sub-grants for universities have been recommended under grant cycle 6. The following key achievements were undertaken in the second year of GEP.

Karachi University has developed an e-portal (already functional) that houses research from all three universities (and will house from all other universities in this set of grants), Punjab University has developed a set of curricula for teaching and non-teaching staff of universities across the board, while University of Baluchistan has focused on testing approaches and materials. The three universities are thus sharing their products and have already formed a network.

Advocating at the Grassroots

In keeping with this spirit of advocating women's rights among primary beneficiaries, GEP launched the largest community level integrated advocacy campaign against gender-based violence during Year Two. This campaign, which formed grant cycle 4, gave synchronized positive messages and highlighted the issues and dynamics of gender based violence on various national and international days of importance, falling between the 25th of November, 2011 and 8th of March, 2012. Some of the achievements of the campaign are as follows:

An unparalleled achievement of the program, this advocacy campaign resulted in 834 events being conducted across Pakistan simultaneously, down to the district and tehsil levels. The campaign reached

Sub-grants have been awarded to private shelters in Punjab, Sindh and Khyber Pakhtunkhwa to strengthen support services for the survivors of Gender-Based Violence (GBV). Under the first set of support sub-grants to shelters, psycho-social and legal counseling for GBV survivors seeking services in GEP supported private shelters have been awarded. The second set of support sub-grants are facilitating economic rehabilitation and empowerment of GBV survivors. Under the third set of support sub-grants helplines run by civil society and private sector organizations are being enhanced/strengthened. Additionally, simultaneous advocacy campaigns are being run by GEP under grant cycle 6 which will cover three key themes: disseminating information on supported private shelters and helplines; creating awareness on pro-women legislation over the past decade and disseminating political education focusing on women.

Strategic Alliances and Networks

The program recognizes that its objectives will be most effectively achieved when deployed within an approach which maximizes the need to reach out, support, and be cohesive and sustainable. Linkages between Pakistani public and private sector organizations to continuously facilitate gender empowerment both during and beyond the duration of the program are essential. Therefore, GEP has adopted approaches of both bottom-up and top-down change. Two entities, the National Advisory Forum (NAF) and the Pakistan Gender Coalition facilitate these objectives.

National Advisory Forum

The National Advisory Forum (NAF) is the supra forum of GEP which provides guidance to GEP, aligns the program with government policies and brainstorms on broader gender equality strategies and challenges in the country. Launched on March 26, 2011, NAF has two meetings each year. Members have acknowledged NAF as an important national forum for consultation, brainstorming and engaging the government. The third NAF meeting was held in Karachi on February 13th and 14th 2012. The main focus of the third NAF meeting was to further develop and finalize GEP's Strategy on Combating Gender-Based Violence.

The fourth meeting NAF meeting was held on July 15 and 16, 2012 in Islamabad. The theme of the meeting was 'Leadership in Perpetuity'. The meeting focused on ensuring that NAF members' commitment to gender equity in Pakistan continues beyond their membership of the Forum. GEP envisaged the theme in reference to the need for ensuring commitment to the cause of women's development, particularly in view of the imminent national elections in 2013.

Pakistan Gender Coalition

Pakistan Gender Coalition (PGC) was formally launched by H.E. Cameron Munter, the then US Ambassador to Pakistan on July 16, 2012. The event was attended by a large number of Coalition members from across Pakistan. The goal of the Coalition is creating cumulative impact Gender Equity Program - where all citizens of Pakistan, women and men, are recognized as equal, with the right to live their lives with self-respect and dignity.

All GEP sub-grantees are automatically members of the PGC, which currently has 100 members. These members have pledged to carry on the mission of GEP and are envisioned as the guarantors of the "sustainability" of GEP once the five year program period has concluded.

Mainstreaming Research

As GEP is the first large grant program being undertaken by Aurat Foundation, solicitation and grants manuals have been developed to outline operational procedures. As Aurat Foundation learns to undertake grant making, the need for a Grants Control Unit (GCU) emerged during the second year of the program. The GCU acts as a hub for all sub-grants and maintains sub-grant files, carries out close outs of sub-grants after project completion and sends weekly reports to Chief of Party (COP).

GEP has also initiated a mechanism of grant opening and grant closing meetings for each cycle and for sets of sub-grants. The grant opening meetings provide a formal mechanism for sharing USAID and GEP requirements as well as formalization of work plans.



An apprentice from Sindh speaks about her experience as a young woman lawyer at a two day National Lawyer Forum. It was organized by Legal Rights Forum (LRF), a sub grantee of GEP under Grant Cycle 2.

Section I

Introduction

The heinous attack on Malala Yousafzai, a young girl advocating the right for education, gained international attention and inculcated recognition of the challenges faced by women in the increasingly conflict affected society of Pakistan. The attack on Malala brings to the fore but part of the multitude of societal, attitudinal and patriarchal challenges facing women's empowerment in the country.

Malala has reminded us that the belief in and the advocacy of women's rights; whether for education, inheritance, choice in marriage or access to resources, is the greatest threat to the extremist mindset which permeates our society.

The battle against extremism must be fought on these ideological frontiers. Aurat Foundation, born from the experiences of a similar struggle against the anti-women laws promulgated by a dictator, is carrying forward its vision of a pluralistic, democratic and equitable society through a continuous struggle for women's rights since its inception in 1986.

As part of this mandate, the Aurat Foundation applied for and was awarded a grant of US\$ 40 million by The United States Agency for International Development (USAID) to implement the five year, USAID-funded Gender Equity Program (GEP), which aims to support and enhance women's rights in Pakistan.

Working for the advancement of women's empowerment and access to resources, GEP is designed as a program to provide small grants to civil society organizations. As the largest gender

fund in the country, GEP has allowed Aurat Foundation to forward its mandate of bringing societal change and bridge the gender gap by supporting a number of smaller civil society organizations and government institutions to implement programs that advocate on women's issues and provide tangible services to this vulnerable segment of our society. Despite being a program, GEP is unique because it shares the same values, goals and objectives as Aurat Foundation.

GEP is being implemented by Aurat Foundation (AF) in collaboration with The Asia Foundation (TAF). The Aurat Foundation manages the program and 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.

I.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



Sub-grantees from Grant Cycle 4 showcasing the work done during 4 month campaign to mark 16 days of activism, National and International Women's Day, at the Grant Closing Meeting organized by DTCE.

institutions, acquire control over their lives and improve attitudes and behavior towards women and their concerns.

organizations that advocate for gender equity, women's empowerment and the elimination of gender-based violence.

1.2 Objectives

GEP has four clearly defined objectives under which it funds interventions through various sub-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 home, workplace and public spheres.
- 3) Combating gender-based violence.
- 4) Strengthening the capacity of Pakistani

1.3 Program Design

GEP is advancing approximately 400 sub-grants through five years to the following types of organizations; government departments and institutions, policy think tanks, academic research and training institutions, professional and business associations, media, civic advocacy organizations (CAOs), civil society coalitions (CSCs), non-governmental organizations (NGOs), and community-based organizations (CBOs).

The sub-grants are organized in three 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.

GEP funds sub-grants through two distinct mechanisms. For funding to non-profit and private non-government organizations, the program has a competitive grant award process. For support to government institutions and departments, the program undertakes a non-competitive process to capture the unique and unmatched position of government to affect change.

The competitive award process involves pre-designing grant Terms of Reference (TORs) based on outputs required under the five year program matrix of GEP. These TORs are then advertised in leading newspapers. Prior to close of applications, pre-grant orientation sessions are conducted across the country for potential applicants where any clarifying questions are answered by GEP

teams. Once applications are received, they undergo a three tiered review process involving; technical and financial review, followed by Grants Management Committee (GMC) review, and finally the Program Steering Committee (PSC) review. Following these, recommendations are sent to USAID for approval.

In keeping with GEP's commitment to supporting the Government of Pakistan in meeting its gender commitments, the program undertakes a number of non-competitive grants. These are designed in consultation and partnership with government counterparts. The consultations are aimed at creating synergy between the partner institutions mandate and requirements as well as GEP outputs under the program matrix. Non-competitive proposals undergo Grant Management Committee and Program Steering Committee review before recommendations are made to USAID for approval.



Razia Khatoon from Kashmore, Sindh, a beneficiary, who has been able to restart her economic activity under GEP grant awarded to Kainat Development Association (KDA).

Section 2

The Jigsaw Puzzle: Building Cumulative Outcomes

2.1 Building Cumulative Outcomes

GEP can be envisaged as a “jigsaw puzzle” where each piece of the puzzle is as important as another and serves to complete the picture. Indeed, unlike many other grant making funds, GEP stands unique in adopting an overarching strategic thrust outlined by achievable and measurable interventions listed in its program matrix.

The program designs sub-grants to meet program matrix outputs, yet it also takes a step forward by ensuring that similar sub-grants are linked to each other. This synergistic approach, rather than a stand-alone approach, allows GEP to reap positive externalities emanating from the networking and interaction of sub-grants.

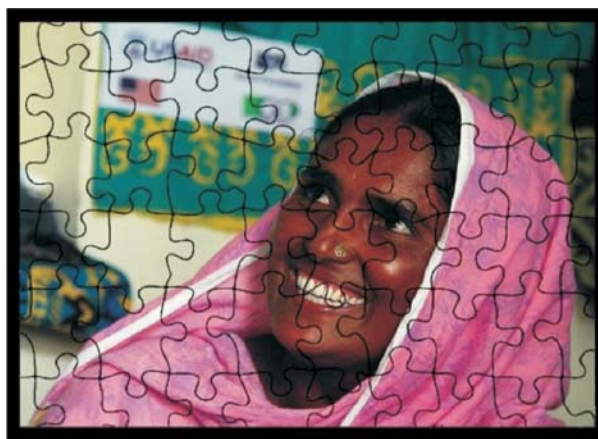
GEP is therefore building cumulative impact from all its interventions, where the interventions are interlocking. This design of GEP is necessary to achieve the program's goal of facilitating behavioral change.

Civil registration of 1.7 million women under grant cycles 3 and 5 will allow women to successfully access public GBV support services such as shelter homes and legal counsel being supported under grant cycle 6. Similarly, media advocacy grants, particularly talk shows on sensitive issues are increasing awareness on GBV and encouraging women to approach GBV

support services such as shelter homes and counseling services. Trained lawyers are helping victims, while research studies have provided the basis for appropriate design of service delivery.

The example quoted above demonstrates how GEP sub-grants are designed to fit together. Unsolicited and unguided grants across the country are likely to result in dispersed and low impact. GEP's approach of linked grants, each feeding into another, helps leverage available funding to gain greater benefits by ensuring synergies.

GEP continues to be a holistic program that uses grant making as an effective tool to meet its objectives. When the jigsaw is complete, GEP will be able to not only meet its program goal, but moreover, would have impacted the lives of women in the country by providing them access to resources, services and rights.





Women from District Bahawalnagar are waiting in que for CNIC registration. SAIBAN, a sub-grantee from Punjab mobilized women for their CNIC registration under GEP Grant Cycle 3.

Section 3

Meeting Challenges

GEP has faced and responded to a range of challenges in Year Two. These include both external and implementation challenges.

3.1 External Challenges

One of the most important tasks for the GEP team has been to build ownership of the program with the government. Given the need for advocacy on policy and legislation, coupled with GEP's objective of supporting the government in the implementation of its National Plan of Action, this has been one of the foremost challenges of the program during the first and second years.

GEP has initiated intensive engagement with the government to ensure that government buy-in remains. GEP senior management maintains regular liaison with government counterparts, including members of the Women's Caucus in parliament, the National Commission on the Status of Women and the Ministry of Human Rights. The successful meetings of NAF, where senior legislators and government officials are members, have been a major achievement of the program. NAF has allowed GEP to give regular updates on program implementation to government and push through GEP strategies, such as the GBV strategy with the provinces. While the provincial government of Punjab has refused to work with USAID (and therefore withdrawn its engagement with GEP), the provincial Ministry of Women's Development in Sindh and Balochistan and the government of AJK,

have bought into this strategy. This is significant in light of the prevalence of GBV in the country and the lack of political will to fight it. GEP considers this take up of the GBV strategy by two provincial governments a major achievement and in year three will help these provincial governments put in place a range of services based on the strategy.

Recognizing the unique and unparalleled position of the government in providing specific services for women and undertaking policy change, GEP has commenced on a number of non-competitive sub-grants with government agencies to further the programs objectives. These include the Ministry of Human Rights, government supported public universities, judicial academy, Shaheed Benazir Bhutto Centers of Women and support services for women in jails.

The devolution of the Ministry of Women's Development to the provinces after the 18th amendment presented another challenge to GEP. It has been a significant achievement of the program during year two that after the 18th amendment, which has devolved many functions related to providing services to women to the provinces, GEP has played a pivotal role in linking provincial Women's Development Departments with national institutions and helped address many gaps in implementation. In this regard, the National Advisory Forum (NAF) has emerged as an important national forum. With representation of all provincial Ministers of Women Development, Chairperson National Commission on Status of

Women, Special Advisor to Prime Minister on Social Sector and a number of leading members of the Women's Caucus in Parliament, the NAF has allowed provincial departments to raise issues related to implementation of devolution plan, provide assessments of capacity gaps, evolve consensus on emerging roles of provincial Women's Ministries and address critical issues such as provincial ownership of Shaheed Benazir Bhutto Centers for Women (SBBCW).

The program used this opportunity to engage the NAF as a forum for all the provincial ministers to express their need for support and help clarify the roles and responsibilities of the provincial ministries subsequent to devolution. Indeed, the lack of clarity before the NAF meetings was evident as government processes for transferring assets and roles to respective provincial ministries had been stalled.

GEP, being cognizant of the emerging importance of provincial advocacy for progressive legislation and provision of critical services for women, has already taken a number of initiatives at the provincial level in Year Two. GEP has now re-aligned its program to focus on provincial Women's Development Departments and provincial level interventions. Simultaneously, GEP has worked to enhance the capacities of its regional offices to interact and support their provincial governments. This has meant that GEP, due to its flexibility, has adjusted quickly and effectively into the post-devolution scenario. At the same time the policy studies carried out by NCSW in Year One are being used to underpin emerging sub-grants.

Given the lack of clarity in provinces about the changes after the 18th amendment, it is apparent that devolved provincial departments will need a year or two to be organized and undertake sustained and effective actions. Since GEP is working closely with both the emerging devolved departments and existing provincial departments, that now have added responsibilities, more time is needed to interact with and assist these departments more solidly and substantively. We

see that an extension of GEP beyond its existing 5 years is necessary and desirable to effectively address the challenges emanating from the 18th amendment and devolution.

At the grant making level, GEP initiatives at the provincial level include conducting a capacity assessment of each provincial Women Development Department (through NCSW sub-grant) followed up with non-competitive grants for the Provincial Commission on the Status of Women (PCSW) in Khyber Pakhtunkhwa, the Sindh Women Development Department, the Sindh Judicial Academy, women jails in Punjab and Sindh, and Social Welfare and Women Development Department of Azad Jammu and Kashmir.

However, one major challenge facing the program is the refusal of the Punjab provincial government to work with USAID funded programs. Despite engagement with senior advisors and officials of the Punjab government, GEP has been unable to make inroads through non-competitive sub-grants directly to Punjab government departments. This is also likely to affect implementation in selected model districts of GEP during Year Three.

In order to meet this challenge, GEP is increasing its extensive involvement with civil society in the province and working with autonomous and semi-government institutions, such as the Gender Studies Departments and women jails, in Punjab.

Another recurring external challenge for GEP has been continuous monsoon floods each year. GEP met the challenge of the major floods during 2010 by launching a "Rapid Response" cycle to meet the women specific needs of rehabilitation in flood affected districts. The recent flooding in 2012, however, has disrupted activities for CNIC registration grants under grant cycle 3 and 5. GEP has conducted a situational analysis of affected districts and has compiled information on sub-grantees requiring no-cost extensions. For those sub-grantees, whose work has been disrupted in only some of the union councils of the district, GEP has readjusted work plans to reflect a more

pragmatic achievement of deliverables. As a result of the Raymond Davis case, the Salala check post incident, the raid to capture Osama bin Laden and the recent film controversy, project implementation has been affected due to worsening security situation in the country.

During the Salala incident, GEP had to halt airing of public services messages on the 16 days of activism due to concerns of branding and marking. Once the backlash from the incident decreased, airing was restarted. Similarly, branding and marking workshops and monitoring and evaluation workshops scheduled for September 2012 were cancelled after the film controversy resulted in widespread rioting and protests.

The deepening security crisis in Balochistan is also affecting sub-grantees working for CNIC registration in high risk districts of the province. Two sub-grantees have so far indicated their inability to continue activities in Panjgur and Awaran due to threats from Baloch nationalist elements. Secondly, the continuing disappearance and kidnapping of development practitioners from Baloch districts has hampered the monitoring of field activities. GEP is cognizant of this issue and is taking all possible measures to resolve them without compromising on the safety and security of GEP staff or sub-grantee staff members. Similarly, one sub-grantee in AJK received written and verbal threats against continuing activities under grant cycle 4 which advocated for women's rights. The sub-grantee was immediately requested to halt activities in light of the seriousness of the threat.

To meet these challenges, GEP continues to undertake persistent engagement across all segments of society. Fighting for women's rights in Pakistan is a challenge in itself, working with USAID and fighting for women's rights exacerbates the backlash from extremist elements. The commitment and dedication of Aurat Foundation teams across the country has helped keep morale high and GEP continues to actively fight for human and women's rights. As a result, staff has continued its activism by participating in

protests and vigils against human rights abuses, including the attack on the late Governor of Punjab Salman Taseer, the murder of the minister for minorities, the heinous killing of girls in Kohistan (GEP program manager from Peshawar was one of the three women assigned by parliament to investigate the incident) and the attack on Malala Yousafzai, who is an awardee of Aurat Foundation. **The passion of our team for what we believe in drives GEP to achieve successes even in these challenging times.**

3.2 Implementation Challenges

The capacity of smaller sub-grantees to deliver projects is a major challenge. Implementing a small grants program means that GEP has to reach many potential applicants that are not linked with regular channels of information, particularly in the remote districts where GEP wants to make a difference. Similarly, sub-grantees have poor documentation systems and gaps in capacities.

To meet the information gap challenge, and to ensure equitable distribution of information about the program, GEP has started advertisement of Requests for Proposals (RFPs) in local language newspapers. GEP also undertakes pre-grant orientation sessions in remote districts across the country. These are held according to the geographical distribution of potential applicants and helps provide guidance on USAID requirements for applicants.

To meet the challenge of poor documentation, GEP undertakes due diligence visits prior to the award of a sub-grant. The due diligence, both financial and programmatic, measures organization capacity and forms the basis of the capacity building workshops conducted by the TCBU unit of GEP.

A key learning for GEP has been the need for one focal person for each sub-grantee rather than the sub-grantee having to contact a number of people in AF and TAF. To meet this challenge, GEP has

introduced grant holders for all sub-grants ensuring smooth flow of information from GEP to sub-grantee and vice versa. The grant holder is responsible for managing communication with her/his sub-grantee and communicating with the relevant GEP unit to meet requirements during implementation. The grant holders have been formally institutionalized under the new Grant Implementation Protocols.

As GEP is the first large grant program being undertaken by Aurat Foundation, solicitation and grants manuals have been developed to outline operational procedures. The need for a Grants Control Unit (GCU) emerged during the second year of the program as Aurat Foundation was learning to undertake grant making. The GCU acts as a hub for all sub-grants and maintains sub-grant files, carries out close outs of sub-grants after project completion and sends weekly reports to COP.

GEP has also initiated a mechanism of grant opening and grant closing meetings for each cycle and for sets of sub-grants. The grant opening meetings provide a formal mechanism for sharing USAID and GEP requirements as well as formalization of work plans. The grant closing meetings allow sub-grantees to share each other's experiences during the implementation phase and allow GEP to institutionalize learning.

Furthermore, the partnership between Aurat Foundation and The Asia Foundation (TAF) has been a unique experiment. Given the dynamics of existing roles of each organization, it has taken time for Aurat Foundation to adjust in the role of prime implementer of GEP. Similarly, TAF has also transitioned into the role of sub-prime during the past two years. One challenge, vis-à-vis management of the sub-agreement with TAF has been the difficulties in reporting. As a US based organization, with reporting at head office level, TAF has been reporting its financial expenditures at the TAF head office. However, in keeping with the spirit of partnership, senior management at both organizations has agreed to initiate quarterly reporting to Aurat Foundation of TAF expenditures.

As per the original agreement, TAF was required to undertake grant making for 180 days. However, given the success of the AF-TAF model, it has decided to continue the existing functions during Year Three. In this respect, TAF reporting of expenditures and projected financial allocations required for Year Three, has allowed GEP to work on the finalization of the revised budget and required amendments in the AF-TAF agreement.



USAID
United States Agency for International Development

Posters & Speech Competitions

مسابقتوں اور تقریریں مقابلہ

”صنعتی تشدد کے خلاف احتجاج کے سولہ دن“

16 Days of Activism Against Gender Based Violence

سچیت فاؤنڈیشن



Students of School proudly display their work at a poster competition organized by SACHET to commemorate 16 days of activism under GEP Grant Cycle 4.



Women from District Mirpur Sakro are waiting in a que for CNIC registration. Sindh Development Society (SDS) , a sub-grantee from Sindh mobilized women for their CNIC registration under GEP Grant Cycle 3.

Section 4

GRANT CYCLES in Year Two

In Year Two, GEP started work on three grant cycles: grant cycle 4, 5 and 6, as assigned under the annual work plan.

Grant cycle 4, the first cycle of the year was themed “Working Together to Address Gender Based Violence and Protecting Women's Rights.” Under this cycle, GEP held advocacy events across 113 districts of the country, reaching communities down to the tehsil level. This cycle was completed during the year and 20 out of 23 sub-grants were closed within the year.

Under grant cycle 5, themed “Supporting CNIC Registration of Women,” the program enhanced its public-private partnership model with the National Registration and Database Authority (NADRA) by adding 19 new backward districts in its registration and voter education social mobilization campaign. These sub-grants are underway and their implementation will continue in Year Three of GEP.

Under the sixth grant cycle, based on GEP's Gender Based Violence (GBV) strategy, the program initiated the process of putting in place a number of services for survivors of GBV. These services include supporting shelter homes, strengthening helplines for victims/survivors, psycho-social counseling and legal aid services. These sub-grants will commence their implementation in Year Three of GEP.

4.1 Buy-in from Civil Society

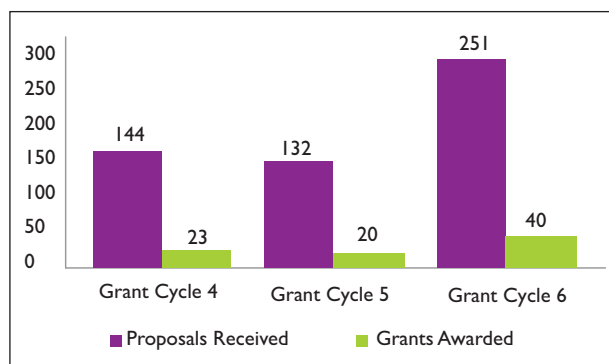
The success of any grant making program rests on

the response of civil society organizations it is meant to support. During the year under review, GEP enhanced its outreach amongst civil society organizations across the country. A series of initiatives on the part of the program allowed this result.

The table below graphically illustrates the number of proposals received by GEP for each grant cycle in Year Two. For grant cycles 4 and 5, which were restricted in geographical coverage, the number of responses equaled 144 proposals and 132 proposals respectively.

Under grant cycle 6, the response from civil society was overwhelming as the number of proposals reached above 250. This is the highest number of proposals received by the program to date for a single grant cycle.

Figure 1: Proposals Received in Comparison to Grants Awarded



During year two, GEP undertook a number of initiatives to achieve greater response from civil

society organizations. The program advertised the grants in local language newspapers, particularly in Sindh, Balochistan and Gilgit-Baltistan in order to reach a wider audience.

Aurat Foundation also established a liaison office in Gilgit-Baltistan which allowed the program to make inroads into one of the most remote parts of the country.

Additionally, GEP pre-grant orientations were held in various cities across the country for each grant cycle, allowing potential sub-grantees to gain valuable information into the design of each grant cycle and the objectives of the GEP program. These pre-grant orientations also contributed towards increased visibility of USAID and its

programs among local community organizations. Overall, 15 orientation sessions were held in year two, in which 648 participants from 395 organizations participated.

In spite of the high number of applications received, GEP has not compromised on the review process, the recommendation process from GMC and PSC, due diligence, appropriate grant instruments and monitoring processes as we narrow down applications for each grant for 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.

Table 1: Pre-Grant Orientation during Year Two of GEP

Pre-grant Orientations in Year Two			
	No. of Events	Organizations	Participants
Balochistan	3	100	160
KPK	3	28	44
Punjab	5	132	233
Sindh	4	135	211

4.2 Progress of Grant Awards

The annual work plan for Year Two envisaged 99 sub-grants for the year, distributed among the four objectives of the program. GEP successfully recommended 97 sub-grants to USAID during the same period. Of these 97 sub-grants, 13 were awaiting USAID approval by the close of the year. The delay in approvals for cycle 6 sub-grants occurred due to the unexpected closure of offices after the security situation deteriorated, following the film controversy in September 2012. Following finalization of the GBV strategy, GEP

initiated a higher number of sub-grants under objective 3, in keeping with the cooperative agreement, whereby combating GBV forms the largest part of the program.

Thus the cumulative number of sub-grants awarded under the project at the end of Year Two reached 144, with an additional 12 sub-grants awaiting approval. Of these 144 sub-grants, 3 sub-grants were cancelled. Of the 141 active sub-grants, the project successfully closed 46 sub-grants from grant cycles 1, 2 and 4. On 30th September 2012, another 7 sub-grants were undergoing close-out procedures.

Table 2: Total Number of Grants Awarded Under GEP during Year Two

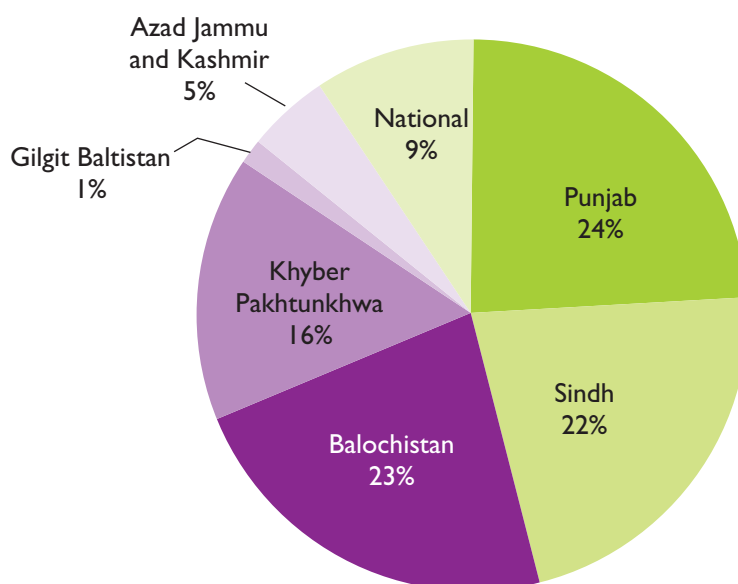
Total Number of Grants Awarded Under GEP Year Two						
	Grant Cycle 4	Grant Cycle 5	Grant Cycle 6 Approved	Grant Cycle 6 Awaiting Approval	Total Achieved	Total Planned
Objective 1	-	-	-	3	3	13
Objective 2	-	-	-	1	1	33
Objective 3	23	20	41	2	86	42
Objective 4	-	-	-	7	7	11
	23	20	41	13	97	99

The provincial distribution of sub-grants awarded by GEP till the end of Year Two is illustrated in the graphic chart below. As the chart demonstrates, of the 144 sub-grants approved so far, 24 percent are in Punjab, 22 percent in Sindh and 23 percent in Balochistan. While Khyber Pakhtunkhwa lacks marginally in the number of sub-grants awarded in the province, this difference is likely to be corrected during the upcoming year of the program. Significantly, Gilgit Baltistan still poses a challenge for GEP in terms of quality of proposals. This is one of the reasons why GEP has established a liaison office in the region, so as to

facilitate future take up of GEP amongst local community organizations in the area.

Similarly, following the 18th amendment, GEP has re-aligned its focus towards regional interventions for women's empowerment. As a result, of the 41 sub-grants approved under grant cycle 6, only 2 are national sub-grants. As a result, the percentage of national sub-grants has diminished to less than 10 percent during the year under reporting. Annex A provides a list of sub-grants up to 30th September 2012.

Figure 2: National and Provincial Distribution of Sub-Grants



4.3 Financial Progress

The financial progress of GEP in Year Two resulted in increasing cumulative obligations to USD 5,127,003 from USD 2,846,527 in Year One. A significant achievement for GEP was increasing disbursements by USD 2,553,503 in Year Two compared to just USD 771,051 in Year One.

Under grant cycle 6, approvals for which were received towards the end of the year, another USD 2 million have been obligated in October 2012 bringing the amount of total obligation for grants to USD 7 million including grant cycle 6.

Table 3: GEP Grant Financial Progress as of 30th September 2012

GEP Grant Financial Progress as of 30th September 2012							
	Obligation			Disbursed			Remaining
	Year 1	Year 2	Cumulative	Year 1	Year 2	Cumulative	Obligation
Objective 1	577,116	13,501	590,617	150,924	214,098	365,022	225,595
Objective 2	746,180	35,872	782,052	340,927	336,737	677,664	104,388
Objective 3	1,072,112	1,887,405	2,959,517	177,375	1,716,506	1,893,881	1,065,637
Objective 4	451,119	343,698	794,817	101,825	286,162	387,987	406,830
	2,846,527	2,280,476	5,127,003	771,051	2,553,503	3,324,554	1,802,449

So far Aurat Foundation has spent USD 3.4 million on program costs, other than grants. This includes the meetings of NAF, launch of the Pakistan Gender Coalition, annual review meetings with grantees, numerous advocacy and outreach events across Pakistan, dissemination of research studies, engagement with government and civil society as well as operational costs.

As a recipient of the largest sub-award under this program, The Asia Foundation continues to provide critical technical inputs for objectives management, grant management, giving out consulting contracts and building the capacities of AF staff. TAF has so far expended USD 2 million to date.

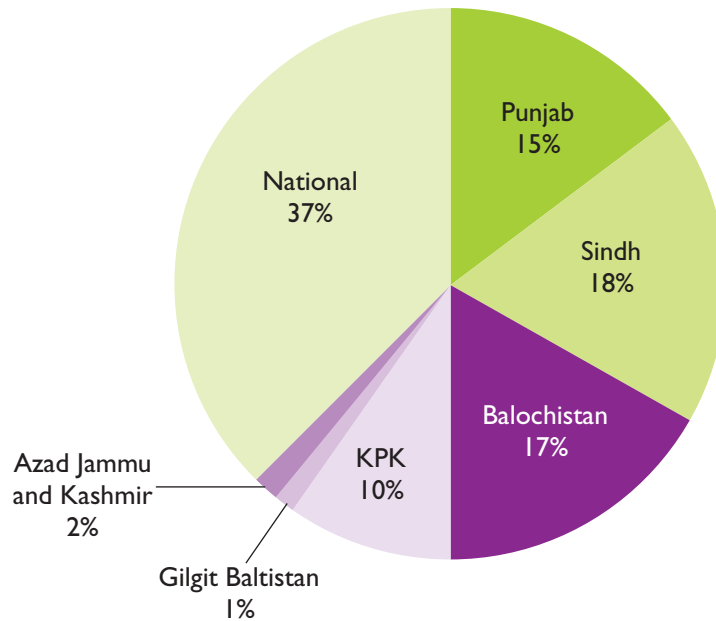
One of the key areas of concern for USAID and GEP during the year under review was the slow burn rate of funds during the first year. On 30th September 2011, the burn rate of obligated

funds stood at 27 percent only. During Year Two, GEP adopted a holistic strategy to improve the burn rate. The program adjusted the length of sub-grants to provide optimal use of funds, grant funding mechanisms were improved to achieve higher disbursements, without compromising on fiduciary responsibility. Additionally, internal procedures for the release of funds were streamlined and strengthened to ensure timely flow of funds to sub-grant recipients.

As a result of these initiatives and the program team's concerted efforts to address this challenge, the grant burn rate was substantially increased to 65 percent by the end of 30th September 2012. This has been one of the main achievements of GEP.

The regional break up of cumulative obligations of the project up to the end of Year Two is provided on the next page:

Figure 3: National and Provincial Proportions of Cumulative Obligations up to end of Year Two



Financially, the largest sub-grants have been national, so that national sub-grants accounted for 37 percent of grant obligations at the end of Year Two. Nevertheless, the majority of grant funding, 63 percent, has flowed down to the regional level to smaller local community organizations.

As GEP enters the third year, where 122 sub-grants are planned, the program foresees opportunities to further improve financial allocation and spending. Additionally, the increased focus on regional autonomy and GEP's concerted efforts to engage provincially will result in higher obligations in regions during Year Three.



Young lawyers are studying case files during an exposure visit to Darul Aman Sukkur. The visit was organized by Legal Rights Forum (LRF), a sub grants under GEP Grants Cycle 2.

Section 5

What We Achieved In Year Two

This section contains achievements and results of Year Two sub-grants under grant cycles 4, 5 and 6 along with Year One sub-grants under grant cycles 1, 2 and 3 that were ongoing in the second year and completed project activities during the reporting period.

This section has been organized thematically to demonstrate GEP's "jigsaw puzzle" approach. Results from linked thematic sub-grants are presented under their respective sub-sections.

5.1 Access to Justice

Women in Pakistan face multiple challenges that require legal redress. Yet many women are unwilling or unable to use legal means to gain their rights. Many issues pertaining to women require legal attention, such as marriage, inheritance, harassment and gender based violence. Therefore, an ever greater effort is required to sensitize lawyers, prosecutors and judges to handle cases relating to women. In a patriarchal society like Pakistan, changing the attitudes of those entrusted with the responsibility of providing justice is crucial in moving towards gender equity.



Exposure visit of young lawyers to Additional Inspector General (AIG) office.

In this regard, GEP has undertaken initiatives to train and sensitize lawyers, public prosecutors and the judiciary to understand women's issues, particularly gender based violence, and help improve women's access to justice. One of the first set of sub-grants to be designed as strategically linked interventions across the country were four sub-grants awarded for supporting women to join judicial systems. These grants, awarded in the first year, matured during year two of GEP as measurable results were achieved. Some of the key achievements of these set of sub-grants are as follows:

Table 4: Beneficiaries for a set of Sub-Grants for Supporting Women to Join the Judicial System

Number of Women Law Students placed on 9 month Internships with Chambers	152
Number of Workshops/Trainings on Gender/Legal Literacy	10
Number of Women Lawyers part of National Network	80
Number of Law Students Sensitized	333

A standard curriculum on “Legal Aspects of Women’s Rights and Gender Based Violence” was developed and shared with all sub-grantees to ensure commonality in legal training on women’s issues. Additionally, the first meeting of the National Lawyers Forum, comprising of 80 of the brightest women law internees under the program, was held during Year Two. This network has helped develop commonalities between the four sub-grants and provided young aspiring women lawyers to pursue professional growth through mutual learning and knowledge sharing. It has also allowed these lawyers to develop skills to handle cases of women and provide legal assistance to them.

During the year under review, women law graduates have gained invaluable experience through these exposure visits to High Courts,

leading lawyers in their respective provincial bar associations and civil society organizations. This has imbued a renewed sense of professional pursuit among the young aspiring lawyers, some of whom are now on track for judicial careers.

The impact of these set of grants can be gauged from the positive externalities which have been created. There has been a reported increase in presence of women law interns in districts like Sukkur where prior to the project, there were no women present in any of the law firms/bar associations. Legal Rights Forum (LRF), one of the sub-grantees, has taken on board 14 additional women law graduates who showed interest and volunteered to be part of the process. They have been included in orientation sessions/exposure visits without any remuneration.



Tabbasum Rani
Hyderabad, Sindh
Sub-Grantee: Legal Rights Forum

I started my initial practice after completion of my L.L.B. However, given the difficulties faced by women in securing a position in a law firm, I was unable to comprehend the intricacies of the Sindh judicial system. As a result, I often felt disheartened

and disoriented. After selection as an internee of Legal Rights Forum I have had the opportunity to enhance my knowledge about women’s rights and the judicial system in Sindh.

I am now placed with Bahadur Ali Baloch Law Associates, where I am able to attend court proceedings under the guidance of a senior council. As a result, I have gained confidence in appearing before the lower courts for case proceedings. Through an exposure visit arranged by LRF we were able to hold a meeting with the Honorable Chief Justice of High Court Sindh Mr. Justice Musher Alam. He shared his experiences on the practice of law and provided guidance on how to appear in judicial exams.

I had never thought about joining the judiciary. However, after my meeting with the Chief Justice I have decided to appear in the judicial exam next year. I believe I can and will pursue a career as a family judge/magistrate.

Furthermore, GEP has initiated interventions on the supply side of provision of justice. Under a project with the Ministry of Human Rights (MOHR), the Ministry is working extensively with the concerned departments and divisions of the Ministry of Law to build capacity of public prosecutors at the district level. These public prosecutors are to become monitors of human rights issues/cases in Islamabad/Rawalpindi, Karachi, Lahore, Multan, Peshawar and Quetta. These districts have been selected to overlap with those where GEP is currently working on expanding women’s participation in the legal sector, under the sub-grants mentioned above.

Therefore, while GEP is preparing women lawyers to start legal practice, it is also supporting the training of public prosecutors on women and human rights cases. Additionally, the project also plans on increasing impact through a third, equally significant intervention.



Saima Anwar
Swat, Khyber Pakhtunkhwa
Sub-Grantee: Youth Resource
Center

My eyes well up with tears of pride looking at my father who shows off his daughter to his relatives and friends as the first practicing lawyer in the whole of the Malakand division. Yes, I, Saima Anwar daughter of

Anwar Ullah Jan resident of Swat, am 27 years old and have completed my LLB degree from Muslim Law College, Swat. My college has seen only three women students' graduate during the last fifteen years. I am the first in my family who has chosen law as a profession.

In October 2011, Youth Resource Centre (YRC) initiated an internship program supported by USAID under Gender Equity Program of Aurat Foundation. This offer was a breakthrough for me towards achieving my goals. YRC's internship stipend helped me to continue my law practice without putting a financial burden on my family.

This program gave me an opportunity to connect with other fresh law graduates, stakeholders like advocates, professors, civil society organizations and human rights defenders which will help me in the long term.

I see myself as an excellent law practitioner in Swat and all thanks and credit goes to my family and Gender Equity Program of Aurat Foundation for holding my hand during rough times.

I would consider myself living proof that women can accomplish anything if they put their minds to it. My decision to choose a field which was entirely male-dominated serves as a great example for women to excel in all sectors of life because I believe 'women can'.

Under grant cycle 6, GEP has submitted for USAID approval a project involving gender trainings of judges through the Sindh Judicial Academy. Under the project, 67 district and session judges, 86 additional district and session judges, 79 senior civil judges, 174 civil judges and judicial magistrates along with other court officials will be trained on women's rights and gender

working to increase methodological understanding of gender and its construction in Pakistan.

GEP has initiated a series of interventions designed to support gender studies in public universities across the country. The gender study sub-grants are linked and synergized to form a network for sharing knowledge, research,

based case laws of Pakistan and other South Asian countries. This initiative, with a provincial judicial academy, is expected to be replicated in the other three provinces during Year Three of the program.

Together, these linked grants are expected to change the judicial process in the country to become friendlier towards women related cases and thus increase access of women to justice.

5.2 Supporting Gender Studies

Academia is the cornerstone of developing understanding, depth and excellence. In Pakistan, the lack of focus on women and gender studies as a separate academic subject has led to endemic apathy towards developing a vigorous discipline to address the challenges facing women. The more we understand how women's lives are affected in our society, the more coherent the advocacy and actions for change will be.

In this respect, a few pioneering gender studies departments, called Centers of Excellence have been

curricula, training materials and experiences. In the past the existing centers for women's development and gender studies have worked in isolation and have not had much contact or sharing. GEP's set of linked grants are 'federating' the voices and research of these universities into a powerful 'block' to mainstream women's issues and gender research across public sector universities and their faculties and departments.

GEP is thus the pioneer in promoting a network of linkages between gender faculties and departments across Pakistan. GEP is building a sustainable network, leveraged on mutual knowledge exchange, which will continue beyond the program's duration. The table below provides the geographical coverage under the gender studies sub-grants in Year One and Year Two.

Table 5: Geographical Coverage under the Gender Studies Sub-Grants in Year One and Year Two

Name of the University	District Coverage
University of Balochistan	Quetta and all adjoining districts
Karachi University	The metropolitan city of Karachi and its environs
Punjab University	Central Punjab including Lahore, Kasur, Gujranwala, Sheikhupura, Nankana, Okara, Sahiwal, Sialkot, Narowal
Islamia University Bahawalpur	Bahawalpur including students from marginalized neighboring districts such as Bahawalnagar, Rahim Yar Khan, Pakpattan among others.
Bahauddin Zakariya University Multan	Multan, including students from marginalized neighboring districts such as Khanewal, Dera Ghazi Khan, Muzafargarh, Vehari, Lodhran
Gomal University	Gomal University, a key academic institute in KPK, which is the only University that meets the higher education needs of the adjoining Southern districts of KPK such as Tank, Lakki Marwat, Bannu and the adjacent Tribal areas.
University of Sindh Jamshoro	Jamshoro including students from marginalized neighboring districts of central Sindh such as Hyderabad, Matiari, Tando Muhammad Khan, Thatta, Mirpurkhas and Tando Alla Yar, among others.
Shah Abdul Latif University Khairpur	Khairpur and including students from marginalized neighboring districts of northern Sindh such as Larkana, Sukkur, Ghotki, Jacobabad and Shikarpur.
University of Sargodha	Sargodha and adjoining districts of western Punjab, including students from Jhang, Khushab, Chinot, Mianwali, Layyah and Bhakkar, among others.

The first three sub-grants in this set were already awarded in Year One and are nearing completion (Universities of Karachi, University of Punjab at Lahore and University of Baluchistan at Quetta).

The other six mentioned above, have been recommended under grant cycle 6 and are awaiting USAID approval¹.

Table 6: Four Sub-Grants Awarded for Supporting Women to Join the Judicial Systems

Resource centers established	3
Number of student beneficiaries	687
Non-teaching staff trained in gender workshops	55
Research methodology trainings delivered	28

¹Approval granted in November, 2012

5.3 Advocating at the Grassroots

Behavioral change for greater gender equity, as enshrined in the vision of GEP, requires working with all those groups and individuals whose lives the program aims to change. To achieve this seemingly daunting task, GEP recognizes that reaching women and men at the local community level is essential for generating societal change towards women's issues. Occasions such as the 16 days of activism, Pakistan Women's Day and International Women's day provide an opportunity to disseminate the message of upholding the

rights of women and combating gender based violence, down to the community level.

In keeping with this spirit of advocating women's rights among primary beneficiaries, GEP launched the largest community level integrated advocacy campaign against gender based violence during Year Two. This campaign, which formed grant cycle 4, gave synchronized positive messages and highlighted the issues and dynamics of gender based violence on various national and international days of importance, falling between the 25th of November, 2011 and 8th of March, 2012. Some of the achievements of the campaign are as follows:

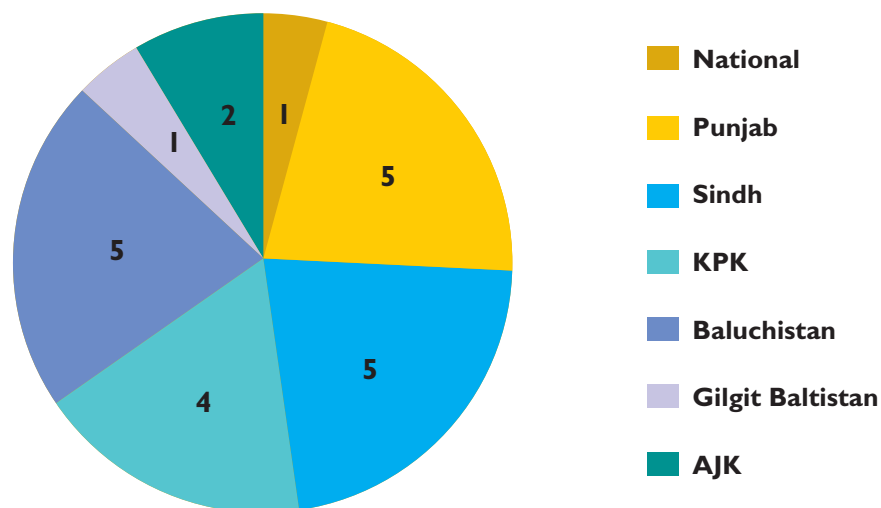
Table 7: Key Achievements of the Advocacy Campaign against Gender-Based Violence

Number of events held	834
Women direct beneficiaries attending events	32,628
Men direct beneficiaries attending events	60,978
Number of radio campaigns	22

23 sub grants were awarded to organizations across the country to deliver campaigns simultaneously at the national, provincial, district and tehsil levels. The campaigns used seminars and workshops with stakeholders, the design, printing and dissemination of advocacy materials, public service messaging on local radio networks, discussions with civil society and lawyers on recently promulgated women friendly laws and

handling gender based violence cases, street theater, debate competitions, community discussions and women solidarity rallies as tools for advocating change and generating awareness against all forms of gender based violence. The following graphic illustration provides a regional distribution of the 23 sub-grants awarded during this grant cycle.

Figure 4:A Regional Distribution of the 23 Sub-Grants Awarded during Grant Cycle 4



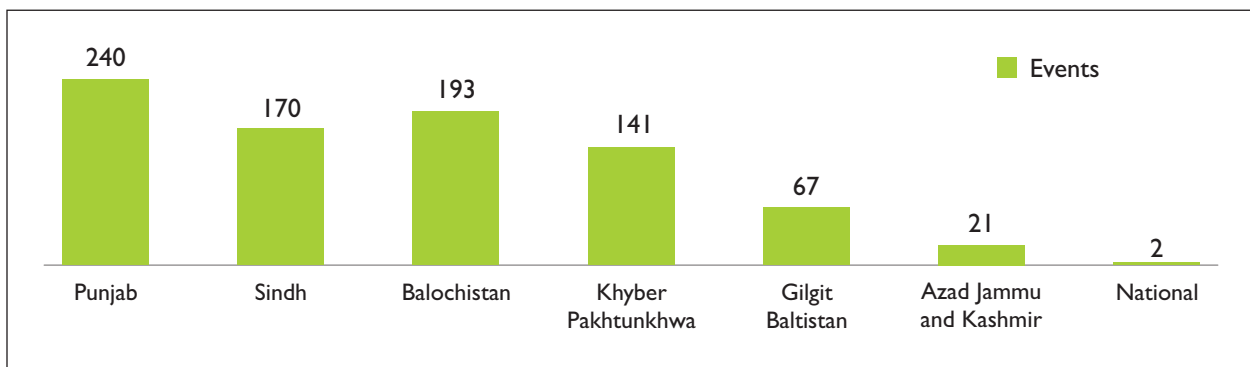
An unparalleled achievement of the program, the advocacy campaign resulted in 834 events being conducted across Pakistan simultaneously, down to the district and tehsil levels. To ensure standardization of messaging and USAID branding and marking at the community level, a grant opening meeting was designed as a forum for all 23 sub-grantees to develop work plans and messages for the campaigns.

Some of the salient achievements of the campaign included holding a gender equity seminar in one of Punjab's largest religious seminary. Additionally, a

significant portion of men directly attended gender events because engaging men is essential for evolving societal change in attitudes. The women's rights agenda was brought into communities in some of the remotest parts of Pakistan including Chitral, remote districts of Balochistan and Swat.

The largest number of events were held in Punjab, where 240 advocacy initiatives were implemented. Balochistan, where 193 events were held, saw the second highest number of events under the campaign followed by Sindh.

Figure 5: A Regional Break-up of the Number of Advocacy Events Held.



The direct impact of these GEP campaigns can be gauged from the way the lives of two girls were saved.

The success story on the next page illustrates their story.



**Khursheed Begum and Ajeeban
Shikarpur, Sindh
Sub-grantee: Kainaat Development Association**

On March 6, 2012, Kainaat Development Association (KDA) held a workshop on “Preventive Measures for GBV”. A number of stakeholders, including media representatives were present at the venue. As the discussion evolved around combating GBV and measures of ensuring incidents are reported, a participant

approached Farzana Chachar, Campaign Monitoring Officer, and informed her that two women namely Khursheed Begum and Ajeeban were to be killed in the name of Karo-Kari that night in the Chak Taluka Lakhi, District Shikarpur.

Upon hearing the news, the campaign team organized a press conference at the same venue, as media representatives were already present. Simultaneously, KDA staff contacted the police and local community leaders to take immediate action to save the lives of the two women.

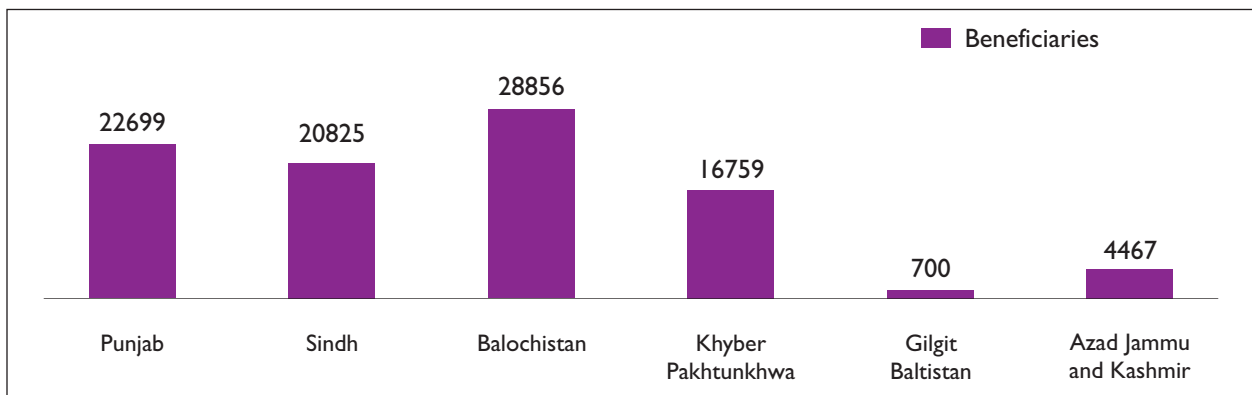
After hectic efforts and community engagement, the case was highlighted on all Sindhi language television channels as breaking news. Through these efforts, the plight of the two women reached higher authorities who immediately ordered district administration to rescue both the women.

The SHO of Chak Taluka Lakhi took immediate action and safely recovered both the victims. This small action by the KDA team saved the lives of two innocent women because the advocacy workshop provided a conducive environment, where such a delicate issue could be raised.

While talking about the incident, Farzana Chachar, Campaign Monitoring Officer, said, 'It is a great feeling that we managed to save the lives of two GBV victims. We have set an example that we not only preach but also act on what we say. GEP gave us an opportunity to come to these remote areas of Sindh and touch the lives of women.'

The campaign reached 93,606 women and men directly who participated in advocacy events against GBV across Pakistan.

Figure 6: A Regional Distribution of the Number of Beneficiaries of Advocacy on GBV.



5.4 Capacitating Civil Society

Objective four of GEP was designed to build capacities of civil society organizations working for the development of women and the recognition of their rights. Building strong institutions that are able to provide services for women and advocate on their behalf is essential in ensuring that gender interventions result in meaningful change.

During Year Two, GEP capacitated civil society organizations through sub-grants and capacity building workshops organized by the Training and Capacity Building Unit of GEP.

Under a capacity building sub-grant, GEP provided 5 project cycle management trainings to sub-grantees. This training was based on a manual on project cycle management, which was developed in light of the needs of civil society organizations working with GEP. A total of 105 sub-grantee staff members were trained, which included 67 men and 38 women. Additionally, 5 financial management trainings were also conducted for GEP sub-grantees, ensuring improved financial management of GEP projects being undertaken. These trainings were imparted to 96 beneficiaries from civil society organizations working with GEP. Of these 92 sub-grantee staff members, 79 were men and 17 women.

Table 8: Number of Beneficiaries for each Project Cycle Management Training

Number of sub-grantee staff trained on project cycle management	105
Number of sub-grantee staff trained on financial management	96
Number of sub-grantee staff trained on baseline and end-line survey techniques	153
Number of sub-grantee staff trained on branding, marking and case study writing	95

In keeping with GEP's focus on mainstreaming research, 6 trainings on conducting baseline and end-line surveys were held in Karachi, Islamabad, Lahore, Peshawar and Quetta. In all 153 participants from GEP sub-grantees and potential sub-grantees were imparted training which was based on a comprehensive training module. The gender break-up of the 153 participants was 93 men and 60 women.

One of the problems faced by implementing teams was the lack of women participating in trainings. This was a result of the small number of women employed in organizations across the country. However, except in financial management, where the dearth of women professionals is highest, the program tried to ensure maximum participation of women.

GEP also conducted 9 trainings for its sub-grantees on USAID regulations and GEP requirements for effective implementation of the sub-grants. The GEP Training and Capacity Building Unit conducted 5 trainings on reporting and

record keeping requirements for sub-grantees in which 126 participants (93 men and 33 women) were imparted skills.

Similarly, the Communications and Media Unit at GEP conducted 4 trainings on branding, marking and case study writing requirements of USAID. Overall 95 staff members from GEP sub-grantees attended the trainings, of which 60 were men and 35 women.

Therefore, during Year Two GEP trained 575 development professionals working in local level community organizations across Pakistan in 5 key areas. This has meant that the program has managed to support and enhance the skills of those individuals who implement both GEP projects as well as other USAID supported projects in their local communities. Improvements in their skills will ensure that the end consumers of development assistance are served by organizations working in a more effective, efficient and transparent manner.

5.5 Supporting Women's Civil Registration

Civil registration, the basic documentation required for recognition of citizenship, is a prerequisite for accessing many public services such as hospitals, shelter homes and legal services. However, according to estimates of National Database and Registration Authority (NADRA), almost 40 to 50 percent women in some of the remote and least developed districts of the country still do not have Computerized National Identity Cards (CNIC).

To meet this challenge of getting women registered as citizens, GEP undertook a singularly large public-private partnership with NADRA. Under this partnership model, GEP is supporting 35 local community organizations to undertake social mobilization and advocacy for registration of CNICs. Additionally, in light of the impending elections, the program has also added a component of voter education of women as an integral part of the social mobilization campaign. As women come out to registration camps facilitated by Village Mobilization Committees, NADRA uses its own resources including mobile registration vans and tehsil registration centers to register them. GEP has awarded 35 sub-grants under grant cycle 3 and 5 to register 1.64 million women under this registration drive in the following districts.

Table 9: List of 35 Sub-Grants Awarded under GEP Cycles 3 and 5

Balochistan	Sindh	AJK
Naseerabad	Badin	Hattian Bala
Killa Abdullah	Dadu	Muzaffarabad
Sibi	Thatta	Gilgit Baltistan
Loralai	Khairpur	Gilgit
Kohlu	Tharpakar	
Washuk	Umerkot	
Mustung	Kashmore	
Awaran	Khyber Pakhtunkhwa	
Kalat	Bannu	
Kech	Upper Dir	
Harnai	Punjab	
Barkhan	Bahawalnagar	
Musakhel	Rahim Yar Khan	
Sherani	Khanewal	
Panjgur	Vehari	
Kacchi	Rajan Pur	
Jhal Magsi		

Overall registration under the project has so far reached 52,970. A region wise break-up is provided below:

Table 10: Region-wise Break up of Registration under Grant Cycles 3 and 5

Region	No. Registered
Balochistan	3,951
Sindh	5,068
Punjab	37,014
Khyber Pakhtunkhwa	6,053
Azad Jammu and Kashmir	884
Total	52,970

The registration camps have started during the last quarter of the second year. During the earlier quarters, sub-grantees undertook extensive district mapping of unregistered women and formed village mobilization committees to ensure the communities understand the importance of civil registration of women and appreciate the need to vote during the upcoming elections.

These sub-grants have faced many challenges in implementation. One challenge that has slowed progress has been the onset of floods towards the end of summers in 2012. Many sub-grantees, particularly in districts of western upper Sindh and Balochistan, had to halt registration activities in many union councils of their respective districts. Secondly, security challenges, particularly in Panjgur, Jhal Magsi and Awaran, have hampered large scale mobilization in Balochistan.

On the supply side, with elections forthcoming, NADRA has had to depute resources for local and influential members of parliament to help their specific voter registration drives. This has meant that fewer NADRA resources are forthcoming on the ground with sub-grantees.

To meet these challenges GEP has initiated a fortnightly program review meeting with NADRA. This process has helped in identifying gaps in implementation on the side of the sub-grantees and NADRA. As a result, combined teams involving senior management on both sides are undertaking visits to each province to resolve issues arising in the field.

Mrs Qaiser
Dir, Khyber Pakhtunkhwa
Sub-Grantee: Dir Area Development Organization

Like Qaiser Khan's wife, women living in union council Jabbar District Dir were unable to visit settled areas for medical treatment or other domestic issues only because of a trivial matter - they did not have Computerized National Identity Cards (CNIC). Security personnel at every check post asked these women to produce their CNICs, allowing only those to proceed who possessed it.

“We were not even aware of the importance of a CNIC and women's registration was never taken seriously in our area,” says Qaiser Khan. However, for the people in this locality applying for a CNIC was quite troublesome. With the district headquarter some 60km away, getting there required time and money.

Fortunately, for the women here, the Dir Area Development Organization (DADO) under USAID's Gender Equity Program “Supporting Women's Computerized National Identity Card (CNIC) Registration” initiative installed a Semi Mobile Unit (SMU) in this union council.

DADO team met the locals and underlined how important it was for their women to have CNICs. The message was well received and once the mobile unit was up at the Union Council office, people began queuing up with their wives, sisters, daughters and mothers.

As a continuing effort to support Computerized National Identity Card (CNIC) registration of women across Pakistan, GEP launched Cycle 3 and 5 aimed at increasing registration in districts with lowest registration rates, thereby increasing women's access to legal services and protection of GBV survivors.

Lack of CNIC leaves women at a big disadvantage, hindering their social inclusion which eventually leads to isolation. The GEP intervention addresses the strong nexus between legal identity and access to services relating to gender-based violence (GBV).

Qaiser Khan learnt about the facility through a sensitization meeting conducted by DADO, “I took my wife to the SMU. The staff there was very cooperative. We are all happy this facility has been provided at our doorsteps now,” he says smiling.

Having got their CNICs, the women in Jabbar can now go to the district headquarters for medical treatment and other purposes, thanks to DADO and the USAID. “Now no one stops my wife at the check post.”

5.6 Engaging Media

Today media in Pakistan has become a powerful force in shaping opinions of women and men in the country. Any development program that seeks to affect behavioral change must engage the media. Realizing the potential of channeling ideas and information through print and electronic media, GEP has synergized its extensive media engagement through a series of sub-grants that are linked to other GEP activities on the ground, while reaching audiences directly across Pakistan. During Year Two, a number of media related interventions were completed.

GEP initiated the training and sensitization of media personnel in all provinces. These trainings imparted women's rights perspectives and sensitized media personnel on how to report

responsibly on gender-based violence. Trainings included professionals working in different stages of production and included reporters, broadcasters, producers, script writers and editors working in print and electronic media. In total 690 media professionals were trained under the program. Anchors/hosts of local regional channels like Geo, Dawn, APNA, AVT Khyber and Waseb have been sensitized and capacitated to incorporate proactive messages related to gender equality and equity in their entertainment shows, thus raising awareness of women and men in this regard. Monitoring of the trained media personnel showed that existing platforms were used by them to initiate debates regarding information sharing on gender equality and equity. For example, 37 news articles/reports on gender were published within two months following the sensitization training. This demonstrated the positive impact of the project.

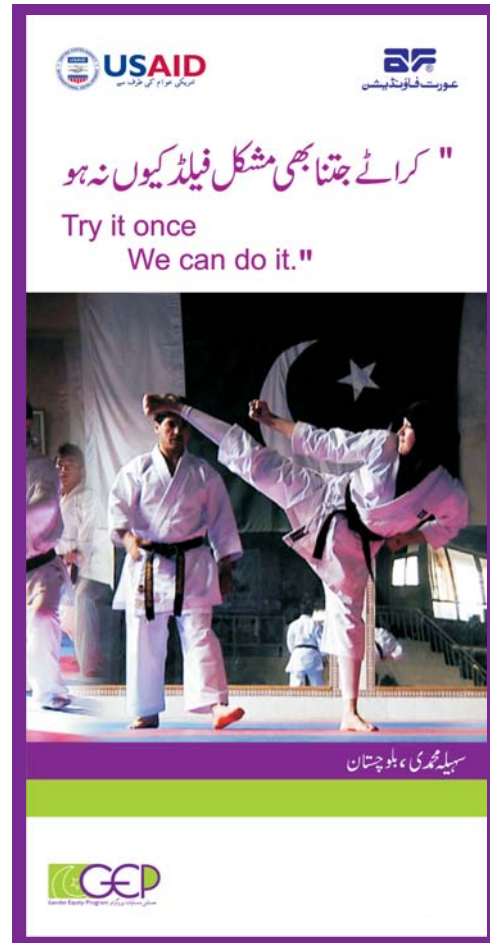
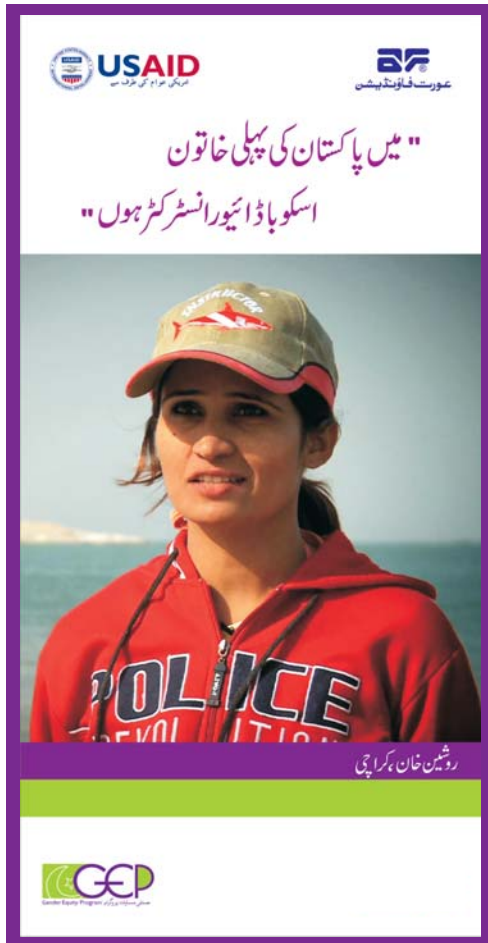


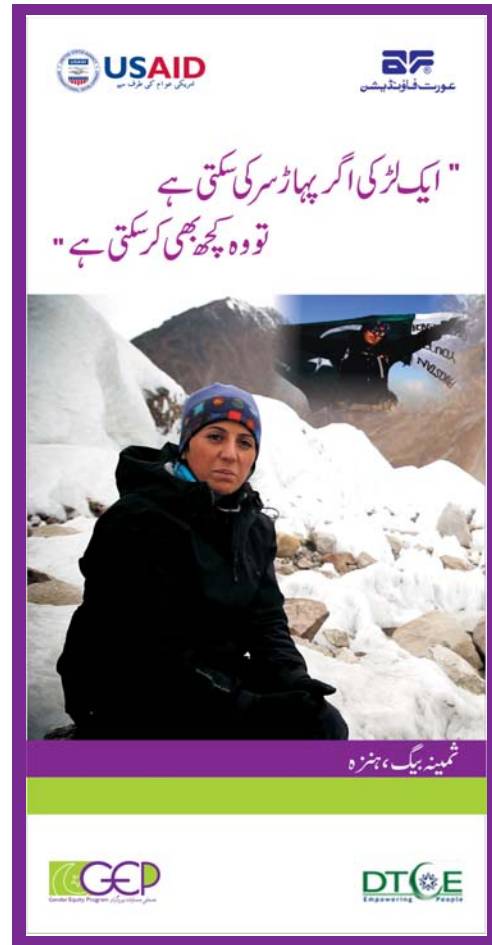
Table I I : Some of the Key Achievements of GEP in Media Sub-Grants

Number of media professionals sensitized on women's rights and gender based violence	690
Number of PSM's on women's empowerment developed and aired	25
Number of GBV talk show episodes produced and aired	13
Number of viewers reached through PSM's	5,730,561*
Number of viewers reached through GBV talk shows	20,307,409*

*This data has been compiled by media sub-grantees based on viewership ratings

While GEP sub-grantees were undertaking grassroots advocacy during the 16 days of activism and Pakistani and International Women's day, GEP produced and aired 25 public service messages on television channels. These messages focused on highlighting the achievements of women in all fields of life and the campaign was themed "Connecting Girls, Inspiring Futures." Through this media campaign, the messages were aired on PTV, Aaj Tv, Duniya Tv and AVT Khyber and other regional language channels. 5 Public Service Messages were

developed in Urdu and adapted in 4 regional languages including Saraiki, Pashto, Sindhi and Balochi. The same messages were converted into audio and aired in 60 cities of Pakistan through 20 FM networks including Radio Pakistan Network. 2 press advertisements were published 1 each in Daily Express (Urdu) and Dawn. Posters and banners developed in Urdu, Sindhi and Pashto were printed and disseminated among the sub-grantees and partners to help them connect to and recall the campaign on radio and TV.



Maira and Quratul-Ain
Lahore, Punjab
Sub-grantee: Creative Village, University of Lahore

For Maria Khan and Qurat-ul-Ain Waseem, working on the first ever animation for children on gender-based violence (GBV) - Me and My Friend - was not only a matter of pride but also a great learning experience. The cartoon series, produced under Grant Cycle 2 of the Gender Equity Program (GEP), aims at bringing about widespread attitudinal change towards GBV by targeting both boys and girls and focusing on positive character-building of children aged between 10-12 years.

Maria and Qurat-ul-Ain were part of a five-member group comprising of young graduates representing Lahore College for Women University. They all joined Creative Village, the production house that created the animation, almost eight months ago and started their training in animation-making, sponsored by USAID.

Besides Maria Khan and Qurat-ul-Ain Waseem, other members of the group were Azka Qaseem, Saima Ahmed and Aisha Ahmed. The credit of involving women animators in this project goes to USAID supporting GEP's policies of ensuring equal participation of women in all its projects.

"It was a wonderful opportunity for us as we got training of international level in skills and technologies that are hardly applied in our media industry," says Maria.



For Qurat-ul-Ain Waseem (right), working on animation provided her an insight into different aspects of gender-based violence



Maria Khan thoroughly enjoyed the experience of working on animation series

For her, the best part was using the Motion Capture machine. "This is the first time in Pakistan that such technology was used to produce an animation," she says. Motion Capture or Mocap refers to recording actions of human actors, which are then used to animate digital character models in 2D or 3D computer animation.

"Although animation in Pakistan is mainly seen as a male-dominated profession, it is heartening for us to be setting the trend that would allow women to come forward and explore their artistic side besides building firm roots in the profession," she said. In addition to their professional development, the

animation provided them an insight into different aspects of gender-based violence in the society. "We knew that GBV is a reality but we were never able to feel it the way we did while making this animation," says Qurat-ul-Ain.

She said that the concept was to provide solutions to issues rather than only pointing out the types and impact of GBV. "I believe that in order to curtail the impact and transition of gender based violence through generations, we need to make more such interventions," says Qurat-ul-Ain.

GEP's Talk Show 'Lal O Gauhar' was formally launched and on March 8, 2012, at a press preview meeting in Marriot Hotel, Karachi. The 13 episode talk show was aired on 5 television channels reaching out to approximately 20 million viewers. With each episode focusing on a gender-based violence issue, the talk show aimed to educate citizens on women's human rights and to generate discourse on the prevailing situation vis-à-vis gender based violence. The talk show was received positively by a wide range of audience and an impact analysis of the episodes is currently underway. The success of the talk show series can be gauged from the fact that GEP sub-grantee, Interflow, is currently re-airing the entire series on TV One (one of its channels) free of cost, due to its impact-making social content.



Left to right Justice (R) Majida Rizwi and Anis Haroon, Chairperson NCWS at "Lal-o-Gauhar" talk show set with the TV host Hina Bayat.

Last, but not least, GEP is nearing completion of its ground breaking cartoon series aimed at educating children about gender based violence, **such that they may grow up to be responsible adults who shun violence and uphold equal rights for men and women; forming the backbone of a peaceful, equitable and tolerant society.** A first of its kind initiative in Pakistan, the series was produced after inputs from leading gender experts and script writers. It is expected to be launched in the second half of November 2012 and is one of the most important achievements of GEP.

5.7 Sensitizing Youth

Young men and women, aged 15 to 29 comprise

of 29 percent of the population of Pakistan. These youngsters are most under threat from obscurantism and groups that promote violence and negative ideologies. Yet these same young people are positioned to transform traditional attitudes towards women as the social dynamics in the country change. Engaging youth must be a priority for all advocacy and behavior change initiatives in the country, specifically when such initiatives seek to affect attitudes on issues such as women's rights. Recognizing the importance of youth, GEP has initiated a series of gender sub-grants on sensitization workshops and training of college and university students across the country.

Under a set of sub-grants, GEP engaged youth from 11 universities across the country. A comprehensive curriculum on gender sensitization for youth was developed, and training of trainers of 35 university faculty members was undertaken. These trainers then conducted 138 workshops on mainstreaming women's rights and gender sensitization reaching out to 1875 direct beneficiaries.

Table 12: Some of the Achievements of GEP for this set of Sub-Grants

Members of the national youth network	100
Number of sensitization trainings held	138
Direct beneficiaries of the sensitization trainings	1,875

These set of sub-grants also conducted a baseline survey of 600 students, 180 faculty members and 100 other stakeholders. This baseline allowed the sub-grantee to benchmark existing knowledge and attitudes towards women's rights among youth in public universities. As a result, the training curricula were developed keeping in mind areas that required greater attention as highlighted by the baseline study.

Furthermore, a National Youth Network was formed, where 100 youth leaders were able to come together. The network provided a forum for youth to discuss ideas and share experiences about women's issues in institutions of higher education. The youth network now keeps the

record of the incidences of women's harassment at university campuses. Network coordinators have made an effort to develop linkages with student bodies, media, youth and women's organizations both on campuses and national level.



Students from Punjab University involved in conducting a research study on "Customary practices leading to GBV" under a non-competitive grant awarded to Department of Gender Studies, University of the Punjab.

As a result of the sensitization trainings faculty members, administrative staff and students were made aware of the Sexual Harassment Act and university administration of universities notified sexual harassment committees, as per law.

In addition, a Gilgit-Baltistan Youth Conference was held on 23rd June 2012 in Gilgit where more than 350 youth, youth leaders, social activists,

human & women rights activists, journalists, lawyers, politicians, educationists, students and faculty of Karakoram International University participated. Youth leaders now form a forum with which GEP will continue to engage through other activities.

5.8 Economic Empowerment

The ability to earn is a powerful driver of empowerment. When women have the skills and the expertise to establish and run successful businesses, or take on good jobs, they can break out of entrenched customary practices, which restrict their ability to exercise their rights.

In collaboration with the First Women's Bank Limited (FWBL), the only public sector women's bank in the country, GEP has initiated a series of in-depth certified training courses on business development and industry skills to encourage women to enter the domain of business and enhance their chances of getting obtaining employment. Additionally, successfully trained women will be provided bank credit, (not supported under GEP funding), to start their own businesses. A total of 640 women are expected to be trained under intensive courses throughout the tenure of this grant.

Table 13: Number of Trainings and Beneficiaries

Number of certification trainings conducted up to September 2012	8
Number of women trained up to September 2012	153

Under this sub-grant GEP has supported the re-establishment of two Business Development Training Centers for women entrepreneurs in Karachi and Lahore. During Year Two, First Women's Bank Limited (FWBL) carried out eight intensive training courses for beneficiaries. Five courses were conducted in Karachi while three courses were conducted in Lahore.

Under the sub-grant extensive business development training is being provided by Small and Medium Enterprise Development Authority

(SMEDA) in Karachi. Similarly, a fashion design training course is being conducted by the National Institute of Design and Analysis (NIDA) in Karachi. In Lahore, food production training is being conducted by the College of Tourism and Hotel Management (COTHM). Overall 8 trainings of 153 women have been conducted so far.

With the completion of 8 trainings, FWBL has advertised for applicants for 5 new trainings for which 418 applications have been received so far.



Hina receives certificate from Deputy Mission Director USAID Mr. Edward Birgells

**Hina Zahid
Lahore, Punjab
Sub-Grantee: First Women's Bank Limited**

When her husband died three years back, Hina Zahid, a mother of three, became helpless and dependent as the majority of widows are in Pakistan. She had no solid educational or work background and had three children to feed and educate.

“I am from a financially sound family from my father's side. My husband was also doing well financially but when I lost my husband, the realities of life started hitting me,” she said. Hina could not burden her in laws or even her own family as they had their own financial matters to deal with. She did not want to become a liability.

“I was so confused. I wanted to stand on my feet but I had no professional education or background and had zero working experience. I knew no one would give me a job or even if they did, the pay would not be enough to run the household. There are a lot of needs of three growing and studying kids which one cannot ignore.”

On encouragement from a friend, Hina started making bedspreads at home. Though she wanted to take her business to the next level as she lived in an apartment, she was not allowed to keep heavy machinery in her residence. “I was supplying bedspreads from my house but it was difficult for me to keep track of the finances and accounts which affected my profit.”

Things changed when Hina came to know about the 'Capacity Building and Skill Development (CB & SD)' trainings First Women Bank Limited was offering under the USAID funded Gender Equity Program of Aurat Foundation. Under this project, Karachi and Lahore centers of GEP were assigned to carry out 8 training sessions a year for approximately 20 women for each session to facilitate an estimated 640 women in two years. So far, 160 women have received the training. The participants include women with the education level from Matric to Post Graduate, aged 18 years onwards and mostly from low income groups.

Hina applied for the Business Entrepreneurship program. She has recently completed her course and friends and family have already started noticing the positive change.

“I feel more confident and happy. Even my kids have noticed the change in me and they are proud of me too. I feel that the difference I used to feel between myself and working women has decreased and I now feel one of them.”

She considers it a drawback of small level business women that they do not consider accounts an important part of the business. “This course has given me insights on accounting and business. Now, I have devised a completely new format for maintaining the finances and I feel really happy and proud to say that my profit has miraculously increased.”



USAID
FROM THE AMERICAN PEOPLE

عورت فاؤنڈیشن

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بچپن کی کم عمری اور زبردستی کی شادی
دلوں کا نونا جرم اور انسانیت کے خلاف ہے
انکو روکنا ہم سب کا فرض اور ذمہ داری ہے۔



مسئلہ مساوات و برابری کا پروگرام





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EFA



بچیوں کی کم عمری اور زبردستی کی شادی
دونوں قانوناً مجرم اور انسانی نیت کے خلاف ہے
انکو روکنا ہم سب کا فرض اور ذمہ داری ہے۔

GEP
Gender Equity Program

صافی مسزات پروگرام



Section 6

Combating Gender Based Violence

GEP's strategy to combat Gender Based Violence has already gained success and ownership at the government, civil society and multilateral donor level through the involvement of the National Advisor Forum. The GBV strategy is working towards creating an enabling environment for full rehabilitation and self-fulfillment of survivors of gender based violence (GBV). To this end, GEP envisions a 'seamless service' which would be a chain of institutions and processes to help GBV survivors to move easily through various steps and processes in a sequential manner until they are re-integrated into society.

The strategy has been further enhanced after two study tours of Kenya and Nepal to understand and amalgamate best practices from around the world to help and support victims and survivors of GBV in Pakistan.

Following are briefs on the Kenya and Nepal tours followed by the GBV strategy and a description of sub-grants awarded under grant cycle 6.

6.1 Study Tour to Kenya

The study tour to Kenya was undertaken in May 2012. The main objective of this tour was to observe the kind of services and linkages among public and private organizations and institutions currently in place to combat gender based violence in Kenyan society. The team comprised of representatives from the judiciary, public and private shelter homes, medico-legal unit of a government hospital, lawyers and non-profit organizations and GEP staff members.



A group visit to AIC Girl's Boarding School, Kajiado district, Nairobi.

Using a multi-faceted approach the training program used one-on-one meetings, field visits, visual aids such as videos and power cards, role plays, group activities, discussion, lectures, case studies from both Kenya and Pakistan to ensure a participatory learning approach. This hands-on learning experience was supplemented by field visits to various Kenyan organizations that included government and private hospitals, nonprofit organizations working with perpetrators, shelters, helplines, youth and girls rescue center based in Nairobi and Mombasa.

All the findings and key learnings from the study tour are incorporated into the GBV strategy of GEP. Moreover, tour participants have also produced and shared their action plans for future work with GEP in next 18 months according to

the prior signed letter of commitment. The trainees are now being integrated in grant cycle 6 as volunteers for GEP.

6.2 Study Tour to Nepal

Ensuring effective coordination from government agencies has been a key challenge in Pakistan. In this respect, GEP planned another study tour to Nepal June 25, 2012 to July 2, 2012. The tour examined the Government of Nepal's design where a GBV cell has been established in the Prime Minister's office. This cell coordinates with all government departments that are providing support to GBV victims. It also looks at improving/enhancing legal and police procedures to ensure effective implementation of legislation.

The ownership of GBV initiatives by the Government of Nepal is commendable. Of special significance is the establishment of the GBV unit, within the Office of Prime Minister. Such an initiative can go a long way to combat violence against women. There is, however, a concern of how such an initiative can be replicated in Pakistan given the new governance systems in place following the 18th Amendment.



Experience sharing by the participants on women's human rights at a meeting in Kathmandu.

Numerous policy measures have been adopted by the Government of Nepal to combat violence against women. These include: Domestic Violence (Crime and Punishment) Act 2008; TIP Act, 2007 to combat human trafficking; Declaration of the year to end GBV in Nepal, 2010; National Plan of

Action to Combat GBV; National Minimum Standards (NMS) on Victim Care and Protection; and Standard Operating Procedures for Rehabilitation Centers. However, the implementation of these protection measures remains the biggest challenge to curtail GBV in Nepal.

The mechanisms integrated in GEP cycle 6 are in line with 'good practices' adopted in Nepal. We can, however, in the context of future cycles, consider means of strengthening the public-private partnership parameters as gleaned from the Nepal model.

6.3 National Strategy to Combat Gender Based Violence

The over-arching purpose of this GBV strategy is to create an enabling environment, raise awareness on GBV, develop and demonstrate a system which leads to 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 rather to strengthen the systems and services already in place, linking them together, increasing their outreach, efficiency and effectiveness. This would include providing 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, tracking GBV survivors and supporting their needs from identification to rehabilitation in Annex B.

6.4 Sub-grants under GBV strategy

In Year Two, GEP initiated a number of sub-grants under grant cycle 6 which were based on the GBV strategy. These sub-grants are the first set of



Visiting team after meeting The Asia Foundation representatives in Kathmandu.

interventions which are moving towards implementation of the GBV strategy under GEP. A total of 40 competitive grants have been approved so far under the cycle.

Sub-grants have been awarded to private shelters in Punjab, Sindh and Khyber Pakhtunkhwa to strengthen support services for the survivors of Gender Based Violence (GBV). The aim of these sub-grants is to improve the quality of services with respect to the physical, psychological, legal and emotional needs of the GBV survivors seeking temporary shelter. These sub-grants will ensure that private shelters are well-equipped to deal with the immediate needs of women in distress and provide them with the necessary medical care, safety and counseling. The sub-grant also envisions support and cooperation by the shelter management to two independent entities selected by GEP to design and implement an economic rehabilitation program and psychological & legal counseling programs at the shelter.

Under the first set of such support sub-grants to

shelters, psycho-social and legal counseling for GBV survivors seeking services in GEP supported private shelters have been awarded. The selected organizations will be expected to provide support to the respective shelters by conducting a needs assessment of the existing facilities so as to develop two customized programs focusing on psycho-social and legal aspects. These programs will respond to the specific intangible needs of women during their stay at the shelter; and better equip them to reintegrate into society once they leave the premises.

The second set of support sub-grants are facilitating economic rehabilitation and empowerment of GBV survivors. The economic rehabilitation and capacity building programs run under these sub-grants will take into account the long term needs of these women by maintaining a strong emphasis on capacitating and equipping them with the required skill sets to reintegrate into society in a successful manner and become economically self-sufficient.

By taking a systematic approach, the sub-grant will

enhance the ability of GBV survivors to pursue work through all possible avenues, i.e. self, informal and formal employment. The sub-grants will include elements of vocational/life skill trainings, introduction to business management and financial skills, entrepreneurial development as well as the establishment of linkages with micro-credit and employment agencies, chambers of commerce and industries, employment and exchange commissions, other placement agencies.

Under the third set of support sub-grants, helplines run by Civil Society and private sector organizations are being enhanced and strengthened. Through these sub-grants GEP intends to work towards creating an enabling environment for combating GBV in Pakistan. These sub grants are aimed at providing immediate support through helplines to women in distress so as to help prevent incidences of GBV by acting rapidly. These helplines will facilitate women in distress by recording their complaint,

providing immediate counseling services and linking them with institutions like police, shelter homes, hospitals and lawyers for emergency response and protection. These grants will ensure that helplines are well prepared to cater to the needs of women in distress, preventing GBV where possible through an effective referral system.

These helplines will be expected to act as the first point of contact for survivors of violence providing guidance on where to seek help and linking them with key institutions pre, during and post crises situations.

Additionally, simultaneous advocacy campaigns are being run by GEP under grant cycle 6 which will cover three key themes: disseminating information on supported private shelters and helplines; creating awareness on the pro-women legislations over the past decade; disseminating political education focusing on women.



A young singer at an event held by DTCE to celebrate International Women's day 2012

Launching Ceremony
The Study & Pakistan Gender Coalition
July 15, 2011 Islamabad



Ms Birjis Jaleel from AASA presenting qualitative finding on the Launch of The National Baseline Study and Pakistan Gender Coalition.

Section 7

Strategic Alliances and Networks

The program recognizes that its objectives will be most effectively achieved when deployed within an approach which maximizes the need to reach out, support, and be cohesive and sustainable. Linkages between Pakistani public and private sector organizations to continuously facilitate gender empowerment both during and beyond the duration of the program are essential. Additionally, GEP recognizes the central role, federal and provincial governments play in formulating policy and legislation, as well as ensuring implementation.

Therefore, GEP has adopted approaches of both bottom-up and top-down change: law and policy at the highest level, while simultaneously engaging communities and the public through an inverted approach that creates demand for behavioral change.

Two entities, the National Advisory Forum (NAF) and the Pakistan Gender Coalition facilitate these objectives.

7.1 National Advisory Forum

The National Advisory Forum (NAF) is the supra forum of GEP which provides guidance to GEP, aligns the program with government policies and brainstorms on broader gender equality strategies and challenges in the country.

Comprised of senior federal and provincial legislators, ministers of women's development departments, civil society members and

representatives from the media and academia, NAF meets bi-annually to review the overall framework, emerging political issues, legislative and legal developments, and advises program management accordingly.

While the Forum's advice is not binding, it informs GEP's strategic planning and sustains the close ties that GEP has developed with its influential members; thereby keeping it abreast of current developments.

Following the process of devolution, NAF has played a pivotal role in bringing together provincial governments on one platform and has had a huge impact on the women's empowerment agenda.

Launched on March 26, 2011, members have acknowledged NAF as an important national forum for consultation, brainstorming and engaging the government.

Third NAF Meeting

The third NAF meeting was held in Karachi on February 13th and 14th 2012. Ms Shahnaz Wazir Ali, NAF's permanent Chairperson, Member National Assembly and Special Assistant to the Prime Minister explained NAF's role and responsibilities. She reiterated the importance of NAF which has brought together all stakeholders on one forum and provides unparalleled outreach and ownership of strategic thinking on women's issues across both the public and private sector. GEP's specific interventions in the field of

gender and its support to government and civil society create powerful linkages which assist all those working for women's empowerment. The meeting was attended by the Deputy Speaker of the Sindh Assembly, Ms Shehla Raza along with two Members of the Sindh Assembly Ms Ayesha Khoso and Ms Shama Arif Mithani. NAF members Ms Ghazala Gola, Minister for Women Development from Balochistan, Ms Sitara Ayaz, Minister for Women Development from Khyber Pakhtunkhwa and Ms Tauqeer Fatima Bhutto, Minister for Women Development from Sindh, attended the two-day meeting among other participating members.



NAF third meeting: (Left to right) Dr. Masooma Hassan, President AF Board, Ms Anis Haroon, Chairperson NCSW, and Ms Shehnaz Wazir Ali, Advisor to PM and Social Affairs and Chairperson NAF.

The main focus of the third NAF meeting was to further develop and finalize GEP's Strategy on Combating Gender-Based Violence. The collaboration taking place on gender equity, between GEP, National Commission on the Status of Women and UN Women was also discussed in detail. GEP is working with these institutions on developing national and provincial guidelines for gender equity in Pakistan. Under this joint collaboration a national consultation entitled 'Gender Equality and Women's Empowerment Post Devolution' was held on December 14 and 15, 2011 in Islamabad. The consultation was attended by all stakeholders from government, civil society and other national and international agencies and it resulted in:

- A forum for sharing and promoting interprovincial dialogue on provincial gender equality frameworks for women's empowerment;
- Developing consensus amongst key stakeholders for a national framework on gender equality for national and international commitments.

Provincial governments were supported to develop their own provincial frameworks for Gender Equality and Women's Empowerment in light of the GEP GBV strategy. As a direct outcome of the meeting, the Sindh Minister for Women Development announced that the Government of Sindh would adopt GEP's strategy to combat GBV. The Minister requested GEP support to strengthen the Sindh Women Development Department and a formal Memorandum of Understanding between Aurat Foundation and Women Development Department Sindh is expected in year three.

As an outcome of the meetings, provincial governments gained clarity that post devolution they now had the responsibility of taking forward the women's empowerment agenda. This clarity had been lacking due to the confusion arising out of the devolution process, and in the absence of a federal government forum, the NAF acted as a national forum for such strategic consultation between the newly empowered provincial women development departments.

Fourth NAF Meeting

The fourth meeting NAF meeting was held on July 15 and 16, 2012 in Islamabad. The theme of the meeting was 'Leadership in Perpetuity'. The meeting focused on ensuring that NAF members' commitment to gender equity in Pakistan continues beyond their membership of the Forum. GEP envisaged the theme in reference to the need for ensuring commitment to the cause of women's development, particularly in view of the imminent national elections in 2013.

The second main agenda item discussed the progress made by provincial governments on their



Members of NAF at fourth National Advisory Forum meeting

proposals for non-competitive sub-grants from GEP. Each government updated the forum on the process of submitting proposals to GEP.

The progress made by each province on adopting guidelines for women's empowerment was discussed and NAF members' responsibility to work towards finalization of provincial strategies for combating gender-based violence and the domestic violence bill was highlighted. Ms Simi Kamal said that GEP's objective on gender-based violence is inter-linked with its other three objectives of access to justice, women's empowerment at home, work places and in the public domain and capacity building of critical partners on gender equity. GEP's progress in its second year and plans for its third year were presented in detail. As a result three proposals from the Women's Development Departments of AJK, Sindh and Balochistan have been included in grant cycle 6.

7.2 Pakistan Gender Coalition

Pakistan Gender Coalition (PGC) was formally launched by H.E. Cameron Munter, the then US Ambassador to Pakistan on July 16, 2012. The event was attended by a large number of Coalition members from across Pakistan.

Introduction and Background

The Pakistan Gender Coalition is a network of Pakistani civil society organizations, academic institutions, research institutions and media organizations that have a commitment to working towards gender equality and that are former and current sub-grantees of the Gender Equity Program (GEP).

Coalitions are a powerful tool for collective action. This coalition is particularly important because of the strategic design of GEP, whereby

each grant is part of a larger synergistic whole
 – like a piece of a jigsaw puzzle, where each piece

A Word with Dr. Masuma Hasan
 Dr. Masuma Hasan is a member of the Board of Directors of the National Council of Women in Islam. She is also a member of the Board of Directors of the National Council of Women in Islam. She is a member of the Board of Directors of the National Council of Women in Islam. She is a member of the Board of Directors of the National Council of Women in Islam.

A Word with Fatmeha Riss
 Fatmeha Riss is a member of the Board of Directors of the National Council of Women in Islam. She is also a member of the Board of Directors of the National Council of Women in Islam. She is a member of the Board of Directors of the National Council of Women in Islam. She is a member of the Board of Directors of the National Council of Women in Islam.


A Word with Dr. Ayesha Hashmi Khan
 Dr. Ayesha Hashmi Khan is a member of the Board of Directors of the National Council of Women in Islam. She is also a member of the Board of Directors of the National Council of Women in Islam. She is a member of the Board of Directors of the National Council of Women in Islam. She is a member of the Board of Directors of the National Council of Women in Islam.

A Word with Shabana Wazir Ali
 Shabana Wazir Ali is a member of the Board of Directors of the National Council of Women in Islam. She is also a member of the Board of Directors of the National Council of Women in Islam. She is a member of the Board of Directors of the National Council of Women in Islam. She is a member of the Board of Directors of the National Council of Women in Islam.



H.E Mr. Cameron Munter, US Ambassador to Pakistan and his wife Dr. Marylin Wyatt receiving advocacy material at the launch of Pakistan Gender Coalition on July 15, 2012.






South Punjab NGOs Forum, Multan, Punjab
Project Title:
 "Supporting 4 Months Campaign on Gender-Based Violence"

Project Introduction:
 South Punjab NGOs Forum is implementing a project of "Supporting 4 Months Campaign on Gender-Based Violence" under the Gender Equity Program (GEP) of 7th National Development Finance Corporation (NDFC) (AF), by the support of the United States International Development Administration (USAID).
 "Rajapur, Bahawalpur, Rahim Yar Khan and Bahawalnagar.

Objectives:

- To eliminate the GBV from 4 districts in South Punjab
- To create the massive awareness about the GBV

Project Target Area:

No	District	Tahsil/Union Councils	Population
1	Rajapur	44	1,400,000

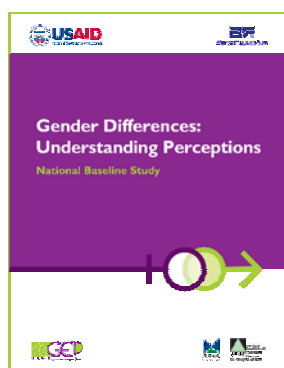
Ms. Shahnaz Wazir Ali, Special Assistant to the Prime Minister and Chairperson NAF at National Baseline Study launch.

Section 8

Mainstreaming Research

GEP is unique in making close links between research and action. The primary data studies and the national baseline study, which commenced in Year One have come to fruition in Year Two and have informed the design of the sub-grants in Year Two and Year Three of GEP. This section presents some of the key findings of the research studies.

8.1 National Baseline Study



One of GEP's major initiatives was undertaking a national baseline study, conducted for two major reasons, to provide a basis for program impact evaluation in the future and to identify existing on-ground realities with respect to GEP objectives.

A national baseline study was launched on 15th July 2012 at Serena hotel in Islamabad. More than 200 people including the representatives of USAID, key government officials, members of NAF, the GEP team, people from academia and media etc. participated in the launch ceremony.

The study adopted a holistic research methodology incorporating quantitative and qualitative research tools and using scientific random sampling. The study was conducted on a nationwide basis covering 11,200 adult men and women in the quantitative survey; and 43 Focus Group Discussions (FGDs), 53 Key Opinion Makers (KOM) Interviews and 15 Case Studies, in the qualitative survey in Punjab, Balochistan, Khyber Pakhtunkhwa, Sindh and Gilgit-Baltistan. The study is unique in juxtaposing responses of men and women on key issues of women's rights and empowerment. This allows GEP and other stakeholders to explore gender differentials in attitudes and practices based on gender.



Representatives of USAID on the launch of the National Baseline Study.

8.2 Summary of Findings from National Baseline Study

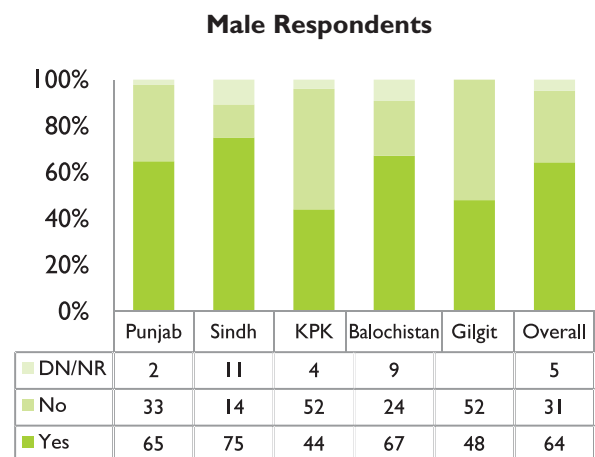
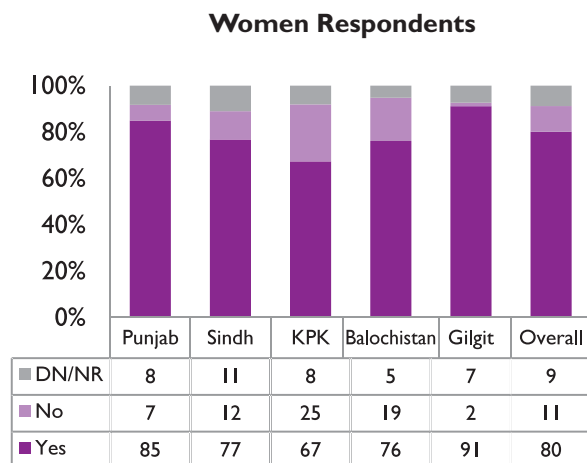
Objective 1: Human Rights and Justice

Various aspects of human rights and justice are explored in the study including equal rights for men and women, rights relating to marriages and divorce, inheritance, political participation, and access to institutions of justice. Results in the report are presented with three different angles, namely knowledge, perceptions and actual practices prevalent in the household. The results indicate that majority of respondents believe that women should have equal rights as men. Most men and women were knowledgeable about these rights.

Respondents say that women should have the right to marry of their own choice, right to demand divorce, right to decide *Haq-e-Meher* and *Khula* and the right to inheritance base on *Shariah*. However, comparatively fewer respondents were of the opinion that women should have the right to demand divorce and the amount of *Haq-e-Meher*. They also seem to be less support for women's participation in sporting events. Participation in political activities has a lot of support especially to exercise the right to vote but in actual practice few women cast their votes according to their own choice and the decisions are often influenced by the husband and other member of the family.

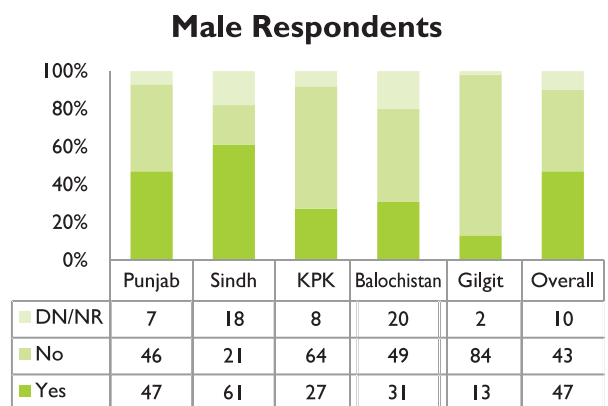
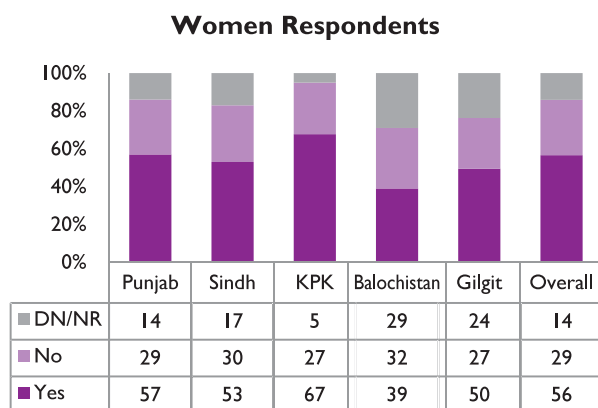
Equal Rights and Opportunities

[Q: In your opinion should women be given equal rights/opportunities as men in every field of life?]



Women's Right to Demand Divorce

[Q: Should women demand the right to divorce in their marriage certificates "Nikahnama"??]



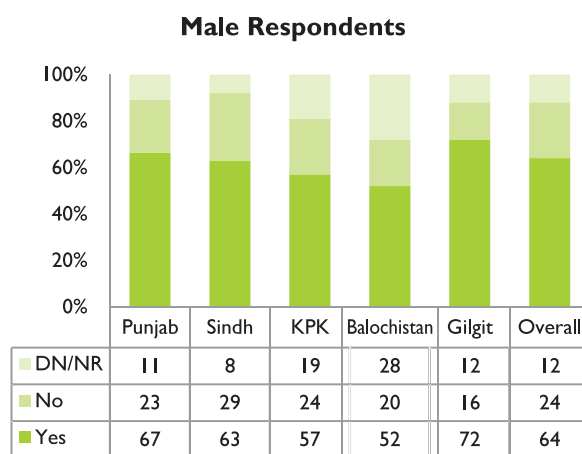
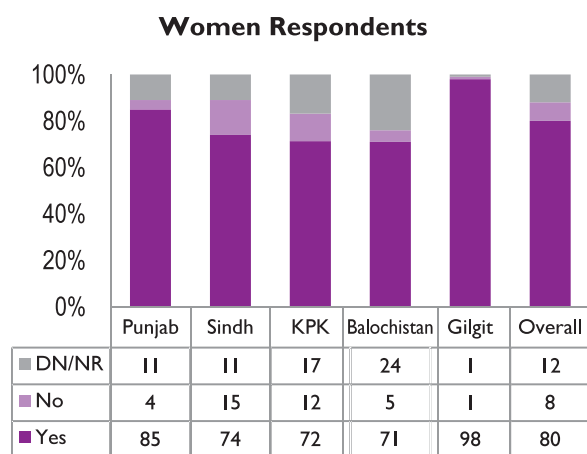
Objective 2: Women's Empowerment

Women's empowerment is a key factor in the well-being of women and their households. However, the measurement and quantification of empowerment is quite difficult. It can be only approximated by using proxies and indicators as it is a dynamic process that cannot be observed directly. The results of the study show that most women (80 percent) believe they should work to earn a living, most men felt that it was not their role to do so. What is encouraging is that at least 93 percent of working women say that they can spend their income as and how they want. Women's mobility has also been seen as part of

women's empowerment, and the extent of women's mobility has been gauged through answers to the question "For what purpose are women allowed to leave the house"? Majority of women say they can easily step out of the house to meet neighbors, and many also do so for sale and purchase of items, visit to the hospital, or to attend weddings. Mobility of women however is limited in case of education, job and visits to bank. Mobility is further restricted by the fact that women need permission from family members and usually have to be accompanied by someone. Interesting men think women have more freedom of mobility that womens' responses indicate.

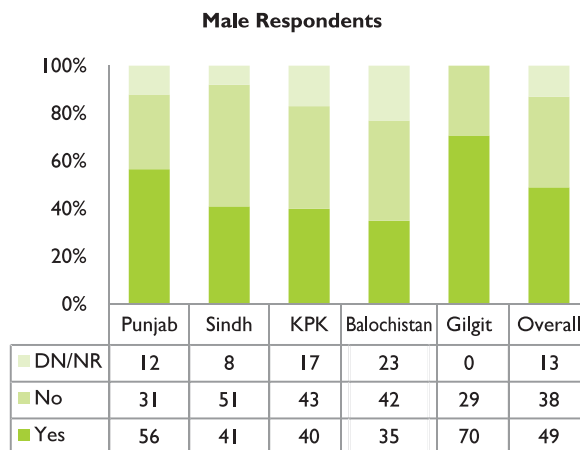
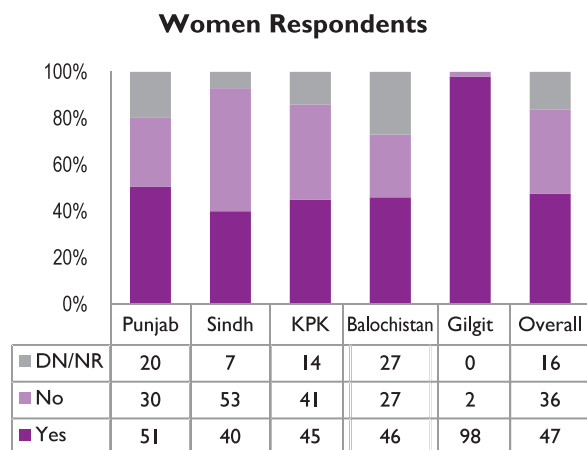
Perceptions: Women's work for livelihood

[Q: In your opinion should women work to earn money for a livelihood?]



Women Allowed to work for a livelihood

[Q: Do women in your household have permission to work?]



Objective 3: Gender Based Violence

A small percentage of the women feel men have the right to hit women, and strangely enough, at least 9 percent women find honor killing justified, while an even lesser percentage agrees with the concept of wanni/swara. These are women who feel that under certain circumstances a man had the religious right to hit a woman after he has failed to verbally settle the dispute; because the “honor” of the family rests on her behavior. What is apparent is that the onus is on the woman, to be faithful, “proper” and obedient, and it is her responsibility to avoid domestic violence. A majority of women, however, believed that men did not have a right to hit woman, and even according to Islam, no such right has been given.

Majority of respondents however strongly oppose men hitting women. But the study shows that 15 percent of women had been hit by their husbands in the past and 1.5 percent also disclosed they were sexually abused. In the qualitative research it was highlighted that mental abuse is an aspect of

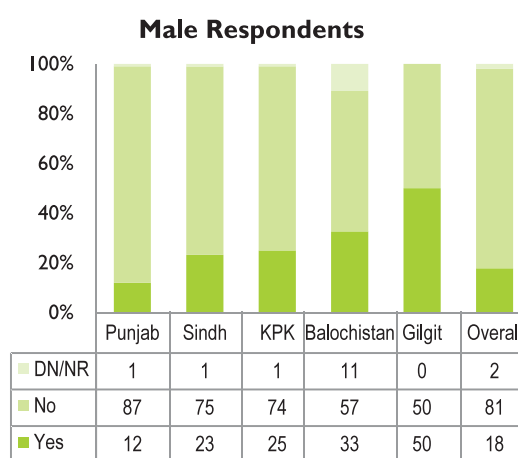
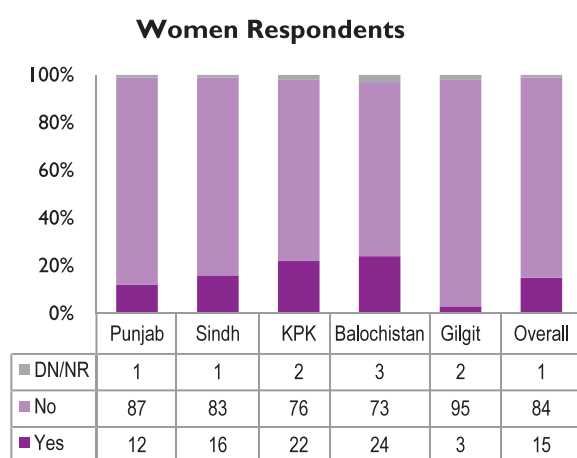
violence which is not easy to identify, since it is not physically visible. The women who identified with it instantly were those in the shelter homes, who had been through mental violence. Finally, it is apparent that a huge gap continues to exist between legislation and implementation and while the Constitution of Pakistan allows a number of rights to both men and women, it does not ensure that the implementation of such rights is enforced.

Very few women were aware of the recent laws which had been passed in Parliament for Violence against Women, but they thought that since the legal system was corrupt, and the men had economic power, the law would not be enforced.

This study has raised various issues that women face in Pakistani society. While there is general awareness of gender-based issues being faced by women, no concrete steps are being taken to ensure that the root causes of such issues are addressed, and that implementation of penalties and rights is enforced to ensure protection to women.

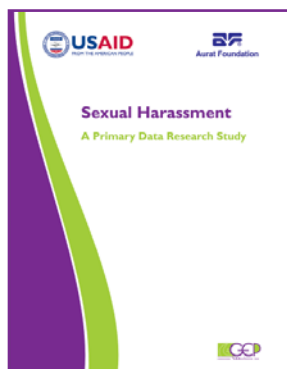
Perceptions about Domestic Violence

[Q: In your opinion do men have the right to hit women?]



8.3 Primary Research Studies on GBV

Summary of Sexual Harassment Study



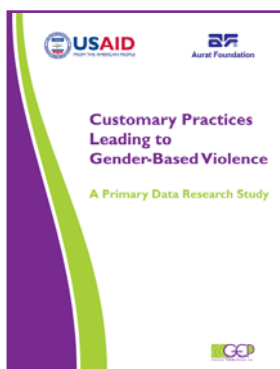
This report documents findings of a study on sexual harassment of women; on the street and at the work place in Pakistan. The present study will add to the dialogue surrounding sexual harassment in Pakistan by benchmarking existing knowledge, attitudes and

practices of key actors regarding the issue. The objective of the study is to benchmark existing knowledge, attitudes and practices and identify trends in behavior and practices that reinforce sexual harassment. The findings gathered from 203 respondents suggest that although sexual harassment is a gender-neutral offense, in theory; an overwhelming majority of sexual harassment is faced by women; claiming that they were sexually harassed by men. Harassment on the street seems more prevalent than the workplace as 33% respondents faced harassment in Peshawar while 3% in Karachi and 13% in Islamabad faced it at their workplace. The results from working places and public areas in three cities, show that sexual harassment is endemic, often hidden, overwhelmingly affects women from all walks of life and exists at all kinds of work and public places.

Some of the recommendations for future Gender Equity Program (GEP) initiatives are ensuring that organizations have a clearly written policy on sexual harassment, holding regular orientation sessions for new inductees in organizations, establishing a network to link organizations with CSOs working on sexual harassment holding mass awareness campaigns for the public and relevant authorities on lodging complaints, following legal procedures and launching pilot projects to induct trained psychologists in educational and public institutions to provide support to victims.

Summary of Customary Practices Study

The primary based research study was undertaken to identify customary practices leading to gender based violence (GBV), create awareness among various stakeholders about the sensitivity of the problem, its impact on society and provide a baseline for future planning and interventions to improve the status of women in the society. The conceptual framework of this study builds on Social Learning Theory and Power Control Theory as factors that explain the causes of gender based violence. It highlights knowledge, attitudes and practices among various key stakeholders in the society, with respect to customary practices leading to GBV and identifies the role played by key actors in developing trends, behaviors and practices towards GBV. The study was conducted in Faisalabad, Jacobabad, D.I. Khan and Quetta. The report is based on primary data using a combination of quantitative and qualitative approaches; a household survey based on semi-structured questionnaires of 813 couples, 297 in depth interviews with stakeholders, 16 focus group discussions with community members and women and 14 case studies collected to support information.



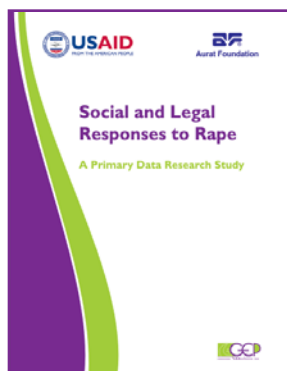
The findings of the study suggest that the most prevalent gender based violence customary practices in the sample districts are early marriages and *Watta Satta* followed by honor killings and denial of property rights. The main reasons for the prevalence of GBV

related customary practices are poverty and family disputes. Brothers, fathers and family relatives are considered as the main perpetrators of GBV related customary practices. Illiteracy and lack of awareness about basic rights further compounds the issue of GBV. Women in particular are least aware about laws for combating GBV practices. Furthermore, conventional attitudes and behaviors of people are a major hindrance towards change. Viewed as a private, domestic

affair, cases of GBV are usually resolved by jirgas and panchaits that serve as parallel justice systems. The role of police is very limited in cases of GBV related customary practices; FIRs are mostly not filed in police stations as they are viewed as bringing dishonor to the family. Wide spread literacy and awareness among the masses is tagged as a milestone for bringing change in prevalent customs and traditions.

Summary of Social and Legal Responses to Rape Study

According to Aurat Foundation's fourth Annual Statistics of Violence against Women report, based on the press reports for the year, an alarming 827 women were subjected to rape/gang rape in 2011. This study aims to benchmark existing knowledge, attitudes and practices (KAP) with respect to rape in Pakistan, in order to assess progress towards stated objective of the GEP. The study covered five districts of the country from all four provinces: Karachi, Peshawar, Quetta, Faisalabad and Multan. A total of 700 persons were interviewed: one male and one female from 350 HHs (350 males and 350 females).



The findings of the study have contributed to the existing understanding and knowledge of rape in Pakistan in a unique manner, and have also enlightened us on the exact scale of our ignorance on the topic. The findings lead one to suspect the existence of incest and rape by one's

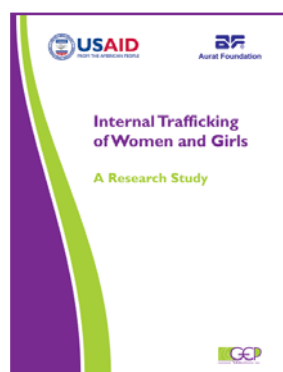
close relatives, family friends and neighbors at a much larger scale than ever expected. The prevailing confusion observed so clearly and so globally across most actors (when defining rape), between 'Zina' and 'Zina bil jabr' i.e., between rape and fornication is one of the most alarming revelations of the study. Additionally, it may be considered that sexuality and sexual intercourse are closely linked to gender-based power relations and the violence associated with such relationships, are not as mutually dichotomous as

they have often been understood.

Some of the recommendations made to GEP in light of the findings of this study are that an effort should be made to clear the misunderstanding and confusion between Zina and Zina-bil-jabr; more awareness needs to be created regarding rape, its victims, perpetrators, places where it occurs, what to do following a rape, police reporting and legal procedures, zero-tolerance for sensationalization of rape stories in the media which may be more damaging to the issue at hand than helping in creating awareness, an emphasis on public education regarding rape more on the "how" and not the "why", thus minimizing the drawing in of moral judgments.

Summary of Trafficking of Women and Girls in Pakistan

The UN General Assembly defines human trafficking as "the illicit and clandestine movement of persons across national borders with the end goal of forcing women, girls and children into sexually oppressive and exploitative situations for profit for recruiters, traffickers and crime syndicate, as well as other illegal activities related to trafficking such as forced domestic labor, false marriages, clandestine employment and false adoption." The study is based on secondary literature and interviews with key agencies working towards preventing trafficking and rehabilitating victims and interviews were also conducted with some of the victims to gain valuable insight into the world of trafficking.



Some of the recommendations made on the basis of this study include the formulation of an all-encompassing law to tackle the widespread practice of internal trafficking, capacity building of the media to create awareness on the issue and the capacity building

of the police department to not only encourage a better understanding of human trafficking but also

be able to differentiate between the perpetrators and victims associated with this practice. In regards to GEP, it is recommended that it strengthen the capacity of CSOs, development NGOs and provide financing to International NGOs to target specific interventions related to internal trafficking and supporting various shelters such as the Shaheed Benazir Bhutto Women's Centers (SBBWCs) so that they can serve as a model to support future victims.

Summary of Research Study on Domestic Violence



Domestic violence can be defined as the pattern of behavior used by one person to control the other partner in a relationship and can include physical violence, coercion, threats, intimidation, isolation, emotional, sexual, and/or economic abuse. The major focus of the study

is to examine responses to domestic violence which are characterized by the knowledge, attitude and perceptions surrounding this particular form of violence in society, trends in behavior and practices that reinforce domestic violence by exploring the nature and forms of domestic violence, frequency, impact, and lastly, the coping mechanisms used amongst respondents representing sampled households in the selected area of Allama Iqbal Town, Lahore are studied. As per study findings, violence is a continuum ranging from verbal abuse, often escalating into physical, emotional, sexual and economic exploitation. Husbands were the most common

perpetrators, whereas in a few cases men were also found to be victims. Women mostly suffered in silence due to socio-cultural norms, misinterpretation of religious teachings, their subordinate social status, economic dependence, and lack of legal redress. Besides short-term local measures, public policy informed by correct interpretation of religion can bring about a change in prevailing societal norms.

The findings of the study indicate the need to create awareness on domestic violence, especially in the context of women's right not to be abused and abetting perpetrators of abusive behavior. Measures including public information and education campaigns to change attitudes concerning the roles and status of men and women thus have to be taken. Protective measures including provision of counseling, rehabilitation and support services for women who are experiencing violence or are at risk of violence should also be established.





Young girls visiting GEP stall at "Aurat Yakjehti Mela", an event held at Lok Virsa, Islamabad to commemorate "16 Days of Activism"



Section 9

Events in Year Two

9.1 GEP Annual Experience Sharing Meeting with Sub-Grantees

GEP organized its annual experience sharing meeting with sub-grantees of grant cycles 2 and 4 on July 16, 2012 in Serena Hotel, Islamabad. A total number of 99 participants attended this meeting. The objective of the meeting was threefold: To share the experiences of sub-grantees while implementing their sub-grants, to share the challenges and achievements during the implementation process and to record any commendable achievement in the form of a success story or case study of the respective sub-grantee.

Key Challenges Associated with Cycle 2

In Khyber Pakhtunkhwa and Sindh, some of the key challenges faced by sub-grantees in cycle 2 were the difficulties in meeting the target of 40



Participants during the Annual Experience Sharing Meeting with sub-grantees of GEP Grant Cycle 2 and 4.

internees on the legal grants as many graduates found it hard to participate in the initiative owing to family restrictions. In Sindh, the law and order situation in Karachi turned out to be a major challenge as did strikes of administrative staff at the University of Karachi that further hindered the progress of the project. And in Punjab, people showed their concern/resistance, on the use of the American flag, keeping in view the fallout after the release of the anti-Islamic film and other incidents in Pakistan. These concerns were dealt with through dialogue and discussion.

Key Challenges Associated with Cycle 4

In Balochistan, it was difficult to speak on Gender Based Violence (GBV) in some areas due to dominant feudal and tribal systems. In the province of Sindh, the viewing of the documentary “Main Safar Main Hoon” highlighted the existing language barrier. It is recommended that the documentary be translated into different local languages. In KPK, the cold weather and hilly areas affected the mobility of people involved in the activities of the program especially in Upper Dir, Malakand, Swat and Buner. In Punjab it was felt that the time frame for the completion of 16 days of activism was too short. A tight schedule affected the quality of events.

9.2 Meeting the Women’s Parliamentary Caucus

GEP organized a meeting between Ms. Catherine Johnson, Senior Director, Office of Democracy & Governance USAID, and members from the

Women Parliamentary Caucus Working Council and National Commission on the Status of Women on October 7, 2011. The purpose was to initiate discussion on a national strategy for combating gender-based violence (GBV) which would inform GEP on its upcoming grant cycle on GBV.

9.3 Aurat Yakjehti Mela (Women Solidarity Fair)

Aurat Yakjehti Mela (AYM) was organized on November 25, in connection with the '16 Days of Activism'. There were two segments of the event. The first segment comprised of a seminar and display of work done under USAID supported GEP, beneficiaries from four provinces were at their stalls to present the handicrafts they made under home based economic recovery projects. Four sub-grantees dealing with economic recovery projects, of first grant cycle, participated in the event with beneficiaries. The event was attended by Dr. Andrew Sisson, Director of USAID Mission in Pakistan, who also spoke on the occasion.



Dr. Andrew Sisson, Director of USAID Mission in Pakistan, speaking at the Aurat Yakjehti Mela organized to mark "16 Days of Activism"

The second segment was based on an inspiring performance by renowned artist Feryal Gauhar.

50-minute solo performance was titled as 'Khali Kamra' or The Empty Room, dealing with the

private lives of women who face violence that plagues their lives.

9.4 Launch of NCSW Research Studies

In collaboration with NCSW, GEP launched four policy studies in Islamabad and Karachi. The studies include "Appraisal of Capacities of Women Development Departments" at the provincial level by Dr Riffat Haque, "Shelter/Crisis Center and Gender Crime Cell" by Ms Afia Zia, "Assessment of Disaster Management Institutions and Development of a Gender Responsive Preparedness Plan" by Mr Sohail Manzoor and "Reporting, and Investigative Safety and Security of the Victim from the Police Perspective" by Alpha Consultants. Policy Studies were conducted in collaboration with the National Commission on the Status of Women (NCSW).

Paying tribute to women parliamentarians, Ms Anis Haroon, Chairperson NCSW, said that their efforts for women's empowerment were invaluable for pro-women legislation in Pakistan.



National Advisory Forum members at the launch of the studies.

Ms Haroon added that as an autonomous institution, NCSW was authorized to make recommendations to amend, abolish or repeal anti-women laws, policies and customary practices which undermine and deny fundamental rights and

dignified status to women and minorities. She deliberated upon the role of NCSW, especially after the introduction of 18th Amendment in the constitution.

The ceremony was attended by a multitude of people from all walks of life including academics, researchers, parliamentarians, ministers of women's development in Sindh and Balochistan, women's rights activists, USAID representatives and media.

9.5 GEP Celebrates the Achievements of Pakistani girls

GEP held an event on International Women's Day focusing on this year's theme *Connecting Girls-*



Ms. Rafat Yasmin, Communications & Media Officer GEP presenting at an event to celebrate International Women's Day.

Inspiring Futures, where the achievements of courageous Pakistani girls who made their mark in different walks of life, were eulogized. Held in Islamabad, the event started with the background rendition of International Women's Day and the journey of Pakistani women's struggle and achievements in different spheres of life. The program was designed to be interactive, offering the participants an opportunity to share their personal experiences. Public service messages of GEP media campaign featuring successful Pakistani girls were also played, followed by promos of GEP's supported TV show titled *Lal o Gauhar*.

The event was kept informal, as there were no

chief guests and stage runners. It was organized by young members of GEP team and participants comprised of young girls and boys.

Participants contributed to the proceeding while sharing personal experiences. Screening of GEP's public service messages ensued, followed by a healthy dialogue with participants.

9.6 Grant Opening Meeting

The grants opening meeting for cycle 3 and 5 provided an opportunity for all GEP units to interact with sub-grantees and provide them information on compliance and regulations. All units of GEP engaged with the 35 sub-grantees for both the cycles and provided information on



Sub-grantee at the grants opening meeting for GEP Grant Cycle 3 and 5.

GEP requirements and USAID regulations. Additionally, the grant opening meetings provided an opportunity for NADRA management to interact with sub-grantees and respond to any queries about NADRA facilitation during the CNIC registration campaign. The event also allowed sub-grantees to interact with GEP regional staff and their respective NADRA district staff.

Sub-grantees were explained the theme and purpose of the grant cycle by elaborating on the deliverables contained in each sub-grants. Additionally, financial guidelines, branding and marking regulations and reporting formats were also shared with sub-grantees.



Khatooran Bibi from Dist. Kachhi, Balochistan received her CNIC through Oasis Development Foundation (ODF) under GEP Grant Cycle 3.

Annex A

List of Sub-Grants

FUNDS CONTROL SHEET CYCLE I, CYCLE II, CYCLE III, CYCLE IV & CYCLE V CONSOLIDATED as on Sep 30, 2012

Sr. #	Funding Source-GEP	Grant Obligated	Start Date	End Date	Grant Status
Cycle # I					
1	National Commission on the Status of Women (NCSW)	246,190	1-Feb-11	15-Jun-12	Closed
2	Ministry of Womens Development Shaheed Benazir Bhutto Center, Quetta	23,069	1-Feb-11	31-Dec-11	Extension in Process
3	Ministry of Womens Development Shaheed Benazir Bhutto Center, Sahiwal	24,419	1-Feb-11	31-Dec-11	Extension in Process
4	Ministry of Womens Development Shaheed Benazir Bhutto Center, Islamabad	23,372	1-Feb-11	31-Dec-11	Extension in Process
5	Individual and National Media Sensitization	96,947	1-Feb-11	30-Apr-12	Closed
6	Sanjh Development Foundation District Mianwali	25,233	1-Feb-11	31-Oct-11	Closed
7	Karwan Community Development Organization	26,221	1-Feb-11	31-Oct-11	Closed
8	Friends Foundation District Muzzafargarh	24,698	1-Feb-11	31-Jul-11	Closed
9	Young Man Society Rahim Yar Khan	24,721	1-Feb-11	31-Jul-11	Closed
10	Blue Veins District Charsadda	24,593	1-Feb-11	15-Feb-12	Closed

11	Women's Assoc. Struggle for Development District Charsadda	24,727	1-Feb-11	15-Feb-12	Closed
12	Rural Development Organization Daggar, District Buner	23,256	1-Feb-11	31-Jul-11	Closed
13	Governance Institutes Network International Province-wide	25,008	1-Feb-11	29-Feb-12	Closed
14	Goth Sudhar Sangat Sindh District Dadu	23,198	1-Feb-11	29-Feb-12	Closed
15	Kainaat Development Association-Kashmore District Kashmore-Kandkot	23,023	1-Feb-11	30-Nov-11	Closed
16	Sewa Development Trust Sindh Khaipur, Sukkur, Ghotki, Larkana, Qambar and	24,220	1-Feb-11	31-Oct-11	Closed
17	Al-Mehboob Welfare Society Barkhan	23,014	1-Feb-11	31-Jul-11	Closed
18	Youth Organization Naseerabad, Jaffarabad	24,992	1-Feb-11	29-Feb-12	Closed
19	Masoom Rights Development Society District Sibi	23,325	1-Feb-11	31-Oct-11	Closed
20	National Educational & Environment Developmental Society	24,419	1-Feb-11	29-Feb-12	Closed
21	University of Punjab	24,951	1-Jun-11	29-Feb-12	Closed
22	Semiotics Consultants (PVT) Limited	22,480	1-Jun-11	29-Feb-12	Closed
23	SEBCON (PVT) Limited	24,495	1-Jun-11	30-Sep-11	Closed
24	Black Box Sounds	174,051	25-May-11	15-May-12	Closed
25	Applied Economic Research Centre (AERC)	199,302	27-Jun-11	30-Jun-12	Closed
	Sub total Cycle # 1	1,223,924			
Cycle # 2					
1	Human Resource Development Center, IMS	88,711	1-Aug-11	30-Sep-12	Closed
2	Four Corners Groups (Pvt) Ltd	86,805	1-Aug-11	30-Sep-12	Closed
3	Interflow Communications (Pvt) Ltd	150,683	1-Sep-11	30-Sep-12	Closed
4	Change Thru Empowerment	69,777	1-Aug-11	30-Sep-12	On Going

5	Youth Resource Centre	67,578	1-Aug-11	31-Jul-12	On Going
6	Women Social Organization	137,633	1-Aug-11	31-Mar-13	On Going
7	Publishing Extension Network (PEN)	25,215	1-Sep-11	15-Oct-12	On Going
8	Bargad Youth Organization	58,121	1-Aug-11	31-Jul-12	On Going
9	Ministry of Womens Development Shaheed Benazir Bhutto Center-Jacobabad	28,661	16-Dec-11	15-Jul-12	On Going
10	First Women Bank Limited	162,523	1-Sep-11	31-Aug-13	On Going
11	Creative Village-University of Lahore	179,002	1-Sep-11	31-Aug-12	On Going
12	Legal Right Forum	64,965	1-Oct-11	31-Oct-12	On Going
13	Department of Gender Studies, University of the Punjab	24,930	1-Nov-11	31-Dec-12	On Going
14	Center for Excellence for women's Studies. University of the Karachi	24,601	1-Nov-11	31-Dec-12	On Going
15	Gender Development Studies Department- Quetta	23,784	15-Dec-11	28-Feb-13	On Going
16	Ministry of Human Rights	151,210	2-Jul-12	30-Jun-13	On Going
17	Strengthening Participatory Organization (SPO)	373,111	2-Jul-12	28-Feb-15	On Going
	Sub total Cycle # 2	1,717,310			
Cycle # 3					
1	Today's Women Organization	35,206	16-Jan-12	15-Mar-13	On Going
2	Society for Human Assistance and Development (SHAD)	39,676	16-Jan-12	15-Mar-13	On Going
3	The Needs	32,982	16-Jan-12	15-Mar-13	On Going
4	Gul Welfare Organization	33,455	16-Jan-12	15-Mar-13	On Going
5	Al Asar Development Organization	37,317	16-Jan-12	31-Mar-13	On Going
6	Pakistan Youth Leage (FOG)	37,998	1-Mar-12	31-Mar-13	On Going

7	Saiban	32,208	16-Jan-12	31-Mar-13	On Going
8	Sindh Development Society (SDS)	35,710	1-Sep-12	30-Nov-13	On Going
9	Devcon -An Association for Rural Development	32,951	16-Jan-12	31-Mar-13	On Going
10	Shah Sachal Sami Foundaiton, Sindh	32,952	16-Jan-12	31-Mar-13	On Going
11	Oasis Development Foundation	30,156	16-Jan-12	31-Mar-13	On Going
12	Step	31,198	16-Jan-12	31-Mar-13	On Going
13	Dir Area Development Organization	33,511	16-Jan-12	31-Mar-13	On Going
14	Shine	33,142	16-Jan-12	31-Mar-13	On Going
15	Danesh	30,245	16-Mar-12	28-Feb-13	On Going
	Sub totalCycle # 3	508,707			
Cycle # 4					
1	Devolution Trust for community Empowerment (DECE)	113,663	1-Dec-11	15-Oct-12	Closed
2	Association of Global Humanists & ethices	26,884	12-Dec-11	15-Jul-12	
3	Grass-root Organization for Human Development	33,628	12-Dec-11	11-May-12	Closed
4	Society for Advancement of Community Health, education & Training	39,326	12-Dec-11	11-May-12	Closed
5	South Pujab NGO, Forum	29,279	12-Dec-11	30-Jun-12	Closed
6	Women Welfare Organization Poonch	38,826	12-Dec-11	30-Jun-12	Closed
7	AFAC	33,233	12-Dec-11	15-Jun-12	Closed
8	AHSAS	33,291	12-Dec-11	11-May-12	Closed
9	Aurat Association	29,279	12-Dec-11	11-May-12	Closed
10	Azat Foundation	34,781	12-Dec-11	11-May-12	Closed

11	SAAD	28,930	12-Dec-11	11-May-12	Closed
12	Association Behavior for Knowledge Transformation (AGHE)	32,878	12-Dec-11	11-May-12	Closed
13	Aware Girls	36,012	12-Dec-11	15-Jul-12	Closed
14	Dehi Ijtamai Taraqati Social Welfare Council	35,384	12-Dec-11	15-Jul-12	Closed
15	Foundation for Intergrated Development Action(FIDA)	35,727	12-Dec-11	15-Jul-12	Closed
16	SEHR	50,047	15-Dec-11	31-Aug-12	Closed
17	Sindh Development Society	33,128	15-Dec-11	31-Aug-12	Closed
18	PEACE	35,512	15-Dec-11	14-Jun-12	
19	HWA Foundation	35,395	15-Dec-11	31-Aug-12	Closed
20	HANDS	61,070	15-Dec-11	15-Sep-12	Closed
21	Community Support Concern	50,919	15-Dec-11	14-Jun-12	Closed
22	Society for uplifting (FOG)	28,209	16-Dec-11	15-May-12	Closed
23	Kainaat Development Association	35,992	11-Jan-12	15-Sep-12	Closed
	Sub total Cycle # 4	911,390			
Cycle # 5					
1	Devolution Trust for community Empowerment (DECE)	249,970	21-May-12	20-Aug-13	On Going
2	Dehi Samaji Taraqati Council (DSTC)	40,846	1-Aug-12	30-Sep-13	On Going
3	Association for Gender Awareness & Human Empowerment (AGAHE)	42,715	1-Aug-12	30-Sep-13	On Going
4	Roshan Youth Welfare Organization (RYWO)	18,929	1-Aug-12	30-Sep-13	On Going
5	Community Support Foundation (CSF)	24,467	1-Aug-12	30-Sep-13	On Going
6	Awareness on Human rights, Social development and Action Society (AHSAS- PK)	22,842	1-Aug-12	30-Sep-13	On Going

7	Al Mehboob Welfare Society (AWMS)	22,659	1-Aug-12	30-Sep-13	On Going
8	Makran Resource Center (MRC) Turbat	23,044	1-Aug-12	30-Sep-13	On Going
9	Youth Association for Development (YAD)	21,838	1-Aug-12	30-Sep-13	On Going
10	Youth Organization (YO)	22,834	1-Aug-12	30-Sep-13	On Going
11	Agosh welfare society & development association	23,474	1-Aug-12	30-Sep-13	On Going
12	Aid Balochistan	24,203	1-Aug-12	30-Sep-13	On Going
13	Balochistan Social Development Program (BSDP)	23,474	1-Aug-12	30-Sep-13	On Going
14	Chagai Development Organization (CDO)	21,821	1-Aug-12	30-Sep-13	On Going
15	Masoom Rights Development Society (MRDS)	23,192	1-Aug-12	30-Sep-13	On Going
16	Bhittai Social Welfare Association (BSWA)	40,662	1-Aug-12	30-Sep-13	On Going
17	Management & Development Foundation (MDF)	37,995	1-Aug-12	30-Sep-13	On Going
18	Sami Foundation (SF)	31,586	1-Aug-12	30-Sep-13	On Going
19	Soofi Sachal Sarmast Welfare Association (SSSWA)	34,474	1-Aug-12	30-Sep-13	On Going
20	Pak Women	14,648	1-Aug-12	30-Jun-13	On Going
	Sub total Cycle # 5	765,672			
	Grand Total Cycle 1, 2,3,4 & 5	5,127,003			

The list of sub-grants above does not include 41 sub-grants approved by USAID for grant cycle 6 on 5th October 2012. These are awaiting signatures of award letters by sub-grantee representatives

Annex B

Gender Based Violence Strategy

Background

Violence against women (and against 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 include 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.

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 providing 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.

Key Features of the Strategy

Scope of GBV

This strategy encompasses combating all types of gender based violence including honor killing, trafficking (both internal and external), 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.

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, there is presence of relevant government institutions and vibrant NGOs, and where Aurat Foundation's previous advocacy work has created inroads.

Involving Youth

A typical population pyramid of any developing nation comprise of a large majority of youth. The situation is true in the case of Pakistan where a large majority of population falls in the younger age group. There is a need to tap this resource by proactively engaging with youth through different initiatives to combat GBV. As learned from the experiences of other countries, innovative initiatives involving youth in different activities will form the key approach towards changing the attitudes and addressing GBV.

Involving Parents/Families

As established through different studies and researches, parents/family members of the GBV victims are least involved in the reporting of GBV incidence and accessing justice for the survivor. This is considered bringing dishonor and shame to the family and on the other hand, the survivor is stigmatized by the family as well as the community in case of any disclosure.

The GBV strategy will encompass working with the families of GBV survivors (mainly parents) by

creating demand for justice and building pressure on judiciary and other law enforcement agencies for prompt follow up and disposal of GBV cases. Parents and family members of the GBV victims will be sensitized and involved throughout the process of accessing justice (from filing the case to the final conclusion of the case in judiciary). This involvement of parents and family members will bring great moral support to the victims and survivors of GBV, essential for their rehabilitation and mainstreaming into the society.

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)

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.

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.

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 via 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.

Key Components of the GBV Strategy

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

Component I - Prevention

The incidences of GBV are on the increase. Statistics from different research and secondary sources show that the GBV cases are escalating over recent years. This indicates the need for creating an enabling environment where prospective GBV victims can be protected before they are subjected to violence. Building partnerships for knowledge and action will be the main strategy for GBV prevention. It is expected that key stakeholders will play their role in developing this enabling environment at different levels:

Relevant Legislation

The entities that work on legislation and policy (including Parliament, National Commission on the Status of Women, Ministry of Human Rights, Provincial Ministries of Women Development and Women's Caucus) will be coopted to help create the enabling environment. These entities will be supported for implementation of legislation, especially those passed recently, and for addressing the gaps in other existing legislation.

Rapid Response by Institutions

This involves the role of key public institutions like helplines, police, judiciary, as well as private institutions to help prevent the incidence of GBV, by acting rapidly when needed. For example, if there is a call to a helpline from a girl or woman in distress, the helplines needs to be able to inform police immediately, so preventive actions can be taken. In the same way, if there is a report of a girl or woman gone missing, abducted or kidnapped, the police should act rapidly to find her before a crime or violence is committed against her. This needs establishment of well-functioning helplines, proactive procedures for reporting of the crime (or possible crime), issue of search warrants, quick action by police (or citizen-police liaison bodies) and efficient referral system to shelter or hospital.

Awareness at the Local Level

For developing an enabling environment at a local level, NGOs and CBOs, women's groups, local groups, advocacy institutions have to be brought on board. Village elders (both men and women), teachers, mosque imams and families will be engaged for promoting the enabling environment to prevent GBV. They would act as catalysts for raising awareness at the community level so that the communities are more vigilant and can protect vulnerable people. Efforts will be made to achieve the desired sensitization and awareness level – though it will be a real challenge to maintain the delicate balance between privacy of the victim and acting to work towards stopping GBV.

Aurat Foundation has long standing recognition across Pakistan for its community based presence in the form of an established network of district level Citizen Action Committees (CACs) across 73 districts in Pakistan. CACs have already been working on women's issues for several years but will be explored for a more focused role in the prevention of GBV.

Media campaigns will be especially developed focusing on GBV prevention and reducing violence against women.

Component 2 - 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.

Lack of data and documentation on gender based crimes is an impediment in combating GBV. Gender Crime Cell is an important initiative of the government to gather data around gender based crimes. However, there is a strong need to further strengthen this mechanism and establish Gender Crime Cells at the provincial levels.

An effective referral system will be set up which will include helplines, crisis centers, Dar-ul Amans, private shelters and the Gender Crime Cell.

Helpline 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.

Helplines will be supported across regions to provide critical services free to the survivors of GBV. The services that will be supported include counseling, information provision and referrals to shelters and medical centers for immediate relief and help.

Component 3 – 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. Engaging with youth through innovative initiatives like supporting youth friendly spaces, provision and access of critical information to youth on GBV and related issues in a youth friendly package will also be focused as part of strategy to combat GBV.

In other developing countries where GBV and VAW is rampant, there are many successful models of One Stop Centers based in a health institution for providing essential services to GBV survivors under one roof. Learning from these

models and successes, interventions need to be planned to establish One Stop Centers that provide free and quality services to the survivors of GBV under one roof. This involves exploring working with both private and public sectors hospital to establish Gender based recovery centers as One Stop Centers. These One Stop Centers will offer comprehensive medical care and psychosocial support for survivors of rape and gender violence by offering emergency post rape medical care, collecting and preserving forensic evidence, legal aid, creating awareness on GBV to staff and public as well as advocacy for behavior change) to GBV survivors, free of charge.

Component 4 – 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.

Perpetrators of violence are also members of the society and in cases of less serious offences it would be important to make them realize their unacceptable behavior and help them become responsible members of society. Working with perpetrators is one innovative approach towards a GBV free society and hence initiatives will be taken to provide them psycho-social counseling and arranging sensitization sessions for improved attitudes and behaviors.

Component 5 – 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, in private and public sectors
- Access to micro and medium finance and credit lines

Information

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