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**Aurat Foundation**

# Gender Equity Program

## Annual Report

October 2012 - September 2013



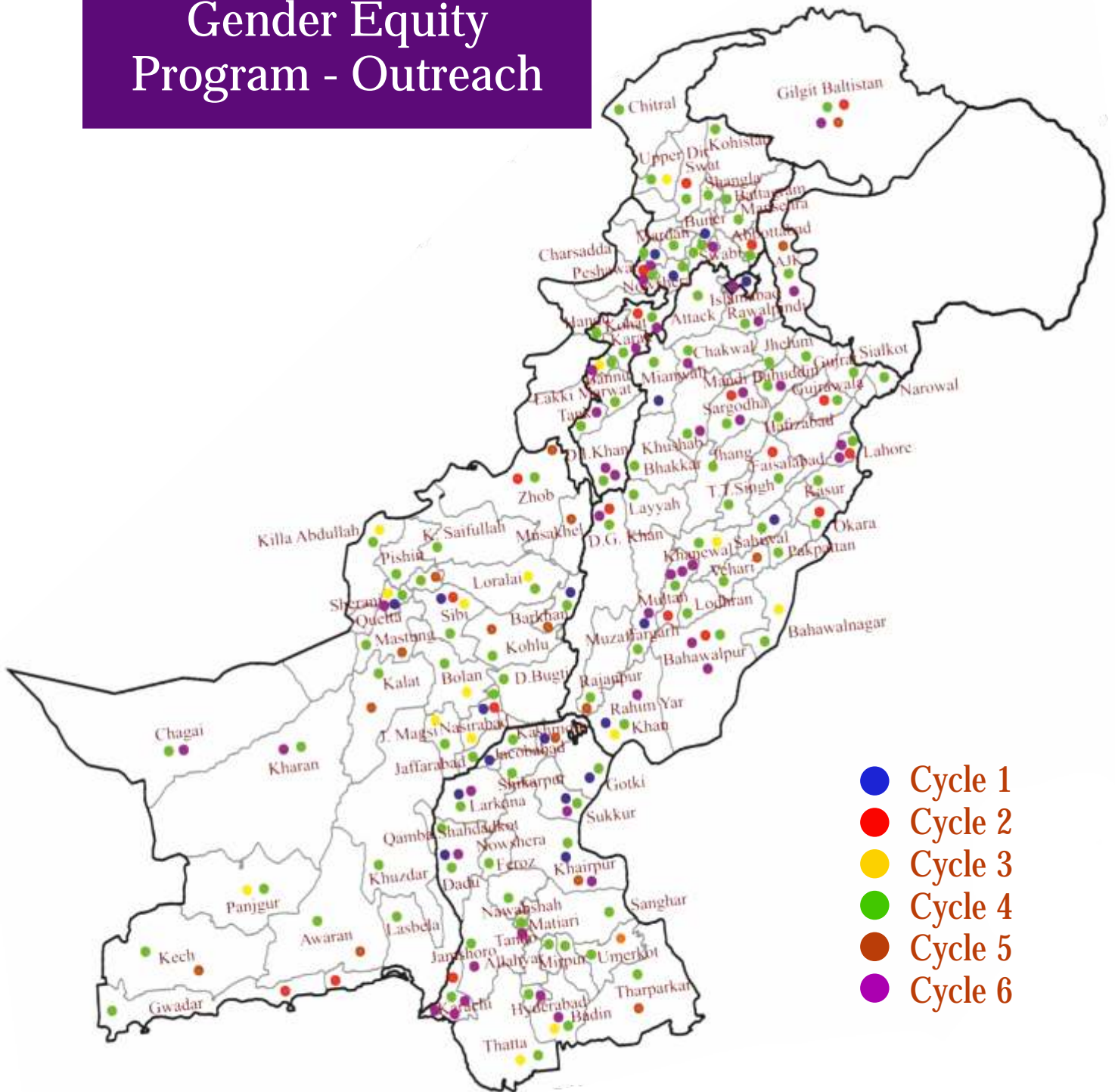


# Annual Report

October 2012 - September 2013

# GEP Awarded Grants (August 2012 - September 2013)

## Gender Equity Program - Outreach





Children from Mashal School, Bari Imam, Islamabad, enjoy the launching ceremony of Pakistan's first 3D animated series on gender-based violence for children 'Mein aur Meray Dost' on December 3, 2012.



Chief Operating Officer, Aurat Foundation, Naeem Mirza

# A Word from Chief Operating Officer

It gives me immense pleasure to see Gender Equity Program (GEP) progress as it was envisioned three years back by Aurat Foundation (AF) and The Asia Foundation, who had only one aim in their minds - empowerment of women.

GEP is a unique initiative for AF and I am proud to mention here that from information gathering and dissemination, activism, advocacy and policy-making, we have successfully managed to enter into a new arena of grant-making through GEP. AF has always loved to venture into new areas and fields with innovative approaches and strategies. GEP is one such example.

It is encouraging to see GEP having made tremendous progress in various fields as reflected in this report and has been able to explore new avenues to further build on work already done for women's empowerment. Despite its growing engagements, GEP remained a strong and leading voice in raising women's concerns at the highest level and continued its struggle to take the women's movement in Pakistan forward.

Personally, I am impressed with the way GEP has taken ahead the vision of Aurat Foundation. Considering the law and order situation and resistance towards concepts of gender equality and equity in many parts of the country, GEP's achievements are no doubt tremendous and reflect the hard work and passion of the team.

Awarding 152 sub-grants in three years around different themes and building the capacity of more than 130 small non-government organisations and community based organisations was quite a challenging target which was effectively achieved by GEP. Registration of 4,75,728 women for Computerized National Identity Cards (CNIC) in remote and difficult districts of Pakistan provided women with a 'proof of citizenship' in addition to the opportunity to cast vote in 2013 elections.

For me, one of the most striking aspects of GEP's activities last year was the way it involved youth and children in its activities. I believe that's the way to address discriminatory mind-set at the very basic level. Advocating at the grassroots level is a major function of AF and this has been enhanced through a variety of techniques applied by GEP.

I congratulate GEP team specially Chief of Party Simi Kamal for taking this endeavour ahead successfully while keeping the spirit of activism and advocacy alive in all its initiatives. I am sure the coming year will prove to be even more eventful and successful for GEP. I am also grateful to The Asia Foundation for their dedicated collaboration with AF through this program. We would also like to express our tremendous gratitude for the support by USAID Mission in Pakistan to this program.

Naeem Mirza  
Chief Operating Officer  
Aurat Foundation



Chief of Party GEP, Simi Kamal; Chief Operating Officer, Aurat Foundation, Naeem Mirza; and other representatives of GEP projects who came from all over the country to participate in the Annual Event held from





and USAID's Mission Director, Gregory Gottlieb, in a group photograph with beneficiaries September 18 to 21, 2013.



Chief of Party, Gender Equity Program, Simi Kamal

# Preface

Completing three years of implementation, the Gender Equity Program continues to be a key program of Aurat Foundation, taking forward its goal of advocating and influencing policy, legislation and programs for greater economic, social and political empowerment for the women of Pakistan. With support from USAID and the assistance of the Asia Foundation, GEP is working hard to set the tone of, and provide models for, reducing the gender gap in Pakistan, in critical areas: gender based violence, empowerment at home, at the workplace and in public spaces, and access to justice. GEP continues to be 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 violence, marginalization and suppression.

We can see more pieces of the 'jigsaw puzzle' of GEP coming together with 41 grants provided to civil society organizations in cycle 6A and 11 grants provided to government institutions in cycle 6B.

By the end of Year Three, GEP awarded 152 sub-grants, of which 77 have been completed and closed. In Year Three registration of about half a million people has been completed for Computerized National Identity Cards (CNICs) in remote and difficult districts of Pakistan and training on voter education has been provided in these same marginalized areas of the country. Support has been provided to 12 private shelters across the country and 6 helplines established or strengthened. Training is underway for civil judges, court officials and session judges. 160 public prosecutors have been trained and 160 trained women lawyers are now providing services to women.

15 episodes of the talkshow *Lal-O-Gauhar*, have aired twice and Pakistan's first 3D cartoon series, *Mein aur Mere Dost* (Me and My Friends), which is based on gender discrimination, aired between September 2012 and January 2013. Eleven theater performances, 6 radio shows and 150 radio messages have been produced and aired, and 550 sets of documentary, cartoon serial, talk shows and public service messages have been distributed and are being used by 152 grantees and others.

2.4 million people viewed the 15 episodes of talk show *Lal-O-Gauhar*. 1.47 million viewers saw the cartoon serial at its peak in February 2013. 257 students from 29 universities submitted 71 documentaries for a radio competition.

Several GEP Networks are in place and working. Pakistan Gender Coalition, launched in Year Two now has 134 organizations as members, and the Network of public sector universities working on gender studies and women studies has been launched with 6 member universities. A youth network of 100 members has been formed to work on women's empowerment in institutions of higher education.

Primary research studies on Sexual Harassment, Customary Practices Leading to Gender Based Violence, Social and Legal Response to Rape, Trafficking of Women and Girls in Pakistan and Domestic Violence were also launched this year.

Four volumes consisting of 126 success stories on CNIC Registration, Justice & Empowerment, Advocacy and Gender Based Violence were also completed and launched, as was a Media Coverage Booklet recounting GEP events in the news from August 2010-July 2013. 4 GEP Newsletters (volumes 5, 6, 7 and 8) were produced in English and volume 7 was also produced in Urdu. From now on all newsletters will be in both English and Urdu. Information, Education and Communication (IEC) materials on pro-women laws, political education and GEP supported shelters and helplines were developed and launched.

Training modules have been developed on Strategic Planning, Organizational Management, Financial

Management, Project Cycle Management and Gender Sensitization and 15 trainings conducted for women's organizations. Three GEP specific trainings were conducted on report writing and documentation, success stories and branding and marketing for 196 participants from 47 sub-grantee organizations. A further set of 38 modules have been developed and are in use: 28 on Economic Rehabilitation, 4 on Psycho-Social Support and 6 on gender mainstreaming by universities. Three universities have been using the modules and the media products of GEP in their regular courses and also built seminars around them.

GEP has received very positive feedback from the OIG Program Audit and also gone through a Grant Making Assessment and a Mid-term evaluation.

The National Advisory Forum (NAF) has a new Chairperson, Ms Khawar Mumtaz (who is also the new Chair of the National Commission on the Status of Women), and several new provincial Ministers have replaced those that have retired. Dr Masuma Hasan (President of Aurat Foundation), Ms Anis Haroon (former Chair of the National Commission on the Status of Women and a board member of Aurat Foundation), Ms Shahnaz Wazir Ali (former Special Advisor to the Prime Minister) and others continue to provide guidance and valuable feedback.

GEP will continue to both consolidate and build upon what has already been achieved, and strike out in new directions in Year Four, designing and putting in more pieces of the jigsaw puzzle as we work through advocacy, capacity building and service delivery.

Simi Kamal  
Chief of Party  
Gender Equity Program (GEP)

ميراث حق محفوظ، معاشرہ مضبوط

Rights Secured – Society Empow



Interactive Resource Centre (IRC) performs at GEP Annual Event held on September 20, 2013.



Faculty members and students from different universities attend the launching ceremony of GEP's five research studies on gender-based violence held on February 25, 2013.





Country Representative, The Asia Foundation, Gareth Aicken





## The Asia Foundation

The Asia Foundation is very proud to have contributed to the success of the gender equity program (GEP), now recognized, as it passes its halfway mark, as one of the most successful programs of its kind.

In a country which still ranks near the bottom of any table comparing women's individual well-being or collective role in national life, GEP has touched the lives of hundreds of thousands of women in all parts of Pakistan. Beyond the achievements that each grant has brought about, thanks to the hard work and dedication of the program's Partner – organizations throughout Pakistan, GEP has brought hope and with it, the wider awareness of what can be done and through working with national and (increasing) provincial government bodies. As well as with several universities, the program is strengthening the organizations and institutions which will be able to help sustain the progress GEP is making.

The Asia Foundation, as an international NGO, is also proud of its role within GEP in supporting the Aurat Foundation. We believe that GEP is a great example of a successful program led by a national NGO: our two foundations have worked together in the past and are now collaborating closely together within the GEP team. We share a common commitment to gender equity and women's empowerment. And we in the Asia Foundation are pleased that we have been able to assist the Aurat Foundation in building up its capacity to take over final responsibility for grant-making in the future. We have also made sure that each NGO grantee under GEP has been extensively advised, where needed, on its managerial and financial capacity in order to enable it to deliver an effective project and we have worked closely to provide support and backstopping to the government and other public sector bodies which have administered some of the larger grants.

We look forward to the remaining years of the gender equity program with confidence, and to continuing to collaborate with the Aurat Foundation in making them even more successful.

Gareth Aiken  
Country Representative, Pakistan



Director School of Economics, Quaid-i-Azam University, Professor Dr. Aliya H Khan



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Dated: December 23, 2013

**Message for Third Annual Report of the Gender Equity Program (GEP)**

It is a matter of great privilege and pleasure to write this message on the occasion of completion of three years of the Gender Equity Program (GEP). In my capacity as a member of the National Advisory Forum (NAF) from the world of academia. I have gained immense insight into the prevailing situation of women's rights and the dimensions of socio-economic empowerment of women in Pakistan through meaningful engagement and interaction with the highly experienced NAF members representing the world of politics, civil society, government, judiciary and media.

In my opinion, GEP has distinguished itself as an extremely successful program through adopting a multi-pronged work strategy based on the thematic grant cycle approach in which it has supported wide-ranging interventions spanning over institutional strengthening activities, skill development & capacity building initiatives, conduct & dissemination of research and powerful & effective media campaigns. The formation of the Pakistan gender coalition (PGC) is also important milestone towards promotion of civil society networks working for the cause of advancing women's rights and uplifting the socio-economic profile of Pakistan women.

I am confident that GEP will continue with its valuable work in sync with its objectives which are imbedded in its grant cycle approach I also look forward to my continued association with GEP through the platform of NAF which has given me this unique opportunity to harness my academic and research knowledge base towards shaping a more just, equitable & socio-economically empowered life for the women of Pakistan.

*Aliya H. Khan*  
Prof. Dr. Aliya H. Khan  
Director



Former Interim Minister for Women Development and Human Rights, Sindh, and former Chairperson National Commission on the Status of Women, Anis Haroon

Ms Anis Haroon  
Former Chairperson Nat  
Commission on the Status of  
and former Interim

**Message from Ms Anis Haroon**  
**Former interim ministry for women development & human rights, Sindh**  
**March-May 2013 and former chairperson, national commission on the**  
**Status of women**

Gender Equity Program is a major and diverse project. Since it also involves smaller community organization, the outreach programs are very useful and Commendable. An important aspect now is to ensure sustainability of the project.

The strength of Aurat Foundation is that we were able to create social capital. Can GEP leave the same impact on society? I am pleased to state that once the Project is over, the networks arising out of GEP's forums of the Pakistan Gender Coalition and the GEP Alumni will ensure sustainability. Fresh voices are already being heard through these forums and new activists are emerging to join the old Guard to carry forward the work of women's empowerment.

It is good that GEP is also helping government institutions. I think it is extremely beneficial to work with government institutions and build their capacity. Eventually, they are the implementers. The aspect we need to consider seriously is to make this support more sustainable.

One thing that makes women suffer is the onslaught of extremism. Everything about women's status is being questioned. It is very important for women's movement and groups to counter the negative propaganda against women and to change these mindsets. I am encouraged to see the media campaigns being run by GEP and hope that these talk shows and public service messages will serve this purpose. We need a very strong movement to ensure that the gains made over the past three decades are not lost.

We should continue to demand equal rights for women on constitutional grounds and to fight the legitimacy of our rights.

*Anis Haroon*



A beneficiary shares her story of survival during an interview recorded for GEP documentary on September 18, 2013.

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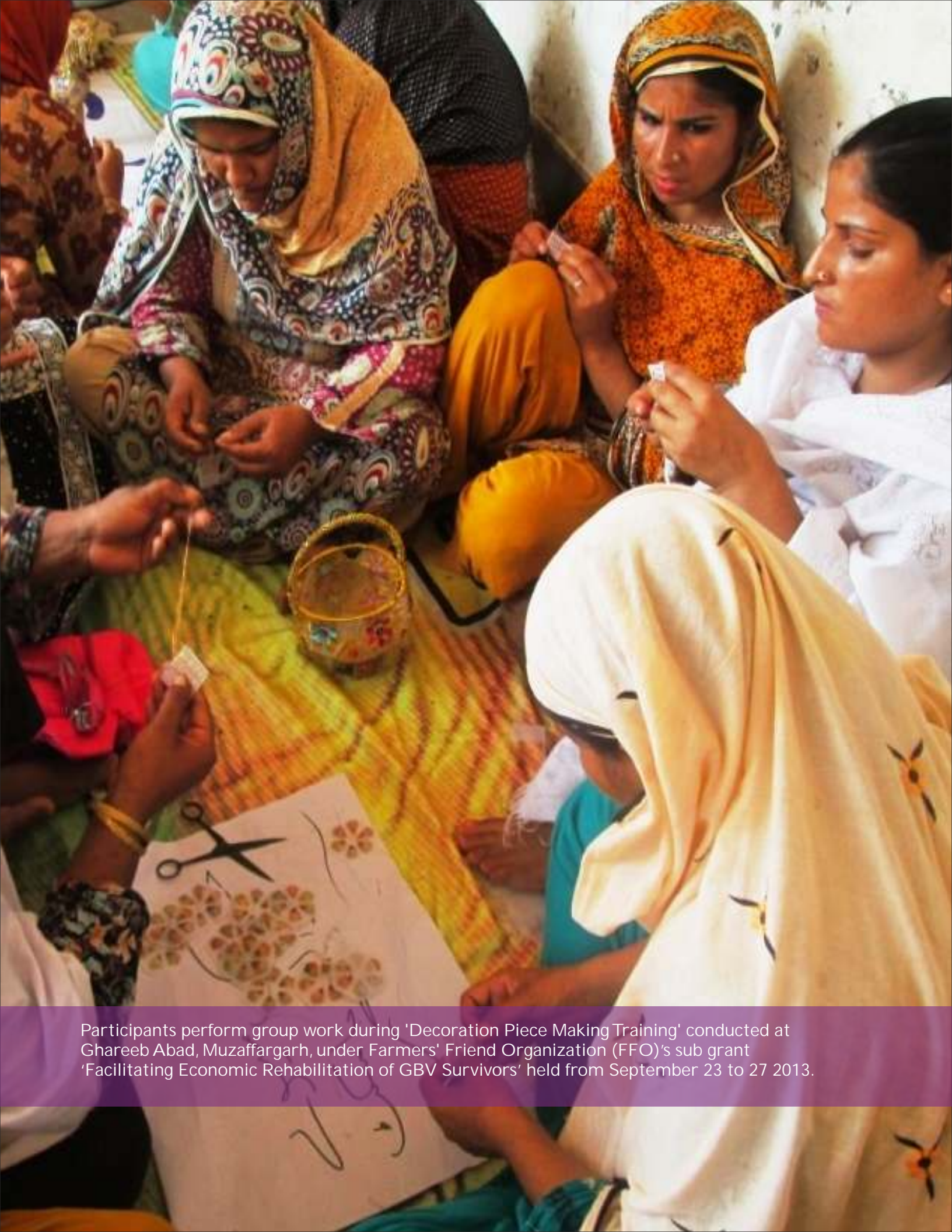
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# Acronyms

AF	Aurat Foundation
AASA	Anjum Asim Shahid Associates
AERC	Applied Economics Research Center
BFOHT	Binte Fatima Old Home Trust
CAO	Civil Advocacy Organization
CBO	Community Based Organization
CNIC	Computerized National Identity Card
COO	Chief Operating Officer
CSC	Civil Society Coalitions
CSO	Civil Society Organization
CSPO	Chief Strategy and Planning Officer
DTCE	Devolution Trust for Community Empowerment
FIR	First Information Report
FM	Financial Management
FWBL	First Women Bank Limited
GEP	Gender Equity Program
GMC	Grants Management Committee
HANDS	Health and Nutrition Development Society
IEC	Information, Education and Communication
LRF	Legal Rights Forum
MER	Monitoring, Evaluation and Research
MRV	Mobile Registration Vehicles
MSI	Management Systems International
NADRA	National Database and Registration Authority
NAF	National Advisory Forum
NCSW	National Commission on the Status of Women
NET	Noor Education Trust
NGO	Non-Government Organization
PCM	Project Cycle Management
PCSW	Pakistan Commission on the Status of Women
PGC	Pakistan Gender Coalition
PML-N	Pakistan Muslim League-Nawaz
PPP	Pakistan People's Party
PSC	Program Steering Committee
PSM	Public Service Messages
Q&A	Question & Answer
QPR	Quarterly Progress Report
RFP	Request for Proposal
SEBCON	Socio-Economic and Business Consultants
SOPs	Standard Operating Procedures
SWOT	Strengths, Weaknesses, Opportunities and Threats
TAF	The Asia Foundation
TORs	Terms of Reference
US	United States
USAID	United States Agency for International Development
USD	United States Dollar
WDD	Women Development Department



Chief Operating Officer, Aurat Foundation, Naeem Mirza presents memento to USAID's Mission Director, Gregory Gottlieb at the GEP Annual Event held on September 20, 2013.



Participants perform group work during 'Decoration Piece Making Training' conducted at Ghareeb Abad, Muzaffargarh, under Farmers' Friend Organization (FFO)'s sub grant 'Facilitating Economic Rehabilitation of GBV Survivors' held from September 23 to 27 2013.

# Executive Summary

The USAID-supported Gender Equity Program is working to reduce gender gaps in Pakistan by taking proactive measures in support of women in four key areas: access to justice, empowerment at home, in the workplace and public domain, combating gender based violence and building the capacities of institutions that work on gender equity, gender equality and the advancement of women. These objectives faithfully mirror Aurat Foundation's own objectives and its 27 year legacy of fighting for women's rights.

Due to the lag in US funding, no new grants were initiated during Year Three of GEP. It was nonetheless a very busy year as activities for grant cycles 2, 3, 5 and 6 continued. During Year Three of GEP the pieces of the jigsaw puzzle started coming together to reveal the positive impact of grant cycles 1 - 6 on women.

The program achievements of GEP in Year Three up to 30<sup>th</sup> September, 2013 are:

## Activities and Results

- 53 Sub grants initiated under cycle 6 (processed in Year Two)
- 152 sub-grants awarded to date, of which 77 have been completed and closed
- 475,528 women registered for Computerized National Identity Cards (CNIC) in remote and difficult districts of Pakistan and provided training on voter education in marginalized areas of Pakistan. Counting the number of men registered brings this figure close to half a million people
- Support provided to 12 private shelters across the country. 954 women have taken refuge in these shelters, 598 have been rehabilitated and 1,870 have received economic rehabilitation trainings from 94 trainings
- Six helplines established or strengthened
- Training programs initiated for civil judges, court officials and session judges
- 160 public prosecutors trained
- 1,875 young men and women trained on women's rights and gender mainstreaming
- 160 trained women lawyers providing services to women
- 2.4 million people viewed 15 episodes of talk show *Lal-O-Gauhar*
- 257 students from 29 universities submitted a total of 71 documentaries for radio competition
- 1.47 million viewers saw the cartoon serial at its peak in February 2013

## Research and Publications

- Primary research studies on Sexual Harassment, Customary Practices Leading to Gender Based Violence, Social and Legal Response to Rape, Trafficking of Women and Girls in Pakistan and Domestic Violence launched
- Scoping study on Gender Equity, Justice and Governance completed
- Four volumes consisting of 126 success stories on CNIC Registration, Justice & Empowerment, Advocacy and Gender Based Violence completed and launched
- Media Coverage Booklet recounting GEP events in the news from August 2010-July 2013 completed and launched
- Four GEP Newsletters (volumes 5, 6, 7 and 8) with an Urdu translation of number 7 published
- Information, Education and Communication (IEC) material on three components i.e. pro-women laws, political education and GEP supported shelters and helplines developed and launched

## Media Products

- 13 episodes of talk show *Lal-O-Gauhar*, aired twice
- Pakistan's first 3D cartoon series, *Mein aur Mere Dost* (Me and My Friends) which is based on gender discrimination aired between September 2012-January 2013
- 11 theater performances, 6 radio shows and 150 radio messages produced and aired
- 550 sets of documentary, cartoon serial, talk shows and public service messages distributed and in use
- All media products distributed and used by 152 grantees and others

## GEP Networks

- Pakistan Gender Coalition consisting of 134 organizations in operation
- Network of 9 public sector universities working on gender studies and women studies launched
- A youth network of 100 members formed to work on women's issues in institutions of higher education
- E-portal linking women's studies centers/departments of 9 public universities being supported by GEP in operation

## Modules, Capacity Building and Training

- Modules developed on Strategic Planning, Organizational Management, Financial Management, Project Cycle Management and Gender Sensitization
- 15 trainings conducted of Women's Organizations on Strategic Planning, Organizational Management and Financial Management in which 125 women participated
- 3 GEP specific trainings on report writing & documentation, success studies and branding & marketing conducted of 196 participants from 47 sub-grantee organizations
- 38 modules developed and in use: 28 on Economic Rehabilitation, 4 on Psycho-Social Support and 6 on gender mainstreaming by universities
- Trainings of 31 regional GEP staff members conducted on grant holding, writing case studies, success stories and press releases, monitoring and evaluation, financial compliance, gender and grant committee meetings

## Evaluations of GEP (by other institutions)

- OIG Program Audit
- Grant making assessment
- Mid-term evaluation
- Financial audit

## Grant Cycles in Year Three

Grant cycles 3 and 5 concluded in Year Three. Furthermore, work on the 53 grants that were awarded at the end of Year Two for grant cycle 6 commenced. The financial progress of GEP in Year Three increased cumulative obligations to USD 7,714,965 from USD 2,280,476 in Year Two. The burn rate of obligated funds on 30<sup>th</sup> September 2013 stood at 74%. Please see the next page for the cumulative obligations up to Year Three.

Table 1: Cumulative Obligations of GEP up to Year Three

Objectives	Obligation				Disbursement				Remaining
	Year 1	Year 2	Year 3	Cumulative	Year 1	Year 2	Year 3	Cumulative	Obligation
Objective 1	562,081	13,501	-	575,582	150,924	214,098	122,110	487,132	88,450
Objective 2	746,180	35,872	277,422	1,059,474	340,927	336,737	81,710	759,374	300,100
Objective 3	1,072,112	1,887,405	2,035,377	4,994,894	177,375	1,716,506	1,933,360	3,827,241	1,167,653
Objective 4	451,119	343,698	458,503	1,253,320	101,825	286,162	258,698	646,685	606,635
Sub-Total	2,831,492	2,280,476	2,771,302	7,883,270	771,051	2,553,503	2,395,878	5,720,432	2,162,838

Due to the lag in USAID/Pakistan funding, grant cycles 7 on Economic Empowerment, 8 on Access to Justice and 9, which will be a continuation of combating Gender Based Violence, were put on hold.

## Meeting Challenges and Creating Opportunities

GEP was faced with a slew of challenges and opportunities during Year Three. Some of the challenges were financial and programmatic while others were related to the security situation in Pakistan and the general elections of May 2013. The general elections of May 2013 also presented opportunities for GEP to re-engage with provincial and national parliamentarians for the National Advisory Forum (NAF). It is worth noting that despite countless hurdles, GEP continued to deliver on its objectives.

## External Challenges

The gearing up of political activities coupled with the deteriorating law and order situation had an adverse effect on CNIC registration for grant cycle 5 of GEP with sub-grantees finding it hard to implement designed activities due to the volatile security situation and the allocation of NADRA resources for election activities.

The implementation of the 18<sup>th</sup> Amendment, after which the locus of government moved to the provinces, posed its own set of challenges. As a result, GEP shifted some analysis, action and decision-making to its provincial offices.

The transition of one democratic government to the next in May 2013 was a very welcome development. GEP took this as an opportunity to re-engage with new provincial Ministers for the National Advisory Forum (NAF).

## Internal Challenges

One of the main challenges faced by GEP during Year Three was the lag in USAID/Pakistan funding which resulted in eight months delay in incremental funding. Consequently, GEP was not able to commit funds for execution of three cycles planned for Year Three (cycles 7, 8 and 9).

With the impression of uncertainty in context to USAID funding, GEP staff experienced low morale. A total of 13 highly trained staff members from both AF and TAF resigned from the Islamabad and regional offices. The US government shutdown in October 2013 for a period of 16 days created panic and

confusion among sub-grantees who mistakenly viewed it as a sign of their projects closing down although activities planned prior to the shutdown continued. GEP was able to alleviate this misconception through intense engagement with sub-grantees during the Experience Sharing for Grant Cycle 6, Pakistan Gender Coalition and GEP Annual Event held in September 2013.

## Achievements in Year Three

This section recounts GEP's achievements under grant cycles 2, 3, 5 and 6.

### Access to Justice

Under grant cycle 2, training programs have been initiated for civil judges, court officials and session judges. 160 women lawyers who were provided internships through GEP have created a National Lawyers Forum providing legal aid to women. An additional 1,875 young women and men have been trained on women's rights and gender mainstreaming.

### Supporting Gender Studies

Under grant cycle 6B, GEP awarded sub-grants to women and gender studies departments of 6 public sector universities all across Pakistan bringing 9 universities into the fold of the program. One important achievement of this support is the development of an e-portal that links the gender and women's studies departments of these universities to share knowledge, research and curricula related to their degree programs on gender.

During Year Three of GEP, 6 of the 9 universities developed and launched a network of public sector universities working on women and gender studies. This network was formed in order to consolidate and take forward their cumulative work. Furthermore, this network also plans to publish a journal of gender studies and appoint a voluntary patron.

The universities that have joined this network thus far are as follows:

- Centre of Excellence for Women's Studies, University of Karachi
- Institute of Women Development Studies, University of Sindh, Jamshoro
- Gender Studies, Shah Abdul Latif University, Khairpur
- Gender Studies, Bahauddin Zakariya University, Multan
- Institute of Education and Research, Gomal University
- Gender Studies, University of Balochistan

The rest of the three universities, namely University of Punjab, Islamia University and University of Sargodha are expected to join this network shortly.

### Advocacy through Media

During GEP Year Three, the 15 episode talkshow called *Lal-o-Gauhar* was re-aired from 28 September 2012 - 18 January 2013 on News One. *Lal-O-Gauhar* was produced by Interflow Communications, a sub-grantee of GEP in grant cycle 2, to inform Pakistani women about their rights and existing laws to protect



those rights. The viewership of this program stood at 146,988 people per episode. A total of 2.4 million people viewed 15 episodes of this talkshow. In terms of women's viewership, a total of 103,710 women watched each episode of the second airing.

In March 2013, Radio Pakistan held an All Pakistan Radio Productions Award Ceremony in Lahore. The aim of these awards was to mobilize youth from universities, degree awarding institutes and colleges



Students from Lahore College for Women receive an award for best Public Service Message (PSM) from famous writer Munnu Bhai in Lahore on March 8, 2013.

offering M.A/M.Sc Mass Communication (Journalism) in Pakistan to highlight the issue of gender based violence through radio productions. Approximately 257 students from 29 universities submitted a total of 71 documentaries for this competition.

From December 2012-February 2013, '*Mein Aur Mere Dost*' (Me and My Friends), Pakistan's first 3D animated cartoon series on gender based violence, was aired on leading television channels GEO and Aag. In February 2013, the ratings of '*Mein aur Mere Dost*' increased from 1.00 million to 1.47 million viewers.

In May 2013, GEP published three advertisements in Dawn News, The News and The Express Tribune. The purpose of these advertisements was to encourage citizens to vote for parties that had included women's rights in their manifestos and had a track record of supporting women's empowerment initiatives.

GEP took part in 6 radio shows aired on the participation of women in the election process. The programs were aired before, during and after the elections focusing on issues including involvement of women as voters, contestants and administrators. GEP also produced 150 radio messages.

In September 2013, GEP held its Experience Sharing Event for Grant Cycle 6, the first Pakistan Gender

Coalition meeting and an Annual event. 134 sub-grantee organizations of GEP participated, along with representatives from civil society, media, diplomats, international non-government organizations, local non-government organizations and ministers. These events received extensive coverage in the media.

## Capacitating Civil Society

During Year Three, GEP trained 200 people from 114 Pakistani organizations on Project Cycle Management (PCM) and Financial Management (FM). One of the most noteworthy aspects of these trainings was the nomination of individuals on the basis of their portfolio which ensured the application of skills learned at the workplace.

## Supporting Women's Civil Registration

Under grant cycles 3 and 5, a total of 475,528 women were registered for CNICs in remote and dangerous districts of Pakistan and provided training on voter education in marginalized areas. Counting the number of men registered brings this figure close to half a million people.

## Research & Publications

In February 2013, GEP launched five primary research studies on Sexual Harassment, Customary Practices Leading to Gender Based Violence, Social and Legal Responses to Rape, Trafficking of Women and Girls in Pakistan and Domestic Violence.

In September 2013, GEP completed and launched four volumes of success stories of its beneficiaries from grant cycles 1 - 6. The 126 success stories were published on the following interventions: CNIC Registration, Justice & Empowerment, Advocacy and Gender Based Violence.

During the same month, GEP also completed and launched a media coverage booklet entitled, GEP in Media which was a collection of newspaper articles on GEP events held between August 2010 - July 2013. GEP also published volumes 5, 6, 7 and 8 of its newsletter with an Urdu translation of volume 7. The program also developed and disseminated IEC material on pro-women legislation, political education and GEP supported shelters and helplines throughout Year Three.



Participants hold banners and placards during a rally organized by Mukhtar Mai Women's Organization (MMWO) on the occasion of International Women's Day on March 8, 2013.



A media person going through the summary of GEP's five research studies on gender-based violence launched on February 25, 2013.

# Section 1

## Introduction

The law and order situation in Pakistan continued to deteriorate during GEP Year Three. The countless target killings of Hazara Shias throughout 2013 and the suicide bombing of a 130 year old Anglican Church, one of the worst attacks on the Christian community in Pakistan, caused the deaths of 85 people that culminated into impassioned, nation-wide protests. Hazara Shias refused to bury their loved ones without justice and the Christian population came out on the streets demanding that persecution and murder in the name of religion cease. September 2013 turned out to be the deadliest month for 2013 as the total number of casualties amounted to 1048 people; an increase of 35 percent over the 744 casualties of August 2013. In addition to this, the rape of a five year old girl in Lahore who underwent multiple surgeries in order to survive her hellish ordeal all drew attention to how Pakistan has become a hotbed of communal and religious conflict where incidents of gender based violence against women are on the rise.

The rape of the minor girl not only sent shockwaves throughout the country but also reminded the nation that the fight for women's right to security, education, healthcare, inheritance, legal recourse and access to resources is one of the most important battles faced by Pakistan. Now more than ever, there is a dire need for Pakistanis to undergo a mindset change to rid them of the intolerant, extremist and misogynistic thinking that has infiltrated the nation's social fabric.

Aurat Foundation, an organization that was forged out of a struggle against the introduction of a string of draconian, anti-women laws which seriously compromised women's rights, has continued to work towards creating a socially just, democratic and gender equitable society since its inception in 1986. As part of this mandate, Aurat Foundation applied for and was awarded a grant of US\$ 40 million by The United States Agency for International Development (USAID) to implement a five year 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 program in the country, GEP has enabled Aurat Foundation to further its mandate of bringing societal change and building the capacities of smaller civil society organizations and government institutions to implement programs that advocate for women's rights and provide tangible services to them. Despite being a program, GEP is unique because it mirrors the values, goals and objectives of Aurat Foundation.

GEP is being implemented by Aurat Foundation (AF) in collaboration with The Asia Foundation (TAF). TAF carries out objectives and grants management for GEP, with AF providing the lead in program development, operational management, grants control, communications, monitoring, research and capacity building. Under sub-contract

to AF, TAF is also responsible for providing technical assistance on grants finance and compliance.

## 1.1 Vision and Goal

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

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

## 1.2 Objectives

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

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

## 1.3 Program Design

GEP is advancing approximately 400 sub-grants in 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. The aim of GEP is to award 395 sub-grants over 5 years. 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 supporting government institutions and departments, the program undertakes a non-competitive process to take advantage of the government's outreach to affect change.

The competitive award process involves pre-designing grant Terms of Reference (TOR) based on outputs required under the five year program matrix of GEP. These TORs are then advertised in leading newspapers.

Prior to the submission deadline for 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.



A passerby reads the message displayed at a public transport vehicle during a 45-day campaign on pro-women laws implemented by Interactive Resource Centre from September 11, 2013.



Participants take keen interest in a Social Integration Activity organized at Bali Memorial Trust on September 10, 2013.



## Section 2

# More Pieces of the Jigsaw Puzzle: Building Cumulative Outcomes

### 2.1 Building Cumulative Outcomes

The annual report for GEP Year Two described GEP as a “jigsaw puzzle” wherein each grant is an integral piece that completes the picture of a cumulative impact. The uniqueness of GEP lies in its strategic planning whereby sub-grants are designed to meet program matrix outputs. GEP also ensures that grants of a similar nature are linked together and groups of different grants are also interlinked. This holistic approach allows GEP to maximize its positive impact. GEP Year Three was essentially about adding more pieces to the existing jigsaw puzzle and seeing the cumulative impact of grant cycles 1 - 6 on beneficiaries.

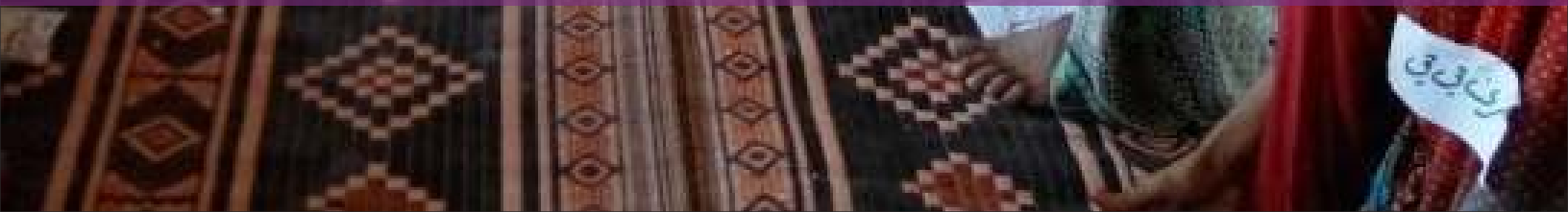
Civil registration of 475,528 women coupled with voter education under grant cycles 3 and 5 not only allowed beneficiaries to exercise their constitutional right to vote for the very first time but also enabled them to access shelters and seek legal counseling under grant cycle 6. In the same sense, media advocacy grants, particularly the talkshow “*Lal-O-Gauhar*” not only increased women's awareness on gender based violence encouraging them to seek help from support services like helplines and shelters supported by GEP but also sensitized men on gender issues and furthered GEP's objective of mindset change. For example, after viewing an episode of *Lal-O-Gauhar*, Humair Toqeer, was convinced that he could not deprive his sister of her right to further education. His success story was shared in volume III on Advocacy.

Furthermore, training on gender sensitization of media personnel under grant cycle 1 created advocates of women's rights. For example, after attending a campaign on “National Media Sensitization on Gender,” senior journalist Masarat Ullah Jan now voluntarily focuses on gender issues in his articles. His success story was also shared in volume III on Advocacy. The findings and recommendations of the research studies on Customary Practices Leading to Gender Based Violence and Domestic Violence conducted under grant cycle 1 have been instrumental in the conception of grant cycle 6. Additionally, under grant cycle 6A, survivors of gender based violence who sought assistance from GEP supported helplines were offered shelter and other support services under grant cycle 6B. We have the example of Sanam, a woman who escaped her abusive husband in Dubai and returned to Pakistan. After receiving counseling by a GEP supported helpline during her divorce proceedings she went on to work for the same helpline to support other survivors of gender based violence.

These examples adequately demonstrate how GEP's interlinked sub-grants are designed to have a positive cumulative effect that will lead to a change in mindset concerning women's issues in Pakistan. Grants that are stand alone, random or lack strategic thinking result in low impact and do little to further the goal of mindset change. Once the jigsaw puzzle is complete, GEP will not only be able to meet its program goal of behavioral change, but would have impacted the lives of women enabling them to exercise their rights to resources, education and health.



Survivors attend a session on Livestock Management Training in the field area of Agar Wala, Muzaffargarh, under Farmers' Friend Organization (FFO) sub grant 'Facilitating Economic Rehabilitation of GBV Survivors' held from September 28 to October 2, 2013.



# Section 3

## Meeting Challenges and Creating Opportunities

GEP has encountered a vast array of challenges and opportunities during Year Three. The external challenges include the deteriorating law and order situation and the delay of grant cycle activities due to the May 2013 elections. Factors included lag in USAID/Pakistan funding and the US government shutdown which caused delays in implementation. It should be noted that despite these obstacles, GEP continued to deliver on its objectives. Year Three also presented opportunities for GEP to engage with new provincial ministers and parliamentarians through the National Advisory Forum (NAF).

### External Challenges

#### 3.1 Disruption of Implementation Activities due to General Elections

The gearing up of political activities coupled with the deteriorating law and order situation had a direct effect on Cycle 5 of GEP, where sub-grantees found it hard to keep up with designed activities. In Baluchistan sub-grantees informed GEP that they were unable to continue activities due to the security situation. Other sub-grantees in Sindh and South Punjab communicated that they were unable to undertake activities due to the National Database and Registration Authority (NADRA) resources being allocated to political leaders in light of the impending elections. In spite of this almost half a million people were registered with NADRA.

#### 3.2 Focus on Provinces

Another external challenge this year, stemmed from the implementation of the 18<sup>th</sup> Amendment after which the locus of government moved to the provinces. As a result, GEP's regional offices became more critical, especially in managing non-competitive grants to provincial governments. GEP managed this challenge by moving some analysis, action and decision-making at provincial-levels. For this purpose, mini Grants Management Committee (GMC) meetings in AF's regional offices, mentoring workshops such as the National Planning and Review Meeting and various skills development trainings of provincial staff were held with immediate effect. GEP recognizes that devolution to provinces (and further to districts expected after local elections) is a good thing. And GEP is therefore providing further support to provincial governments.

#### 3.3 Changes in NAF

The May 2013 elections were a milestone in the political history of Pakistan and GEP welcomed this transition of one civilian government to another. The program took this as an opportunity to re-engage with newly elected provincial and national parliamentarians for the National Advisory Forum (NAF). Two years ago the Punjab government was not keen on accepting USAID funding. However, this trend seems to be changing now as the new Minister of Punjab for Women's Development is very much a part of NAF. With the end of the Pakistan People's Party (PPP)

government, Ms Shahnaz Wazir Ali, voluntarily decided to step down from her position as Chairperson for NAF. As a result, after a consultative process GEP approached Ms Khawar Mumtaz who accepted the position of Chairperson. She was introduced to other NAF members during the sixth meeting which was held in September 2013.

### 3.4 Law & Order Situation in Balochistan

The deteriorating law & order situation in Balochistan hindered sub-grantees of grant cycle 6 from meeting some of their deliverables.

Azat Foundation informed GEP that their plan to hold rallies on pro-women laws in July 2013 were delayed due to the volatile security conditions in Quetta after the Shia Hazara killings. Azat Foundation's project activities were also hampered as the government imposed section 144 to restore public order and safety in Quetta.

### Internal Challenges

### 3.5 Lag in USAID/Pakistan Funding

One of the biggest internal challenges faced by GEP this year was lag in USAID/Pakistan funding which resulted in a delay in incremental funding. Although GEP had consistently met program targets for sub-grants in Year One and Year Two, the program required further obligations by USAID to continue with grant making. All available funds had already been committed up to grant cycle 6. GEP was unable to commit any further funds due to the sequestration process.

As a result, GEP could not undertake any new grant making during Year Three. However, all other activities of GEP continued and in fact this was a very busy year of consolidation, institutional strengthening and detailed planning for seamless service in focus districts.

### 3.6 Delaying Grant Cycle 7

Due to the lag in funding, GEP was not in a position to award sub-grants for grant cycle 7 even though the TORs were finalized and Request for Proposals (RFP) for 71 proposals were sent out in January 2013.

A total of 532 applications were received in response to the RFP. USAID instructed GEP to halt grant making process because of the funding lag. It is expected that part of grant cycle 7 will be ready for award in the early part of Year Four.

### 3.7 Staff Turnover

With the impression of uncertainty about USAID funding, there was an overall negative impact in the morale of GEP staff. GEP lost 13 highly trained staff members in the last 1 year, both from Islamabad offices (AF and TAF) and regional offices.

### 3.8 US Government Shutdown

The United States Government's shutdown on October 2<sup>nd</sup>, 2013 for a period of 16 days created a great deal of confusion and panic amongst GEP's sub-grantees who thought this signified a closure of their projects. However, GEP was able to allay their fears through intense engagement during the Experience Sharing for Grant Cycle 6 Sub-Grantees, Pakistan Gender Coalition and GEP Annual Event held in September 2013. Individual contact with sub-grantees also helped assuage fears associated with the shutdown.



Staff members apply problem-solving techniques at 'Stress Management Workshop' for staff held at Dastak Lahore from September 12 to 13, 2013.



Participants perform a group activity during 'Enterprise Development Training' organized by HANDS at Panah Shelter Home on May 31, 2013.

# Section 4

## Grant Cycles in Year Three

### 4.1 Progress of Grant Awards

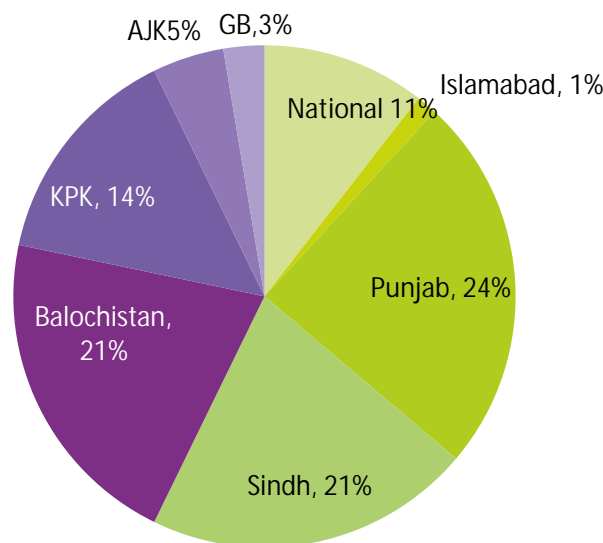
To date GEP has awarded 152 sub-grants of which 77 have been closed. GEP hired consultants to carry out the technical and financial assessments of cycle seven applications. Grant cycle 8 is already designed and will be solicited after incremental funding. No work was carried out on grant cycle 9 because of the funding lag. Grant cycle 9 is envisioned to consolidate gains of cycle 6 grants.

Cycle 4 was closed completely and cycles 3 and 5 have completed activities and several have been closed out. Under cycles 3 and 5, the voter education component was added for increasing participation of women in the 2013 general

elections. The total number of women registered under grant cycles 3 and 5 is 475,528. Counting the number of men registered brings this total close to half a million people.

The provincial distribution of sub-grants awarded by GEP till the end of Year Three is given below. As the chart demonstrates, the largest number of grants was awarded to Punjab at 24%, with Sindh and Balochistan following at 21% and Khyber Pakhtunkhwa at 14%. It is worth noting that there has been a 2% increase in the number of sub-grants awarded to the province of Gilgit Baltistan during GEP Year Three. The same increase is apparent with national sub-grants which are now at 11%.

Figure 1: National and Provincial Distribution of Sub-Grants



While no new grants were awarded during Year Three, activities continued for grant cycle 3, 5 and 6. Please see below for the number of grants awarded till the end of Year Three under the four GEP objectives.

Table 2: Number of GEP Sub-grants Awarded (cycles 1-6) up to end of Year Three

	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5
Cycle 1	4	13	8	1	26
Cycle 2	4	3	2	7	16
Cycle 3	0	0	15	0	15
Cycle 4	0	0	23	0	23
Cycle 5	0	0	20	0	20
Cycle 6	2	0	43	7	52
Total	10	16	111	15	152

## 4.2 Financial Progress

The financial progress of GEP in Year Three resulted in increasing cumulative obligations to USD 7,714,965 from USD 2,280,476 in Year Two. The burn rate of obligated funds on 30<sup>th</sup> September 2013 stood at 74%. Please see below for a chart with the financial progress of GEP on 30<sup>th</sup> September 2013.

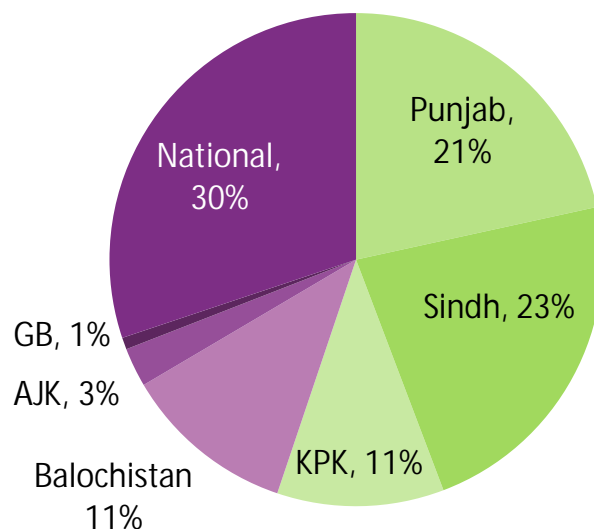
Table 3: GEP Financial Progress as of 30<sup>th</sup> September 2013 (in USD)

Objectives	Obligation				Disbursement				Remaining Obligation
	Year 1	Year 2	Year3	Cumulative	Year 1	Year 2	Year3	Cumulative	
Objective 1	562,081	13,501		575,582	150,924	214,098	122,110	487,132	88,450
Objective 2	746,180	35,872	277,422	1,059,474	340,927	336,737	81,710	759,374	300,100
Objective 3	1,072,112	1,887,405	2,035,377	4,994,894	177,375	1,716,506	1,933,360	3,827,241	1,167,653
Objective 4	451,119	343,698	458,503	1,253,320	101,825	286,162	258,698	646,685	606,635
Sub-Total	2,831,492	2,280,476	2,771,302	7,883,270	771,051	2,553,503	2,395,878	5,720,432	2,162,838

The regional break-up of cumulative obligations of the project up to the end of Year Three is provided on the next page.



Figure 2: National & Provincial Proportions of Cumulative Obligations



The largest number of sub-grants have been national accounting for 30%. However, the bulk of funding, 70 %, has flowed down from the regional level to smaller local community organizations.

### 4.3 Helplines and Shelters

Under cycle 6A, helplines run by civil society and private sector organizations are being enhanced and strengthened. These sub-grants are aimed at providing immediate support to women in distress to help prevent incidences of gender based violence (GBV). Additionally, these helplines serve as a first point of contact for women in distress by recording their complaint, providing immediate counseling services and linking them to

institutions like police, shelter homes, hospitals and lawyers for emergency response and protection.

During Year Three, GEP supported helplines received a total of 7,609 calls. Of these 2,566 women were rendered referrals to law enforcement authorities, shelters, hospitals and lawyers. Furthermore, 2,729 women were given psycho-social counseling over the phone. These numbers are despite the fact that many of these helplines had limited staff members and training budgets. Please see the next page for the cumulative number of women given psycho-social counseling and referrals during GEP Year Three.



Trainer facilitates 'Enterprise Development Training' at Bint-e-Fatima Old Home on May 30, 2013.

Table 4: Break-up of Cumulative Data for the Helplines supported by GEP

Sr. No.	Helpline	No. of Calls Received	No. of Referrals made to GBV Survivors	No. of Callers who have received Psycho-Social Counseling
1	Fundamental Human Rights & Rural Development Association	176	61	73
2	Goth Sudhar Sanget Sindh	389	122	106
3	Kainat Development Organization	718	134	74
4	Roshni Research & Development Welfare Organization	708	146	218
5	Khwendu Kor in consortium with StepNex Services Pvt Ltd	91	65	37
6	Health Environment Literacy Organization	832	407	463
7	Labour Resource Center	1748	447	536
8	Azat Foundation	1437	407	566
9	Human Dignity Society	536	217	202
10	DAMAAN	883	485	379
11	Community Development Organization	91	75	75
	Total	7,609	2,566	2,729

Under grant cycle 6A, sub-grants were awarded to 12 shelters in Punjab, Sindh and Khyber Pakhtunkhwa. 8 of these are private shelters while 4 are Government owned. The aim of these sub-grants is to improve the quality of services with respect to the physical, psychological, legal and emotional needs of GBV survivors seeking temporary shelter. These sub-grants are designed to ensure that private shelters are well-equipped to deal with immediate needs of women in distress and provide them the necessary medical care, safety and counseling.

These shelters also offer economic rehabilitation taking into account the therapeutic value of being engaged in training and the long-term needs of these women. By guiding them with required skills to become financially independent, these GEP supported shelters contribute to the smooth reintegration of these women into society. Please see the next page for the cumulative number of

GBV survivors received, rehabilitated and trained in these shelters during Year Three.



An operator attends a call at Helpline and Complaint Centre of Azat Foundation, Noshki, Balochistan.

Table 5: Break-up of Data for Shelters supported by GEP

Sr. No.	Shelter	No. of GBV Survivors Received	No. of GBV Survivors Rehabilitated	No. of Economic Rehabilitation Trainings	No. of Participants for Trainings
1	Bali Memorial Trust	92	33	2	18
2	Noor Education Trust	173	68	3	15
3	Dastak Charitable Trust	164	49	2	22
4	Star Welfare Organization	135	120	1	20
5	Mukhtara Mai Women Organization	89	88	2	40
6	PANAH	240	200	46	1280
7	Binte Fatima Old Home Trust	61	40	38	475
	Total	954	598	94	1,870

A total of 954 women have taken refuge in GEP supported shelters whereas 598 have been rehabilitated and 1,870 have received economic rehabilitation trainings from 94 trainings. These numbers are despite the fact that shelters faced countless unforeseen, external challenges such as strikes and clogged sessions which further slowed down an already incompetent justice system.

#### 4.4 Non-Competitive Grants of GEP

Under cycle 6B, GEP awarded 11 non-competitive sub-grants, of which 6 sub-grants were awarded to universities and 5 to government institutions dedicated to women's empowerment. Please see below for a list of these sub-grants:

- Department of Pakistan Studies and Gender Studies, Bahauddin Zakariya University, Multan.
- Department of Political Science and Program in Gender Studies, The Islamia University, Bahawalpur
- Department of Economics, University of Sargodha
- Gomal University, Dera Ismail Khan
- Shah Abdul Latif University, Khairpur
- Institute of Women Development Studies, University of Sindh, Jamshoro
- Sindh Judicial Academy
- Pakistan Broadcasting Corporation (PBC)/Radio Pakistan

- Women's Development Department, Government of Sindh
- Provincial Commission on the Status of Women, Peshawar
- Social Welfare and Women Development Department

The 6 university sub-grants were initiated to support gender studies in public universities. These sub-grants are linked and synergized to form an e-portal for sharing knowledge, research and curricula via an e-portal. The Center of Excellence for Women's Studies at the University of Karachi, which had an existing e-portal has taken the lead on facilitating these universities in sharing information related to their women's and gender studies programs. The universities that have joined this network so far are:

- Centre of Excellence for Women's Studies, University of Karachi
- Institute of Women Development Studies, University of Sindh, Jamshoro
- Gender Studies, Shah Abdul Latif University, Khairpur
- Gender Studies, Bahauddin Zakariya University, Multan
- Institute of Education and Research, Gomal University
- Gender Studies, University of Balochistan

Three other universities, namely, University of Punjab, Islamia University and University of

Sargodha are expected to join this network shortly.

Please see below for a chart containing information shared on the e-portal from universities during Year Three.

Table 6: Information shared by Universities on E-portal during GEP Year Three

Srl. Nr.	Name of University	Information Shared on E-Portal
1	University of Balochistan	Background information, list of faculty members and future academic activities.
2	University of Sargodha	Introduction, list of conferences on gender issues, list of books on gender and list of journals on gender issues.
3	University of Punjab	Academic program, aims and objectives, roles and achievements, networking and future workshops.
4	University of Sindh	Background information and vision, list of faculty members and students and message from their Chancellor.
5	Gomal University	Background information and vision, list of faculty members and students and a message from their Chancellor.
6	Bahauddin Zakariya University	Background information, list of students and dissertations underway for Masters of Philosophy and a message from their Chairman.

Apart from sharing information related to their women and gender studies programs, these universities have also conducted meetings for establishing linkages with social sector entities. Furthermore, they have initiated research studies on various topics in context to gender issues in their province. These research studies include Causes and Discrimination against Girls in Higher Education Institutions, Gender Based Violence Issues in Southern Punjab, Causes of Domestic Violence in Sargodha and Gender Based Inequality of Opportunities in Sargodha. All nine universities have built courses and seminars around the media products of GEP and incorporated the training modules and materials produced under GEP in their regular curricula.

The Pakistan Commission on the Status of Women (PCSW) and Sindh Judicial Academy (SJA) were not able to undertake any activities for various reasons.

PCSW is an advisory and recommendatory body

to the government of Khyber Pakhtunkhwa for review of legislation for women and assessment & review of its policies, programs and projects for women's development and empowerment. This GEP sub-grant is helping PCSW to build on the work done by National Commission on the Status of Women in the last five years. Due to a delay in opening a bank account, PCSW received their first tranche from GEP in August 2013. Furthermore, TAF-209 was shared with them on September 30, 2013.

The grant to SJA entails the legal orientation and training of members of the subordinate judiciary, law enforcers and members of the bar. The capacities of their staff are to be built in context to gender sensitization. The development of a curriculum on gender sensitization which will be institutionalized within the SJA's regular course work is also envisioned. SJA requested an extension of six months in the implementation of activities which were delayed due to district and

civil judges being engaged in activities related to the general elections. Furthermore, the change in management of SJA as well as the focal person for GEP's project delayed activities even more. Given the busy schedule of High Court Judges, SJA has proposed that 10 district and session judges facilitate in the implementation of this sub-grant. The recruitment process for the Program Coordinator for this project is also underway.

The Women's Development Department (WDD), Government of Sindh is a sub-grant to strengthen the Shaheed Benazir Bhutto Women Centers in Shaheed Benazirabad and Jacobabad for delivering services to survivors of gender-based violence effectively. In addition, 5 Women Complaints Centers in Karachi, Hyderabad, Nawabshah, Sukkur and Larkana will be supported for establishing helplines to provide updated and timely information regarding legal processes and other relevant information. The sub-grant has received USAID approval and its LOG was shared with WDD. During Year Three, the WDD held four publicity and awareness campaigns to disseminate information regarding services provided by them, Shaheed Benazir Bhutto Crisis Centers and helplines. The WDD also conducted meetings to strengthen its relationship with the public-private sector. Additionally, it also provided legal counseling and aid to 12 survivors of GBV.

The sub-grant to Pakistan Broadcasting Corporation (PBC) is based on gender related issues, specifically GBV. An extensive awareness-raising campaign on gender has been put together through a series of programs that range from documentaries, personality portraits, news reports, features, talk shows, panel discussions, children etc. All Pakistan Radio Production Competitive Awards for best documentary, investigative report, promos and features on gender issues will be organized. Awards will be given in two categories: one set for mass communication departments of universities and the second category will be for PBC staff.

During GEP Year Three, PBC finalized the rules and conditions for the All Pakistan Radio Awards which were held on March 8<sup>th</sup>, 2013 to correspond with Women's Day celebrations. The messages and slogans for Public Service Messages (PSM) and outlines for other programs such as talkshows, panel discussions and documentaries were put in place. GEP also shared feedback on the campaign on 7 Pro-Women laws. During the same financial year, PBC recorded 80 Public Service Announcements (PSA) in 8 regional languages. The PSAs highlighted negative gender practices, encouraged gender equitable thinking. These PSAs were broadcast on FM-101, FM-93 and MW stations which were aired in 135 cities of Pakistan.



Participants pose for a group photograph after a training session on e-portal organized at the Karachi University on June 20, 2013.



Chief of Party GEP, Simi Kamal greets an acid burn survivor Nusrat Bibi as she arrives on stage to share her story of success at the GEP Annual Event organized on September 20, 2013.

# Section 5

## What We Achieved in Year Three

This section recounts GEP's achievements during Year Three under grant cycles 2, 3, 4, 5 and 6. The grant cycles of GEP aim to fulfill the four objectives of the program; access to justice, the empowerment of women at home, in the workplace and in the public domain, combatting gender based violence and building the capacities of institutions working on gender equality, gender equity and the advancement of women.

### 5.1 Access to Justice

Women in Pakistan face a slew of challenges while seeking legal redress. It is due to these obstacles

that a multitude of women are either unable to access the justice system or avoid it altogether. This state of affairs is especially unfortunate when one considers that countless issues in context to women require legal counseling such as basic human rights, marriage and inheritance rights, harassment and gender based violence. GEP achieves its objective of assisting women to access the justice system with more confidence and ease by building the capacities of lawyers, public prosecutors and judges in context to women's issues. This is a step towards ensuring that women who approach the justice system encounter officials who are gender sensitized.

#### Bushra's Undying Spirit

Although Bushra's life has been marred with ugly experiences, she still believes there is much beauty in the world. She has not allowed her heart wrenching experiences negate her positivity outlook. She plans to establish herself as a beautician after completing a beautician's training at Panah Shelter Home.

Twenty-five year old Bushra is originally from Karachi. She lost her mother in childhood and spent the rest of her years under the supervision of a treacherous and physically abusive stepmother. Every subsequent beating meted out by her stepmother was more violent than the last. She was even burnt and cut with hot scissors. Eventually, she was married off to an older man with whom she had a son. Due to the difference in their ages, Bushra's husband was always suspicious of her activities and insinuated that she was having illicit relations with younger men.

Her husband eventually divorced her in the second year of their marriage and threw her out of his house. He refused to give Bushra custody of their son. Having no other option, she went back to her stepmother who found a full time job for her in a bungalow. Bushra married a man she met at this job. However, her husband had not told her about his first marriage; she eventually found out about it

during a visit to his family. Bushra soon realized that she was not welcome in her in-laws' home. Thus, she returned to Karachi and eventually remarried. Misfortune seemed to follow her everywhere, as her second husband stopped financially supporting her and became physically abusive. Sometimes he would turn her out of the house and she would have to spend a day or two at the neighbors.

When War Against Rape's (WAR) team met Bushra at the helpdesk maintained by them at Panah Shelter Home under the Gender Equity Program's (GEP) one year project "Women Friendly Spaces: Strengthening Private Shelters", she was mentally traumatized. Her husband had thrown her out of the house after suspecting that she was having an affair. During this separation, he had refused to give her custody of the children. With no one else to turn to, Bushra started working at the bungalow she had previously worked at. It was due to this job that she had a place to stay.

In the meantime, her husband had filed a First Information Report (FIR) against Bushra accusing her of stealing his money. During a visit to check-up on her sick child, she was arrested by the police. On hearing her side of the story, the police referred her to Panah Shelter Home. She was provided legal and psychological counseling at Panah. WAR is also helping her file for *Khula* or the Islamic right of a woman to seek divorce from her husband.

Bushra has relinquished custody of her children and wants to start a new life. Financial stability and independence are two things she is not willing to compromise on any longer.

With this in mind, GEP undertook the task of training and sensitizing officials in the legal system to better comprehend women's issues and improve their access to justice. Under grant cycle 2, training programs have been initiated for civil judges, court officials and session judges working in areas with high incidences of gender based violence through a grant to the Sindh Judicial Academy (SJA). In addition to this, under the same grant cycle, 160 women lawyers who were provided internships have created a National Lawyers Forum providing legal aid to women and 1,875 young women and men have been trained on women's rights and gender mainstreaming.

## 5.2 Supporting Gender Studies

Pakistan is a country where there is a dearth of data and reporting on cases of gender based violence against women. The existing data is either poorly recorded or documented and there is an acute shortage of available resources and support services for victims of violence. The study of gender is pivotal to understanding the causes of gender based violence and identifying the strata of women most prone to it. By supporting the development of Gender Studies as a rigorous discipline, GEP not only encourages youth to

study and comprehend the challenges faced by Pakistani women but also helps in addressing those challenges. Furthermore, promoting Gender Studies enables GEP to achieve two of its objectives; combating gender based violence by encouraging further research on the subject and the empowerment of young women by informing them of their rights.

In Year Two, under grant cycle 6B, GEP awarded sub-grants to the women and gender studies departments of 6 public sector universities all across Pakistan. One of the most important aspects of this grant is the sharing of knowledge, research and curricula related to degree programs on gender on the e-portal of Center of Excellence for Women' Studies for the University of Karachi.

During Year Three of GEP, the 6 universities developed and launched a network of public sector universities working on women and gender studies. The universities that have joined this network thus far are as follows:

- Centre of Excellence for Women's Studies, University of Karachi
- Institute of Women Development Studies, University of Sindh, Jamshoro



- Gender Studies, Shah Abdul Latif University, Khairpur
- Gender Studies, Bahauddin Zakariya University, Multan
- Institute of Education and Research, Gomal University
- Gender Studies, University of Balochistan

The rest of the three universities, namely University of Punjab, Islamia University and University of Sargodha are expected to join this network in the near future. Other universities will also be added to this network as they come within the GEP fold. Furthermore, this network plans to publish a journal of gender studies and appoint a voluntary patron.

Grant cycle 6B has, therefore, supported public universities with a vision to improve the quality of teaching at the partner centre, resultantly in raising the standard of education for students and increasing their capabilities to act as catalysts for social change. It has also worked on raising the intellectual capabilities of the faculty, helped to effectively utilize the potential of both faculty and students, sensitized non-faculty staff, uplifted Gender Studies as a lead discipline for working on gender and women rights issues, contributed to the existing dialogue between various stakeholders, fostered exchange of ideas and learning and added to the knowledge base around gender issues in Pakistan.

### 5.3 Advocacy through Media

Behavioral change is an integral component of GEP as it is the key to building a more gender equitable society in which the rights of both men and women are upheld. Recognizing that mindset change is a difficult and daunting task, during Year Three GEP utilized different medians of the media, namely, electronic, print and social, to reach out to women and men at the grassroots level in a bid to sensitize them on women's issues. Advocacy campaigns of this kind bring GEP closer to achieving its goal of building a more gender equitable society wherein women can live as empowered individuals.

During GEP Year Three, the 15 episode talkshow called *Lal-o-Gauhar* was re-aired from 28 September 2012-18 January 2013 on one additional Channel (News One). The viewership of this program stood at 146,988 people per episode. A total of 2.4 million people viewed 15 episodes of this talk show. In terms of women's viewership, a total of 103,710 women watched each episode of this second airing.

In March 2013, Radio Pakistan held an All Pakistan Radio Productions Award Ceremony in Lahore. The background of these awards was to mobilize youth from universities, degree awarding institutes and colleges offering M.A/M.Sc Mass Communication (Journalism) in Pakistan to highlight the issue of gender based violence through radio productions. Approximately 257 students from 29 universities submitted a total of 71 documentaries for this competition.

From December 2012-February 2013, '*Mein Aur Mere Dost*' (Me and My Friends), Pakistan's first 3D animated cartoon series on gender based discrimination was aired on leading television channels like GEO and Aag. In February 2013, the ratings of '*Mein aur Mere Dost*' increased from 1.00 million to 1.47 million viewers. A Facebook page was also developed to advertise the cartoon series. The page received a total 79,237 hits and likes from Facebook users.

In May 2013, GEP published three advertisements in Dawn News, The News and The Express Tribune. Two advertisements were also published in Jang and Express Urdu. The purpose of these advertisements was to encourage citizens to vote for parties that had included women's rights in their manifestos and had a history of supporting women's empowerment initiatives. GEP took part in 6 radio shows aired on the participation of women in the election process. The programs were aired before, during and after the elections focusing on issues including involvement of women as voters, contestants and administrators. GEP also produced 150 radio messages.

In September 2013, GEP held its Experience

## A Missing Mother Reunites with her Sons

Zulekha's sons were very happy when they found their mother safe, healthy and taken care of at Bint-e-Fatima Old Home Trust (BFOHT). They could not thank the team of BFOHT enough for saving her life.

Zulekha's sons, Mohammad Iqbal and Mohammad Subhan, were delighted when a friend asked them to watch 'Samaa' television (TV) as it was airing a program with their mother who had gone missing.

Zulekha, the 75 year old widow of Mohammad Tasleem, was found in Punjab colony by the team of War Against Rape (WAR). They brought Zulekha to BFOHT and found that she was mentally ill. The teams of WAR and BFOHT under the Gender Equity Program's (GEP) intervention, "Strengthening Private Shelters" which is sponsored by the United States Agency for International Development (USAID) tried to extract information from Zulekha regarding her whereabouts so they could contact her family. However, due to her mental state, they were unsuccessful. BFOHT then decided to share her story on Samaa TV in the hopes that someone from her family would perchance watch the program.

When her sons arrived at BFOHT, they informed the team that their mother had been missing for the past 8 days and they had looked everywhere for her. Zulekha often forgets her address due to her mental state. They also informed the team of BFOHT that they had left no stone unturned in their efforts to find her. They had advertised on cable TV, made announcements in mosques and printed and distributed pamphlets with details of Zulekha's description.

Upon being reunited with her at BFOHT they said, "We cannot thank the teams of BFOHT and WAR enough for providing shelter to our mother and taking good care of her during the time she was missing from home."

Sharing Event for Grant Cycle 6, the first Pakistan Gender Coalition meeting and GEP Annual Event. GEP's 134 sub-grantees participated, along with representatives from civil society, media, diplomats, international non-government organizations, local non-government organizations and ministers.

These events received extensive coverage in the media with articles published in the Daily Times, The Nation, The News, Dawn News, The Express Tribune, Daily Asas, Daily Express-Urdu and Daily K-2. USG guests received extensive coverage.

750 press clippings (cumulative) indicate wide coverage – on average 250 per year.

## 5.4 Capacitating Civil Society

Objective four of GEP seeks to strengthen the

capacity of Pakistani organizations advocating for gender equity, women's empowerment and the elimination of gender based violence.

Building the capacities of local organizations not only results in greater impact of interventions but also ensures that the interventions implemented under GEP will continue long after the close of the project.

During Year Three of GEP, modules were developed on Strategic Planning, Organizational Management, Financial Management, Project Cycle Management and Gender Sensitization. Fifteen trainings were conducted of Women's Organizations on Strategic Planning, Organizational Management and Financial Management in which 125 women participated.

GEP specific trainings on report writing &

## Shahnaz: Working to Build her own Boutique

Shahnaz is one of those unfortunate women for whom the dream of becoming a bride was tarnished when her father and brother forced her to marry an old man. On the third day of her marriage, this newly-wed bride was beaten by her 60 year old husband on account of her realizing that he had misguided her family in context to his financial status. Shahnaz did not love her husband; he was much older than her and she not attracted to him. Hence, she fled and took refuge at Hawa Shelter Home. She now wants to train to become a tailor and one day open her own boutique.

As part of the Gender Equity Program's (GEP) economic rehabilitation initiatives at shelters, Sudhaar Society conducted "Life Skills Trainings" at Hawa Shelter Home to teach the importance of communication and negotiation, behavior stability, managing emotions, overcoming procrastination and time & money management skills. These trainings equip GBV survivors to rebuild their lives and become financially independent.

After attending the session Shahnaz said, "Women should not be dependent on their parents for the fulfillment of their financial needs after marriage. A woman must live within the income her husband provides and husbands should fulfill their domestic responsibilities. Most importantly, couples should lead their lives independently and happily."

documentation, case studies and branding & marking were conducted of 196 participants of 47 sub-grantees.

Trainings of 31 regional GEP staff members were conducted on role of grant holders, learning to write case studies and success stories, understanding the function and entirety of monitoring and evaluation, finance and compliance matters pertinent to Letter of Grants, gender session on selected theme and Grant Management Committee meetings (GMC).

In addition to this, one day training was conducted on the "Role of Grant Holders" earlier this year in all the regions and Islamabad. The total number of participants for this training was 23.

Furthermore, 38 modules were developed and used: 28 on economic rehabilitation, 4 on psycho-social support and 6 on gender mainstreaming.

## 5.5 Supporting Women's Civil Registration

The National Database and Registration Authority (NADRA) card is a basic but essential piece of

documentation required in order to be recognized as a citizen of Pakistan. Lack of a Computerized National Identity Card (CNIC) leaves women at a huge disadvantage, depriving them of social inclusion that eventually leaves them isolated and dependent. In order to meet the challenge of registering women in districts with the lowest registration rates, GEP joined hands with NADRA to build a highly successful public private partnership. This initiative offered great value for money as the cost of registering a single woman amounted to a mere PKR 250. This included voter education that was added as an



A woman shares details with NADRA official at CNIC registration camp organized by Management and Development Foundation in Tharparker.

additional component in view of the upcoming elections.

A total of 475,528 women were registered for CNICs in remote and dangerous districts of Pakistan and provided training on voter education in marginalized areas. Counting the number of men registered brings this figure close to half a million people. This is a huge accomplishment for GEP especially considering that registration activities were often hampered in Balochistan given the volatile security situation and that Mobile Registration Vehicles (MRVs) were apportioned to political influentials during the elections in May 2013. The CNIC registration of women has enabled them to seek financial assistance from the Government, apply for bank loans, access health and education and also exercise their right to vote in the May 2013 elections for the very first time! This has enabled

GEP to meet its objective of empowering women at home, in the workplace and public sphere.

## 5.6 Research & Publications

In February 2013, GEP launched five primary research studies on Sexual Harassment, Customary Practices Leading to Gender Based Violence, Social and Legal Responses to Rape, Trafficking of Women and Girls in Pakistan and Domestic Violence. Combating gender based violence is a substantive objective of GEP; supporting research on such taboo topics will enhance the limited knowledge base on gender issues. The findings and conclusions from these research studies will also be instrumental in informing future grant cycles on combating gender based violence.

### Shahida: A Beacon of Hope for Other Acid Attack Victims

Shahida is a 26 year old woman who has two daughters aged 6 and 8 years old. She recalls leading a happy married life until her husband passed away in 2007. Under great pressure from her mother in-law, Shahida was forced to marry her brother in-law. After her second marriage, Shahida often faced adversity at the hands of her second husband's first wife and children who were to become her perpetrators.

They had threatened to attack her with acid many times. However, Shahida had never thought they would actually act on this threat. She was attacked as she slept with her daughters one night. The acid left her burnt and blind. The Acid Survivors Foundation (ASF) helped file her case but Shahida withdrew charges when her husband took the blame on behalf of his first wife. Since then, her husband has managed to make her financially secure. He assigned a plot in her name with ASF's assistance on which Shahida has built a small grocery store. Apart from this, Shahida has also had the opportunity to share her experiences as an acid attack survivor by co-authoring a book with a French journalist. She is raising her daughters with the income she earns from her store and the royalties she receives from the book. She has had 22 surgeries to date.

Shahida has represented ASF at various occasions-an actor playing the role of a jury member at a performance during "16 Days of Activism against Violence against Women and Girls." She also agreed to share her story for a documentary by Ms. Clotilde Gourlet from the Agence France-Presse (AFP). She also played the role of an intrusive journalist in the theatre performance produced by survivors of GBV on "International Women's Day." Shahida has come a long way in her struggle to survive after her attack, she is now an empowered and autonomous woman who knows her rights and fights for them. She is motivated to continue improving her socio-economic condition so she can continue to provide for her daughters.

Shahida is a source of inspiration for other acid attack victims as she has never used her blindness as an excuse to shirk her responsibilities towards her daughters. She is thankful to the United States Agency for International Development (USAID) and Aurat Foundation (AF) for their support in rehabilitating her.

September 2013 was a month laden with GEP activities as the program completed and launched four volumes of success stories entitled, "Journey of Success." The volumes highlighted success stories of beneficiaries who had benefitted from GEP's grant cycles 3 and 5 on CNIC Registration, grant cycles 1 and 2 on Justice & Empowerment, grant cycles 2, 4 and 6 on advocacy, awareness-raising, prevention and mindset change and lastly grant cycle 6 on shelters and provision of other services to survivors of gender based violence.

During the same month, GEP also completed and launched a media coverage booklet entitled, GEP in Media which was a collection of newspaper articles on GEP events from August 2010-July 2013. GEP also published volumes 5, 6, 7 and 8 of its newsletter with an Urdu translation of volume 7. In addition to this, GEP developed and disseminated IEC material on pro-women legislation, political education and GEP supported shelters and helplines throughout Year Three.

### Helping Tackle Depression

DAMAAN established a BAHAAN Bali helpline to facilitate women facing psychological problems due to gender-based violence under the United States Agency for International Development's (USAID) funded Gender Equity Program (GEP). Numerous women contacted the BAHAAN Bali helpline for guidance. On the basis of their disorder they were referred to different psychiatrists. Free check-ups, diagnosis and medicines were provided to them

Nimra Ahmad was one such woman; a 25 year old who had attempted suicide in one of her bouts of depression. When her friend contacted the BAHAAN Bali helpline, the psychologists inquired about Nimra's background. It was revealed that she was married with 3 children and she had been a depressive prior to her marriage. The fifth daughter of her parents, she was often neglected. When she was 16 years old her parents married her to a factory worker which worsened her mental state. As is often the case in Pakistan, she and her mother thought marriage would somehow resolve her depression. However, it took a turn for the worst. Soon her negative thinking began to impact her marriage and her husband started to distrust and emotionally abuse her. Nimra's mother took her to a *peer* or spiritual guide in the hopes of a cure, but there was no improvement. Her mother also discussed the situation with a friend who contacted BAHAAN Bali helpline for Nimra's treatment.

The BAHAAN Bali helpline referred Nimra to a doctor in Multan. During her treatment it was apparent that Nimra's depression stemmed from idleness. Hence, she was advised to start working. She started teaching the Holy Quran in a school. She has now learned how to manage her depression. She explains, "By the grace of Allah I have become so strong that now I have the capacity to handle my problems. I will take care of my children because I don't want them to face any problems. They are studying in a private school."

HANDS Institute of Community Development  
ہینڈز

سوال: کاروبار کے درجات کتنے ہیں؟

1. کاروباری تین درجات ہیں: 1. پیداواری کاروبار  
2. تجارتی کاروبار (3) خدمتی کاروبار

3. کاروبار تین قسم میں: 1. پیداواری کاروبار (2) تجارتی کاروبار  
(3) خدمتی کاروبار

4. کپڑا سیل کرنا، جیولری سیل کرنا، کارخانہ کریمے کا جوٹیوں کا  
کاپو کا اور وغیرہ وغیرہ ان سب کاموں کو کاروبار کہتے ہیں۔

5. ریمان اپنے کاروبار میں کامیاب ہوا تھا۔

6. زیادتی کاروباری تیک سلاحتیں بیوتی ہیں۔

7. تدلیٹ 1۔ جھوٹ بول کر کوئی چیز نہیں بیچنی چاہیے  
میں کوئی خرابی ہے تو کسٹومر کو پہلے بتادیں۔

Participants perform a group activity during 'Enterprise Development Training' organized by HANDS from April 22 to 23, 2014 at Panah Shelter Home, Karachi.

# Section 6

## Strategy for Combating GBV and Seamless Service

This section provides an account of progress made towards understanding the concept of and provision of seamless service delivery to the survivors of gender based violence.

Gender Equity Program developed a strategy on Combatting Gender Based Violence (GBV) in society. The purpose of this strategy is to approach GBV in a practical and systematic manner to track GBV survivors and support their needs from identification to reintegration into society.

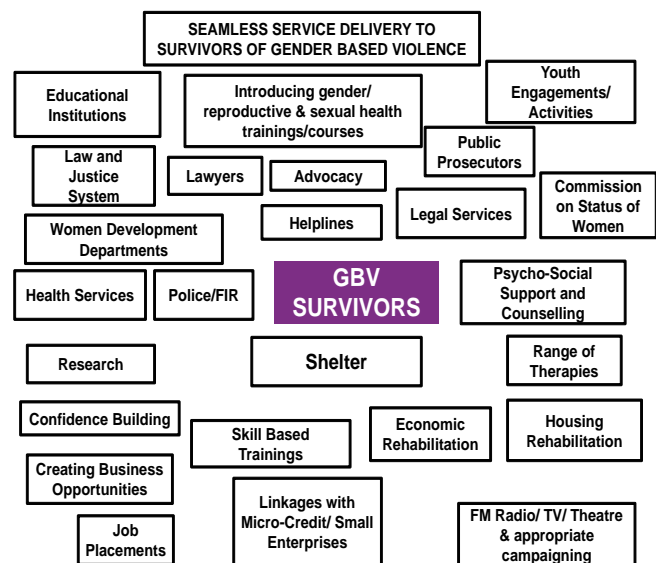
This is being made possible through:

- Raising awareness for prevention and identifying different types of GBV
- Creating an enabling environment for action and results
- Building a 'seamless service' - a chain, encouraging a network of institutions and processes to help GBV survivors
- Linking together the systems and services already in place and filling in the missing links and facilitating an increase in their outreach and effectiveness

Corresponding with the strategy to combat gender based violence, GEP awarded a set of sub-grants under Grant Cycle 6A, piloting seamless service delivery to the survivors of gender based violence (GBV).

Seamless Service is a concept of integrating important and relevant linkages of key players existing within our society to support survivors of GBV. The key players include Government, civil society organisations, community and media to highlight some. The starting point and key to success is developing linkages and establishing networks and moving on to correspond to each other's needs and working in consortiums. Various services and support systems not only help GBV survivors but also prevent GBV in our society. The need is to work to build a society that supports survivors of GBV. Please see the next page for a diagram on the 18 services of this seamless service model.

Figure 3: 18 Services Diagram



Grant Cycle 6A supported private shelters, helplines, psycho-social support and economic rehabilitation. Specific advocacy sub-grants were designed and awarded to create awareness on pro-women laws and helplines sub-grants given to provide counselling and setting up of a referral system. Shelters were strengthened and survivors were not only provided with a safe haven but were also extended psycho-social support. Economic rehabilitation sub-grants carried out training needs assessment of the survivors. Subsequently, the sub-grants designed and imparted purpose-built trainings to help them through therapy and develop skills that may assist these survivors in resettling in society.

GEP has since adopted a district based approach to select focus districts which will provide GEP with a platform to continue to demonstrate and strengthen seamless service. These districts included Lahore, Muzaffargarh, Peshawar, Karachi, Jacobabad/Sukkur and Islamabad. The selection of focus districts across Pakistan was carried out through an extensive mapping exercise reflecting key indicators for GBV. The detailed mapping exercise for district selection is in line with the Cooperative Agreement. These districts will incorporate a series of linked grants, envisioning service provision under all 4 objectives to achieve maximum impact while implementing GEPs strategy to combat gender based violence.

## 6.1 Rationale for Selecting the Focus Districts

Considerations included the changing political and security situation in different provinces and particular districts, the “do-ability” factor and geographical distribution of population, presence of civil society organizations and capacity of district government bodies in the districts.

The following factors were considered for the selection of focus districts:

- Presence of GEP sub-grantees in all districts of Pakistan
- Public and Private Helplines

- Public and Private Shelters
- Police Helplines
- Police Stations - including women police stations
- CSOs working on GBV

## 6.2 Expected Outcomes of Seamless Service

GEP envisages the following outcomes of seamless service delivery in focus districts:

- Reduced violence against women
- Increased participation in identifying potential victims, victims and survivors of violence
- Safe homes for survivors
- Expanded cadre of gender sensitive service providers (counseling, medical care, legal services, housing, safety and security)
- Sensitized law enforcement
- Increased capability of Pakistani organizations dealing with GBV
- Data for evidence based decision-making on GBV
- GBV sensitized public, institutions and media

## 6.2 Shelters as Seamless Service Delivery Hubs

In August 2013, GEP team met to plan for Year 4. Lessons learnt from grant cycle 6 implementation and several options of different models that may facilitate in achieving GEP's strategy to combat GBV were discussed.

As the main hub of seamless service, shelters will not only provide a roof over the heads of survivors but also information and act as a



referring body to existing GEP network of shelters. They will also provide psycho-social and legal support.

The way around is to work with shelters that have already been sub-grantees under grant cycle 6 and provide them with bigger, longer and more in-depth sub-grants while assisting and encouraging them in developing vital linkages for seamless service. The idea is to assess current GEP supported shelters and upscale them in grant cycle 9, taking 5-6 districts for GBV service provision.

In September 2013, GEP organized an experience sharing workshop with grant cycle 6 sub grantees. The objective of this meeting was to share experiences, learning, challenges and accomplishments. The event was organized in a way to support the linkages that have been developed during grant cycle 6. The event gave an insight to strengths, especially the linkages developed in this grant cycle, and the gaps that were faced and managed by the sub-grantees.

A presentation on seamless service delivery to support GBV survivors was given followed by a panel discussion. The panel discussion analyzed dynamics of seamless service and discussed how the missing links from current grant cycles can be developed. The panel discussion provided a breakthrough by concluding that there can be different models of seamless service delivery depending on contextual realities, in different districts and cities.

GEP intends to consider these contextual realities and proposes to fill in the links of medico-legal services, police, public prosecutors, and hospitals in focus districts. It also proposes to work with the current private shelters by up-scaling them and ensuring smooth and complete implementation of GEP's strategy for Combatting Gender Based Violence.

## 6.4 Intervention Modalities

Detailed modalities of grant cycle 9 will vary from shelter to shelter depending upon contextual realities, availability, or the lack of, certain services in the district and other missing links of the seamless service in and around the shelter. The

intervention modalities for each shelter will be customized according to the specific needs of the shelter informed by the implementation experience of grant cycle 6A. In addition, learning review meetings with shelters undertaken for Strengths, Weaknesses, Opportunities and Threats (SWOT) exercise will feed into the design modalities. This will help construct and sustain the 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 GBV will be cross-cutting and holistic, spreading across initiatives to have long-term impact and effectiveness.

Some of the key links proposed to be taken up under cycle 9 include:

- Collaboration between the shelters and medico-legal facilities so that legal documents and evidence can be preserved for court cases
- Improving linkages with public prosecutors to address issues of inaccessibility of judicial system, information regarding legal services, time delays and women-friendly lawyering
- Gender sensitization of police officials and advocacy for information desks at select police stations in the focus districts also facilitates better information flow, coordination between medico-legal staff at hospitals and police. Such collaboration is proposed with federal structures like National Police Bureau, Gender Crime Cell or via National Commission on the Status of Women
- Focus on successful reintegration and resettlement of survivors of GBV including grouping of like-minded women through economic rehabilitation initiatives so as to provide self-sustainable solutions to women upon their departure from the shelters
- Improved knowledge and information sharing regarding available support services to survivors of GBV through helplines

# Gender Co Consultative Meet Strateg and Future D Islamaba 2013



Women Rights Activist and Chairperson Mukhtar Mai Women's Organization (MMWO), Mukhtar Mai shares her experience at the Experience Sharing Event for Grant Cycle 6 organized on September 18, 2013.

# Section 7

## Strategic Alliances and Networks

The Gender Equity Program (GEP) recognizes that its objectives will be most effectively achieved when deployed with an approach that maximizes the program's outreach and sustainability. Therefore, GEP fosters linkages between Pakistani public and private sector organizations which not only facilitates gender empowerment during the implementation phase of the grant cycles but also ensures the sustainability of these interventions once the program has concluded. Furthermore, GEP also recognizes the pivotal role the federal and provincial governments play especially after the implementation of the 18<sup>th</sup> Amendment. Given these realities, two entities, the Pakistan Gender Coalition (PGC) and the National Advisory Forum (NAF) facilitate GEP in meeting its objectives.

By working with and building the capacities of public and private sector organizations better known as the PGC, GEP facilitates behavioral change. Interaction with senior federal and provincial legislators, ministers for women's development departments, representatives from civil society, media and academia facilitates GEP in influencing law and policy related to women's rights.

### 7.1 Pakistan Gender Coalition (PGC)

The Pakistan Gender Coalition is a forum to share best practices, novel actions, lessons learnt, difficulties and solutions, strengthening the synergy that is a hallmark of GEP. The Coalition is

a way to sustain the Government-Non Government Organizations (NGO) linkages being built by GEP and for strengthening the interface between academia, research, media and practice to give more prominence to the gender agenda and women's rights that has, hitherto, been largely the life-work of a handful of NGOs.

### 7.2 Pakistan Gender Coalition Meeting

The first consultative meeting of the Pakistan Gender Coalition (PGC) was held on 19<sup>th</sup> September, 2013. The purpose of holding a PGC meeting was to discuss the structure, future survival and sustainability of PGC. All of GEP's sub-grantees, a total of 134, attended this event.

The PGC meeting held a panel discussion on the Social Impact of Gender Discrimination consisting of Dr Tahira Aftab who is the pioneer of Gender Studies in Pakistan, Ms Seema Tahir accredited with being one of the first women to direct the media's attention to women's issues and Ms Shagufta Alizai, an authority on national and international gender policies. The meeting also held a panel discussion on the Gender Reforms Agenda and State Responsiveness in which Justice (rtd) Majida Rizvi, Ms Charmaine Hidayatullah and Ms Uzma Noorani participated. The panel discussion was moderated by the Chief Strategy and Planning Officer (CSPO) of AF, Mr Younas Khalid.



**USAID**  
FROM THE AMERICAN PEOPLE



# Pakistan Gender Coalition

## First Consultative Meeting

Structure, Strategy and Future Direction

Islamabad, 19 September 2013



Chief Strategy and Planning Officer (CSPO), AF, Younus Khalid expresses his view during a panel discussion on 'Structure, Strategy and Future Direction' organised at the first consultative meeting of Pakistan Gender Coalition (PGC) on September 19, 2013.

The third panel discussion was on the Spirit of Volunteerism in which the Chief Operating Officer (COO) of AF, Mr Naeem Mirza, Mukhtara Mai, Ms Anis Haroon and Ms Kamal took part. This panel discussion was held to highlight some of the commitments made by GEP's sub-grantees to continue the initiatives undertaken by the project even after it has concluded. Some of these commitments are:

### Seamless Service

- Opening of a shelter by Health and Nutrition Development Society (HANDS) that will offer free health services to survivors of GBV for members of PGC
- Continuation of referral services by Labor Resource Center's Mashal helpline
- Establishment of a full scale shelter by Binte Fatima Old Home Trust (BFOHT)
- Establishment of a family counseling center by Noor Education Trust (NET)

### Economic Empowerment

- Two training centers originally supported under GEP will continue their operations under First Women Bank Limited (FWBL) even after the grant has concluded
- FWBL has also developed a credit line in collaboration with the government for young women entrepreneurs

### Universities & E-portal

- The Gender Studies and Women's Departments of 6 Public sector universities supported by GEP have formed a network to consolidate and continue their collaborative work under the guidance of Center of Excellence for Women's Studies at Karachi University.

Dr. Tahira Aftab will be taking the lead to ensure that the network publishes a journal of Gender Studies and appoints a voluntary patron and mentor. All the research related to Gender Studies from



Participants of fifth NAF meeting held from February 8 to 9, 2013 in a group photograph.

the 6 universities will be shared on the e-portal.

#### Justice & Empowerment

- The Legal Rights Forum (LRF) announced that a network of trained lawyers has been developed. The sub-grantees in this group will provide pro-bono services to survivors of GBV.
- LRF also plans to work with women at the tehsil level and has already been offered support for this project by Justice (rtd) Majida Rizvi.

#### GEP Networks

- A youth network of 100 members has also been formed to work on women's issues in institutions of higher education.

The session on spirit of volunteerism materialized into the most important aspect of the PGC meeting as the commitments made by members ensured that GEP's legacy will continue long after the project has concluded.

### 7.3 National Advisory Forum (NAF)

NAF is designed to act as a national level advisory body to spearhead GEP consultation and brainstorming on broader gender equity and gender equality strategies, offer broad policy guidelines to GEP, align GEP with the government's gender commitments (including international commitments) and render guidelines for on-going cooperation with USAID.

### 7.4 Fifth National Advisory Forum Meeting

The fifth NAF Meeting was held in Islamabad on 8<sup>th</sup> and 9<sup>th</sup> February, 2013. The agenda of this meeting focused on the implications of the upcoming general elections in May 2013 and the interim government on GEP. This meeting held particular significance as the non-competitive grants awarded to the government were of special concern as the ministers and advisors GEP interacts with were no longer there.

The meeting was conducted in three segments. The first day was a plenary session and covered GEP's progress to date, news on grant cycles 6A and 6B and the next three cycles. The second day had two parallel sessions with government

officials, USAID and some NAF members.

## 7.5 Sixth National Advisory Forum Meeting

The sixth meeting of NAF was held in Islamabad on September 20-21, 2013. This was the first NAF meeting to take place to welcome ministers from the new Pakistan Muslim League-Nawaz (PML-N) government. The meeting agenda was designed to acquaint the new members of NAF to the role and objective of GEP. This meeting was held in two segments; the first day focused on GEP's achievements in the last three years and gave NAF ministers an opportunity to present on the gender equity initiatives they are undertaking in their provinces. The second day continued with presentations and also focused on GEP's planned initiatives for Year Four and the future role of NAF. The second day also gave NAF members an opportunity to voice some of the initiatives they would like to undertake for women's empowerment in the future.

Some of the issues discussed during the NAF meeting were GEP undertaking a study on Dar-ul-Amans, inclusion of the mother's name on the

CNIC, a helpline for Punjab ombudsperson via GEP, incorporating Punjab's ombudsperson office to the seamless service model in Lahore/Punjab, a GEP study on minority women and forced conversions and Revising Curriculum's: GEP's role in defining the mindset of the young generation.

The President of Aurat Foundation, Dr Masuma Hasan offered some invaluable suggestions during the meeting especially in connection to the issue of early marriages. NAF members agreed that the presentation of a CNIC should be made mandatory during *Nikaah* ceremonies in order to ascertain the age of the bride. Dr Hasan pointed out that in the absence of a CNIC card, the B – Form should be presented as it will also reflect the age of the girl.

Various discussions during the meeting also revealed that GEP can also be instrumental in supporting cross-province consultation on provincial legislation and help provincial Women Development Departments (WDD) and Pakistan Commission on the Status of Women (PCSW) to prepare bills and help launch them in assemblies.



President, Aurat Foundation, Dr Masuma Hasan and Chairperson National Commission on the Status of Women (NCSW), and GEP National Advisory Forum (NAF) Khawar Mumtaz attend sixth NAF meeting on September 20, 2013.



Five research studies on gender-based violence published by GEP on display at the launching event organized on February 25, 2013.



Agreement Officer Representative (AOR) USAID, Rabia Akhar along with other USAID colleagues, attends GEP Annual Event on September 20, 2013.



# Section 8

# Research, Documentation and Reporting

During Year Three, GEP took the opportunity to remedy the lag in reporting that had become prevalent during the last two years. A separate documentation unit is under consideration by USAID for approval.

During Year Three, GEP shared comprehensive event reports, newsletters and quarterly progress reports with the USAID in a timely fashion.

Furthermore, the program also published 126 beneficiary success stories under four volumes and a media booklet recounting coverage of GEP events in newspapers.

## 8.1 Newsletters

GEP published volumes 5, 6, 7 and 8 of its newsletter along with a translation of volume 7 in Urdu. During Year Three, GEP took the opportunity to ensure a more consistent format for the newsletter and included new sections such as “At a Glance” which showcased events in a pictorial layout with comments and captions. A section focusing on the unique aspects of specific grants was also added to the newsletter. Furthermore, the newsletter added an additional interview focusing on ordinary women making extraordinary accomplishments.





## 8.2 Quarterly Progress Reports

During Year Three, GEP shared Quarterly Progress Reports (QPR) 9, 10, 11 and 12. Not only were QPRs submitted before their deadline, they also rendered a more comprehensive programmatic overview. The new sections

include Challenges, Strategic Alliances & Networks, Media Outreach and Governance & Management.

## 8.3 Event Reports

A report entitled, "Researching Aspects of Gender-Based Violence in Pakistan" was shared with the USAID. This report recounted the launch event of the five GBV studies in February 2013. During GEP Year Two, the program's research endeavors included the commissioning of studies to identify the current status of knowledge, attitudes and practices underlying gender-based violence. The five studies were:

- Domestic Violence - Socio-Economic and Business Consultants (SEBCON)
- Sexual Harassment - Semiotics Consultants
- Customary Practices Leading to Gender Based Violence - Department of Gender Studies, Punjab University
- Social and Legal Responses to Rape - Ms Naghma Imdad
- Internal Trafficking of Women and Girls in Pakistan - Ms Shazreh Hussain and Ms Maliha Hussein

The report rendered an overview of GBV in

Pakistan and a detailed account of the presentations on each research study. It is pertinent to note here that it was difficult to find consultants to undertake these studies due to the taboo nature of the topics and the security risks associated with such research. It was especially hard to find researchers who were willing to carry out research on rape and internal trafficking in Pakistan. However, despite these challenges, GEP continued with its research efforts.

The findings and recommendations of these studies will prove to be an invaluable asset for future GEP cycles designed to offer seamless service to survivors of gender based violence. These research studies were published along with consolidated GEP summaries to render a brief overview of the findings from the five gender based violence studies.

A report on the "National Planning and Review Meeting" was also shared with the USAID in April 2013. This report gave a detailed overview of presentations from all GEP units, grant holder role pre & post implementation protocols, clarifying and updating job descriptions of GEP employees, briefing on Office of Inspector General, conclusions and way forward and conceptual challenges.

An "Election Monitoring 2013: An Account of AF-GEP Initiatives" report was also shared with the USAID. This comprehensive report mentioned all the election related activities that AF and GEP undertook prior, during and after the general elections of May 2013. These activities include CNIC Registration under grant cycles 3 and 5 which enabled women to vote for the first time, a detailed Matrix of Manifestos outlining a comparative analysis of party manifestos in context to women's participation and inclusion in the elections, advertisements in leading newspapers which encouraged citizens to vote for parties that included women's issues as part of their mandate, articles by GEP on election manifestos, AF election monitoring of polling stations, regional reports based on the findings of election observers and interaction with Veeru Kohlin.

## 8.4 Success Stories

Towards the end of Year Three, GEP completed and published four volumes of success stories entitled, "Journey of Success" that covered its interventions undertaken in some of the most dangerous and remote areas of Pakistan under grant cycles 1-6.



The four volumes of success stories were on CNIC Registration, Justice and Empowerment, Advocacy and Gender Based Violence (GBV).

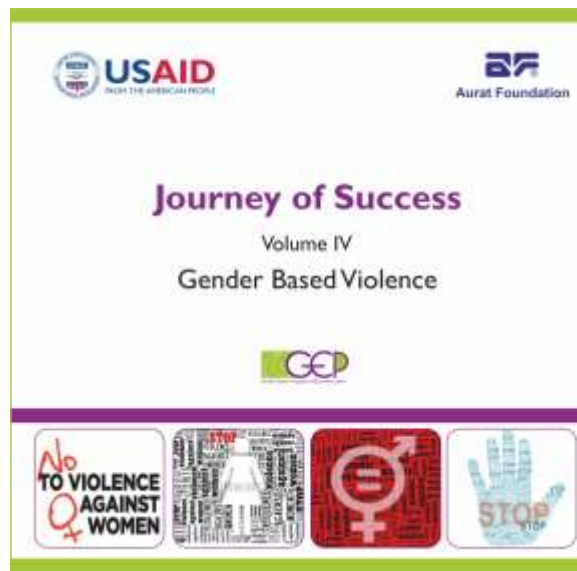
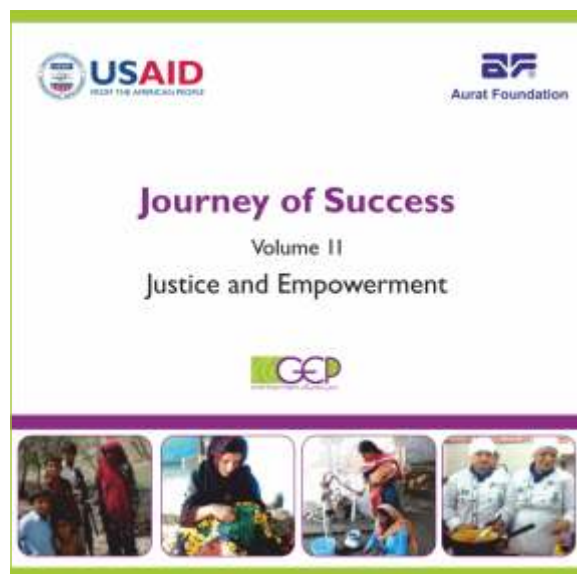
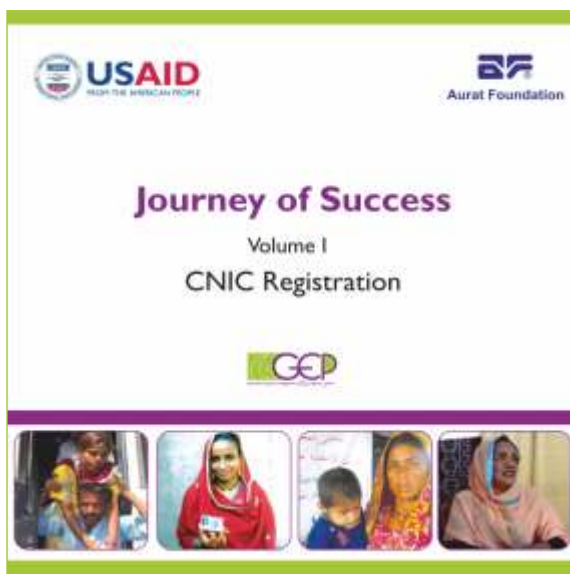
Volume I on 'CNIC Registration' showcased GEP's grant cycles 3 and 5 which supported CNIC registration of women in districts with the lowest registration rates across Pakistan.

Volume II on 'Justice & Empowerment' showcased GEP's interventions in grant cycle 1 undertaken in some of the most devastated areas of Pakistan post the 2010 flood via infrastructure strengthening of hand pumps and bathrooms.

Grant cycle 1 also included the training of survivors of the 2010 floods on hygiene, safe drinking water, reproductive health and the benefits of vaccination.

This volume also focused on youth from grant cycle 2 who are now able to continue their education in the field of Law via GEP's paid internship programs.

Volume III on 'Advocacy' showcased GEP's media sub-grants undertaken in grant cycles 2, 4 and 6 that focused on awareness-raising, prevention and



mindset change in context to the growing trend of gender based violence in Pakistan.

Volume IV on 'Gender Based Violence' focused on grant cycle 6 which offered provision of protection and service to survivors of gender based violence.

Under this cycle, women who had suffered various forms of violence were rehabilitated as survivors, right from their identification to reintegration into society.

Up to June 30<sup>th</sup>, 2013 over 200 success stories related to GEP interventions had been compiled. Of these 125 were presented in these four volumes. GEP plans to share more success stories in the future in similar volumes in Year Four.

### 8.5 Media Booklet

Considering the fact that media coverage is not only an indicator to estimate the public outreach of any project but is also considered to be a tool to spread the message, GEP included sessions on drafting press releases in its training program for sub-grantees.

Approaching the end of Year Three, GEP completed and published a Media Booklet entitled, GEP in Media; a collection of newspaper articles on GEP events held between August 2010 - July 2013.

The press clippings from national and regional newspapers were received from sub-grantees in order to depict the impact of GEP's interventions in their respective regions.

Approximately, 750 press clippings were received from regional offices. The largest number was received from Baluchistan (210) followed by Punjab (160), Islamabad Capital Territory (146), Sindh (133), Khyber Pakhtunkhwa (90) and Gilgit Baltistan (11).

This booklet aimed at building a strong network with media partners. It contains selected press clipping from national and regional newspapers. The press clipping record initiatives taken by sub-grantees.

Other than event coverage, findings of GEP's research reports and studies were also covered and highlighted by mainstream newspapers.



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# Launching Ceremony

Pakistan's First 3D Animated Series  
"Main Aur Mere Dost"



Students from Pehli Kiran School smile as they join the launching ceremony of Pakistan's first 3D animated series on gender-based violence 'Mein aur Meray Dost' on December 3, 2012.

# Section 9

## Events in Year Three

Year Three was very busy in terms of GEP events. A total of 13 events were held which included launches, workshops and meetings. A succinct account of these events is provided in this section.

### 9.1 Launch of Pakistan's First 3D Animated Series on Gender Based Violence

The Gender Equity Program (GEP) launched Pakistan's first 3 Dimensional (3D) animated series on gender based violence (GBV) for children "Mein or Mere Dost" (Me and My Friends) on December 3, 2012 in Islamabad. The launch was held in connection with 16 Days of Activism under the Gender Violence Campaign. This Urdu animated series is the first cartoon produced in Pakistan by Creative Village, a sub-



US Deputy Chief of Mission Ambassador Richard Hoagland appreciates the efforts of GEP team at the launching ceremony of 3D animated series on GBV 'Mein aur Meray Dost' on December 3, 2012.

grantee of GEP, using 3D technology. Designed to educate children about gender equity and advocate against gender based discrimination. The series was aired on leading television channels GEO and Aag.

The cartoon series features a team of three young middle-school "detectives" investigating a troubled fellow student who is displaying behavioral changes associated with gender discrimination and violence. The plot revolves around the detectives rescuing the troubled student from her dilemma and continues as she joins them to tackle various gender-related predicaments.

Speaking at the launch, United States (US) Deputy Chief of Mission Ambassador Richard Hoagland noted that, "The United States believes that investing in women and girls is one of surest ways to achieve economic progress, political stability, and greater prosperity for Pakistani women – and men." He further stated, "That's why the United States government funds programs like *Mein Aur Mere Dost*, an animated public education campaign designed to help Pakistani women and girls lift up their families, communities, and nation."

More than 200 children from different schools including street children from Pehli Kiran School System and Mashal attended the event. In addition, representatives from civil society organizations, mainstream print and electronic personnel and International Non-Government Organizations attended the event.

The cartoon serial was also publicized through

social media and the popularity of the series is demonstrated by the success of the serial's Facebook page which received 79,237 hits and likes from Facebook users. In February 2013, the ratings of 'Mein aur Mere Dost' increased from 1.00 million to 1.47 million viewers.

## 9.2 Launch of Five Research Studies on Gender-Based Violence

GEP organized an event entitled, "Researching Aspects of Gender-Based Violence in Pakistan" on February 25<sup>th</sup> 2013, in Islamabad to launch five research studies on gender-based violence. The event was held to share the key findings and recommendations of the research studies with non-governmental organizations (NGOs), civil society organizations (CSOs), faculty and students from universities and media representatives.

In the second year of GEP research initiatives included studies to identify the current status of knowledge, attitudes and practices underlying gender based violence. The five studies were:

- Domestic Violence-*Socio - Economic and Business Consultants (SEBCON)*
- Sexual Harassment-*Semiotics Consultants*
- Customary Practices Leading to Gender-Based Violence - *Department of Gender Studies, Punjab University*
- Social and Legal Responses to Rape - *Ms Naghma Imdad*
- Internal Trafficking of Women and Girls in Pakistan - *Ms Shazreh Hussain and Ms Maliha Hussein*

The event commenced with Ms Muneezeh Saeed Khan, Senior Program Officer for GEP, presenting on the women's movement in Pakistan and the achievements of GEP in the last two years. Ms Nadia Tariq, Objective Manager for Gender-Based Violence-TAF, presented on the importance of conducting research on gender based violence in Pakistan and the obstacles associated with

undertaking such an endeavor.

The Chief Guest, Mr Charles Cutshell, Agreement Office Representative and Advisor for USAID, addressed the participants and said that the five research studies launched by GEP shed light on the dynamics of gender based violence providing quantitative data that will inform future policies. He also added that there is much that can be learned from the studies GEP has funded and the knowledge from them must be used to advocate for better support and laws for women and girls.



Former Agreement Officer Representative USAID Charles Cutshell speaks at the launching event of five research studies on GBV published by GEP organized on February 25, 2013.

The consultants for each study offered ten minute presentations, briefly touching upon the important findings of their research, and concluded by providing recommendations proposed in their studies. This was followed by a lengthy Question & Answer (Q&A) session during which participants were given the opportunity to share feedback on the presentations and ask questions.

## 9.3 TORs Development Workshop for Grant Cycle 8

A three-day workshop was held in Karachi between February 28-March 1, 2013 on sub-grant design and development of related Terms of Reference (TORs) for the upcoming Grant Cycle 8. The first workshop of this kind was held for Grant Cycle 7 which aided in generating ideas and building capacities of GEP staff, as well as making



the TORs development process more participatory for greater ownership across all levels. With this in mind, the Grants Management Committee (GMC) decided to replicate the same exercise for grant cycle 8.

The workshop made use of a knowledgeable resource group. It oriented GEP's regional staff on sub-grant design and TOR development. Technical input was obtained from regional teams to reflect contextual realities and achievable solutions. Usage of indicators and beneficiary specifications were also established during the process. A set of sub-grants were then designed on the basis of GEP's commitments as per the annual work plan under objective one and detailed TORs were defined for the Request for Proposal (RFP) for each sub-grant.

## 9.4 National Planning and Review Meeting

GEP held a three-day National Planning and Review Meeting in Islamabad between March 27-29, 2013. The purpose of the workshop was to give GEP staff members an open forum to recount the achievements and challenges of GEP in the last two and a half years. The meeting also reviewed job descriptions of GEP employees in order to better reflect their roles and responsibilities. GEP staff members from Islamabad, Lahore, Karachi, Peshawar, Quetta and Gilgit Baltistan along with GEP's staff from TAF participated in the meeting.



Participants listen to speakers at the National Planning and Review Meeting held from March 27 to 29, 2013.

The meeting offered regional staff members an opportunity to voice some of the struggles they encounter in their day-to-day GEP activities. The meeting also gave the regions and head office a chance to devise work plans for the next quarter and decide on the case studies that will be written and published in the coming months.

Some of the conceptual challenges that were brought to the surface during various sessions of this workshop include limited international exposure of GEP men staff members as compared to women, gender roles only viewed in an Islamic context as opposed to a culmination of various societal factors, the diminishing role of women in the upcoming general elections of 2013, the need for interactive workshops for GEP staff members & partners to familiarize themselves with critical concepts, history and practice in context to the advancement of women and capacity building of GEP staff members on gender concepts and the rights of women and men.

## 9.5 Series of Critical Gender Topics

During Year Three, GEP commenced a series of sessions and seminars on critical gender issues which are open to GEP, Aurat Foundation and The Asia Foundation for their mentoring and intellectual development.

### Session on *Swara*

The first session of these critical gender topics was organized on January 3<sup>rd</sup>, 2013 focusing on the practice and prevalence of "*Swara*" in Pakistan. The session was led by Ms Samar Minallah who shared clips from her documentary entitled "*Swara-The Human Shield*" which focuses on compensation marriages-a culturally sanctioned form of violence against women in Pakistan. The documentary clips were extremely powerful and the audience that included Aurat Foundation's (AF) head office staff was completely gripped by what they saw.

Ms Minallah explained the plight of women and children who are compensated to settle scores. The documentary also focused on the men who

are helpless and suffer from sheer frustration and grief but are unable to raise their voice against this form of violence. The audience was also informed that *Swara* and *Vanni* are the same form of gender based violence (GBV), only named differently in different regions.

The documentary was followed by an interactive session led by Ms Farkhunda Auragzeb, Manager for the Legislative Watch Program at AF to talk briefly on the 7 Pro-Women laws

#### Session on Psycho-Social Rehabilitation of Acid Attack Survivors

Another session was organized on the "Story of Psycho-Social Rehabilitation" which was conducted by Dr. Khadija Tahir on February 14<sup>th</sup>, 2013. Dr. Khadija explained what psychosocial counseling is and who needs it and described the work she has done for acid attack survivors.

Sharing the stories of survivors and their struggles during the rehabilitation process, Dr. Khadija spoke of the importance of the social, psychological and economic reintegration of these individuals in society. Participants learned that one of the most important aspects of rehabilitating a survivor is building a daily routine for them as it renders structure to their lives and keeps them from falling into depression.

#### Session on Five Pro-Women Laws

Three sessions were held on the "Introduction to Five Pro-Women Laws" in February, 2013 in Lahore, Karachi, Islamabad, Gilgit-Baltistan and Azad Jammu & Kashmir. The sessions which were organized by the Interactive Resource Center (IRC) were attended by sub-grantees who have been awarded media grants under the Gender Equity Program (GEP). The laws under discussion were the Domestic Violence Act – 2012, The Prevention of Anti-Women Practices (Criminal Law Amendment) Act – 2011, Acid Control and Acid Crimes Prevention Act – 2010, The Protection Against Harassment of Women at the

Workplace Act – 2010, The Criminal Law Act (on Sexual Harassment) – 2009, The Protection of Women (Criminal Laws Amendment) Act – 2006 and The Criminal Law Act (on Honour Crimes) – 2004.

The objective of the session was to explain the 7 Pro-Women laws and also highlight some of their legal loopholes. The session also gave sub-grantees and AF staff members a chance to discuss deadlines and approval for advocacy messages and branding and marking of material. The session also deconstructed the legal terminology of the laws and put them into laymen terms for public consumption in order to ensure that when these laws are shared with the masses via Public Service Messages (PSMs) they are factually correct.

The session was led by Ms Syeda Viqar-un-Nisa Hashmi who shared the briefs for each law focusing specifically on the acts criminalized under each law, punishments provided to the victim, important provisions under the law in question and immediate steps to be taken by the aggrieved.

### 9.6 Experience Sharing Workshop for Grant Cycle 5

Devolution Trust for Community Empowerment (DTCE), a sub-grantee of GEP, held a two-day experience sharing workshop for GEP's 18 sub-grantees for Grant Cycle 5 between May 30-31, 2013. The workshop was organized with the objective to summarize grant cycle activities, share experiences and lessons learned. Over the course of the two days, presentations were made and open discussions held to comprehend the ground realities in different target areas, procedural issues, and a future course of action. Apart from the sub-grantees, stakeholders from the Gender Equity Program (GEP), The Asia Foundation (TAF) and National Database and Registration Authority (NADRA) attended the workshop.

Ms. Simi Kamal, Chief of Party-GEP, welcomed the participants and held an interactive session with them. During the interactive session sub-grantees stated the reasons behind underachieved results. Some of the challenges faced by sub-grantees

during the implementation phase were release of installments, lack of infrastructure, low staff salaries, difficult terrain and scattered population and a deteriorating law and order situation in Baluchistan.

On the second day of the experience sharing workshop, some sub-grantees expressed their willingness to continue working with their beneficiaries while others admitted that achieving further results would be difficult. After some deliberation it was decided that sub-grantees who did not wish to continue should consider May 31<sup>st</sup>, 2013 as the cut of date and adjust their documents accordingly. Sub-grantees who expressed a desire to continue were informed they could do so with their existing contracts.

The last session of the workshop focused on compliance requirements regarding the budget. Mr. Babar Aziz, Director of Finance-TAF, held an interactive session related to expenditures incurred on Mobile Registration Vehicles (MRVs). He also provided answers for most of the queries and for others Mr. Zaheer Ahmed, Deputy Director Operations-NADRA, intervened to render clarifications.

### 9.7 Experience Sharing Workshop for Grant Cycle 3

In order to share experiences, successes and challenges faced during the implementation of grant cycle 3 and to celebrate the overall success of the program an experience sharing workshop was organized on June 13-14, 2013. As the national coordination sub-grantee of GEP, the workshop was organized and managed by Devolution Trust for Community Empowerment (DTCE) in coordination with all stakeholders. All thirteen sub-grantees of grant cycle 3 were invited to participate in the workshop.

The workshop was organized with the objective to summarize grant cycle activities, share experiences and lessons learned. Over the two days, presentations were made and open discussions were held to understand the context of the program, the ground realities in different target areas, procedural issues and future course of action. Stakeholders from the Gender Equity



A participant speaks at the experience-sharing workshop for Grant Cycle 5 held from May 23 to 24, 2013.

Program (GEP), Aurat Foundation (AF), The Asia Foundation (TAF), National Database and Registration Authority (NADRA), DTCE and other district level sub-grantees took part in the proceedings.

Ms. Reema Aftab, Director Marketing-NADRA, said that working with so many civil society organizations has been a vast learning experience for NADRA and has resulted in creating one of the largest public-private partnerships in Pakistan. However, it was not an easy achievement as targets were massive and ground realities varied from area to area.

During an interactive session, many sub-grantees brought up the issue of non-availability of Mobile Registration Vehicles (MRVs), equipment failure and non-cooperation of NADRA's staff. Mr. Zaheer Ahmed, Deputy Director Mobile Operations-NADRA, responded by stating that being a government organization, they have to follow certain rules, regulations, systems and procedures which inevitably caused some problems in some areas. There were limitations specifically in Balochistan where very few MRVs were available. They were even less than the number of districts in Balochistan, and they were not available to the sub grantees all the time. Political influence also caused countless problems and many a times NADRA had to deploy MRVs at locations as desired by influential politicians.

Mr. Hassan Akbar, Director Monitoring, Evaluation

and Research (MER)-AF, acknowledged the need of forming a network of organizations, a critical mass which will not only work for women rights but also for human rights and the rights of vulnerable communities. He appreciated the achievements made by sub-grantees especially those working in hostile environments of Balochistan.

He revealed that the average cost incurred by GEP on CNIC registration was about Rs. 240 (US\$ 3) per woman which is a testimony to the great value for money delivered by the program. During an interactive session, sub-grantees stated the reasons behind underachieved results. They also shared the challenges faced during the implementation of the project especially in Balochistan where the law and order situation, social barriers preventing women's mobility and illiteracy curtail progress. Common challenges faced by almost all of the sub-grantees were unrealistic targets, difficult terrain and illiteracy at large.

On day 2, sub-grantees of GEP cycle 3 gave presentations and shared their experiences, successes and challenges faced during the implementation of the project. Some of the issues voiced by sub-grantees were delay in release of installments, lack of infrastructure, low staff salaries, difficult terrain and scattered population. The deteriorating law and order situation and limited availability of NADRA MRVs were specific to the sub-grantees of Balochistan.

Mr. Babar Aziz, Director Finance, Grants and Compliance, discussed compliance requirements regarding the budget. This was also an interactive session during which many sub-grantees raised queries regarding the budget, most of which were related to expenditures incurred on MRVs.

## 9.8 Workshop to Build Capacities of Public Sector Universities

GEP has linked the non-competitive grants of National Universities through different interventions through the e-portal of the Center of Excellence for Women's Studies (CEWS) of the University of Karachi. Through this e-portal universities are linked to facilitate their learning

and capacities.

During Year Two, CEWS organized a one-day training for six Public Sector Universities on June 20, 2013.

The main purpose of this session was to build the capacity of all six partnering universities on the e-portal. The training session was designed to ensure that all 6 participating universities are on the same page in terms of their role and use of e-portal for data uploading and downloading. The overall objective of the e-portal training is to "create an electronic resource pool accessible to students, faculty as well as researchers and to serve as a platform for sharing learning, research studies and other gender related literature."

The e-portal utility is not limited to gender related literature but will facilitate other departments, faculty and scholars. It is a free of cost knowledge base underlining the importance of gender related literature and research.

## 9.9 Provincial Launch of National Baseline Study

The Gender Equity Program (GEP) presented Pakistan's first primary data study entitled, "Gender Differences: Understanding Perceptions" on June 26, 2013. This baseline study benchmarks existing knowledge, attitudes and practices about women's rights, their empowerment and gender based violence in Pakistan. The study was conducted by Applied Economics Research Center (AERC) and Anjum Asim Shahid Associates (AASA) Consulting. The provincial launch was organized by GEP's regional team in Lahore.

The launch commenced with Ms Hasna Cheema, Deputy Program Manager-GEP, giving a comprehensive presentation on the findings of the baseline study. She explained that it is the first study in Pakistan of this scale and scope to focus on gender development. The findings from the study render a clear picture of ground realities and perceptions that will aid in designing future GEP grant cycles.

## 9.10 Experience Sharing Event for Grant Cycle 6

GEP's Experience Sharing event for grant cycle 6 was held on 18<sup>th</sup> September, 2013. The highlight of this experience sharing meeting was the participation of GEP beneficiaries who were supported by both GEP and their respective sub-grantees.

The objective of this meeting was to share achievements and challenges faced during the implementation of grant cycle 6 which was done via presentations on Facilitating Helplines to Respond to GBV Survivors, Advocacy and Information Dissemination Campaign, Strengthening Private Shelters, Psycho-Social and Legal Counselling, Facilitating Economic Rehabilitation of GBV Survivors and GEP's University Sub-grants.

The Experience Sharing event was organized with a view to educate partners on seamless service and demonstrate how the current cycle has performed with certain elements of this model. The objective was also to start thinking beyond GEP and strengthen current networks and establish new ones to encourage collaborations and volunteerism.

An important feature of this meeting was the panel discussion with participants of the Kenya study tour who shed light on seamless service provision to GBV survivors and the role of GEP in its current context.

The panel discussion resulted in participants rendering suggestions on sustainability measures for GEP's seamless service model based on the provision of services to GBV survivors in Kenya. These suggestions have been shared in a comprehensive report on the Experience Sharing Event and will also be instrumental in the designing of grant cycle 9.

The meeting was well attended and a total number of 186 participants including representatives from sub-grantees under grant cycle 6, beneficiaries, grant holders, Kenya tour participants and other AF and TAF staff attended this workshop.

## 9.11 GEP Annual Event

GEP's Annual Event took place on 20<sup>th</sup> September, 2013. The event was held to recount the achievements of GEP in the last three years and give beneficiaries an opportunity to share their success stories. In reference to the PGC event held the day before, Mr Naeem Mirza, Chief Operating Officer (COO) of AF, shared some decisions that had been reached with PGC members:

- PGC will be a broad based coalition.
- All future decisions of PGC will be made in a democratic manner with geographical and sectorial representation.
- An Executive Committee will be established to help steer PGC functions.
- PGC will drive its force from the spirit of volunteerism.

Ms Kamal presented on GEP giving an overview of the project. She stated that the past three days had been very important for GEP as experience sharing with sub-grantees will help in designing future grant cycles. Ms Kamal asked the beneficiaries present at the event to stand up to be recognized and encouraged them to continue their journey of success. GEP beneficiaries also came on stage to share their success stories and thank GEP and USAID for positively impacting their lives.

Ms Khawar Mumtaz, Chairperson for the National Commission on the Status of Women (NCSW) and the National Advisory Forum (NAF), delivered a speech in which she outlined some of the priorities of the NCSW for the next three years. Some of which include combating gender based violence, rape and lack of women's representation and denial to vote.

The event concluded with some brief remarks by the chief guest, Mr Gregory Gottlieb, USAID Mission Director who stated that, "The women in Pakistan, hand in hand with men, are playing a crucial role in the development and prosperity of their country. Aurat Foundation, through its Gender Equity Program continues to enable these courageous women to realize their potential and claim their rights."



A beneficiary shares her success story at the GEP Annual Event organized on September 20, 2013.

# Section 10

## GEP Evaluations

GEP program underwent three types of audits and evaluations during Year Three. These included program audits by Office of Inspector General (OIG), grant-making assessment and mid-term evaluation.

### 10.1 Program Audit by the Office of Inspector General Audit

An intensive and extensive program audit was carried out by the Office of Inspector General (OIG). It was an independent audit and the report and findings were to be shared with the American Congress. The objective was to verify program and financial objectives of GEP. It scrutinized the mobilization of funds. It is important to note that OIG may carry out investigation on the basis of complaints received via toll free hotline fraud complaint number.

As part of the program audit OIG investigated 24 sub-grants and found all of them functioning smoothly. The audit team expressed their positive findings in terms of what they had observed in the field.

For GEP, the program audit has suggested more in-depth and longer grants to build sustainability. Since this was already GEP's conclusion and way forward, no further action was required from GEP.

### 10.2 Grant-making Assessment

Grant-Making assessment was carried out by a third party appointed by USAID during September

2013. The overall objective of this assessment was validation of Aurat Foundation to provide reasonable assurance that it has adequately implemented the relevant recommendations of the pre-award assessment, to address the grant-making capabilities and other special provisions of the award.

The Asia Foundation (TAF) is currently responsible for the program's grant-making function and AF intends to take on this role, as per provision in the Cooperative Agreement. This assessment was to assess the current financial and management practice of AF to establish what the existing performance standard is and whether AF has the required capacity to take over this function.

The assessment is now complete and AF is waiting for USAID's determination.

### Mid-term Evaluation

The mid-term evaluation was carried out by Management Systems International Inc. (MSI) appointed by USAID. The Evaluation started in September, 2013 and focused on assessing the project design. MSI was given a detailed presentation on GEP. MSI shared its evaluation questions and also requested to facilitate and assist them in carrying out this evaluation.

Approximately 15 group interviews, 6 – 8 key informant interviews and 4 focus group discussions for 4 regions were facilitated by GEP team. The report is expected in early Year Four.

The broadly outlined questions of the MSI Evaluation enquired:

- To what extent are GEP's goals and objectives (as articulated in its Program Matrix) and implementation (i.e., activities) relevant to the priorities of the National Commission on the Status of Women (NCSW) and provincial governments of Pakistan, particularly in light of changes in provincial responsibilities for women's issues brought about by the 18<sup>th</sup> Constitutional Amendment and the recent change in government
- To what extent do GEP's components of small grants, research, networking, and capacity building (as a collective approach) contribute to achieving the project objectives of improving women's access to justice, expanding knowledge of and opportunities to exercise their rights, combating gender based violence (GBV) and building the capacity of Pakistani organizations that work on gender issues
- To what extent does the project's approach to provide multiple grants provide coordinated services to achieve seamless service delivery, and how could it be improved or what are the alternatives
- To what extent are the existing partnership arrangements between AF and TAF and between AF and USAID consistent with maximizing performance and prospects for sustainability, and are changes warranted? If changes are warranted, what specific changes could improve performance and the prospects for sustainability of results?







A sub grantee shares her experience at the Experience Sharing Meeting of Grant Cycle 6 held on September 18, 2013.



Survivors learn first aid technics at a training held in Bali Memorial Trust on September 7, 2013.

# Annex A: List of Sub-Grants

FUNDS CONTROL SHEET CYCLE 1, CYCLE II, CYCLE III, CYCLE IV, CYCLE V, CYCLE VI A & B CONSOLIDATED as on September 30, 2013

Sr. No.	Funding Source-GEP	Grant Obligated	Start Date	End Date	Disbursed	Balance Remaining	Grant status
Cycle # 1							
1	National Commission on the Status of Women (NCSW)	219,512	1-Feb-11	15-Jun-12	219,512	-	Closed
2	Ministry of Womens Development Shaheed Benazir Bhutto Center, Quetta	13,976	1-Feb-11	31-Dec-11	13,976	-	Closed
3	Ministry of Womens Development Shaheed Benazir Bhutto Center, Sahiwal	23,841	1-Feb-11	31-Jan-13	23,841	-	Closed
4	Ministry of Womens Development Shaheed Benazir Bhutto Center, Islamabad	19,447	1-Feb-11	31-Jan-13	19,447	-	Closed
5	Individualland National Media Sensitization	95,444	1-Feb-11	30-Apr-12	95,444	-	Closed
6	Sanjh Development Foundation District Mianwali	21,548	1-Feb-11	31-Oct-11	21,548	-	Closed
7	Karwan Community Development Organization District Mianwali	24,617	1-Feb-11	31-Oct-11	24,617	-	Closed
8	Friends Foundation District Muzzafargarh	24,397	1-Feb-11	31-Jul-11	24,397	-	Closed
9	Young Man Society Rahim Yar Khan	24,415	1-Feb-11	31-Jul-11	24,415	-	Closed
10	Blue Veins District Charsadda	24,428	1-Feb-11	15-Feb-12	24,428	-	Closed

11	Women's Assoc. Struggle for Development District Charsadda	24,512	1-Feb-11	15-Feb-12	24,512	-	Closed
12	Rural Development Organization Daggar, District Buner	23,252	1-Feb-11	31-Jul-11	23,252	-	Closed
13	Governance Institutes Network International Province-wide	24,792	1-Feb-11	29-Feb-12	24,792	-	Closed
14	Goth Sudhar Sangat Sindh District Dadu	19,550	1-Feb-11	29-Feb-12	19,550	-	Closed
15	Kainaat Development Association-Kashmore District Kashmore Kandkot	23,014	1-Feb-11	30-Nov-11	23,014	-	Closed
16	Sewa Development Trust Sindh Khaipur, Sukkur, Ghotki, Larkana, Qambar and Shahdadkot	23,118	1-Feb-11	31-Oct-11	23,118	-	Closed
17	Al-Mehboob Welfare Society Barkhan	22,709	1-Feb-11	31-Jul-11	22,709	-	Closed
18	Youth Organization Naseerabad, Jaffarabad	24,670	1-Feb-11	29-Feb-12	24,670	-	Closed
19	Masoom Rights Development Society District Sibi	23,261	1-Feb-11	31-Oct-11	23,261	-	Closed
20	National Educational & Environment Developmental Society District Naseerabad	24,194	1-Feb-11	29-Feb-12	24,194	-	Closed
21	University of Punjab	24,290	1-Jun-11	29-Feb-12	24,290	-	Closed
22	Semiotics Consultants (PVT) Limited	18,604	1-Jun-11	29-Feb-12	18,604	-	Closed
23	SEBCON (PVT) Limited	24,006	1-Jun-11	30-Sep-11	24,006	-	Closed
24	Black Box Sounds	169,604	25-May-11	15-May-12	169,604	-	Closed
25	Applied Economic Research Centre (AERC)	189,103	27-Jun-11	30-Jun-12	189,103	-	Closed
	Sub total Cycle # 1	1,150,304			1,150,304	-	
Cycle # 2							
1	Human Resource Development Centre, IMS	82,427	1-Aug-11	30-Sep-12	82,427	-	Closed
2	Four Corners Groups (Pvt) Ltd	84,885	1-Aug-11	30-Sep-12	84,885	-	Closed
3	Interflow Communications (Pvt) Ltd	142,584	1-Sep-11	30-Sep-12	142,584	-	Closed
4	Change Thru Empowerment	64,089	1-Aug-11	31-Dec-12	64,089	-	Closed
5	Youth Resource Centre	63,557	1-Aug-11	30-Apr-13	63,557	-	Closed
6	Women Social Organization	137,633	1-Aug-11	31-Aug-13	114,964	22,669	Closed

7	Publishing Extension Network (PEN)	22,319	1-Sep-11	15-Apr-13	22,319	-	Closed
8	Bargad Youth Organization	53,437	1-Aug-11	15-Apr-13	53,437	-	Closed
9	Ministry of Womens Development Shaheed Benazir Bhutto Center-Jacobabad	28,661	16-Dec-11	31-Jul-13	24,914	3,747	Closed
10	First Women Bank Limited	162,523	1-Sep-11	31-Mar-14	132,186	30,337	On Going
11	Creative Village-University of Lahore	163,199	1-Sep-11	30-Apr-13	163,199	-	Closed
12	Legal Right Forum	64,965	1-Oct-11	31-Jul-13	56,846	8,119	Closed
13	Department of Gender Studies, University of the Punjab	24,930	1-Nov-11	31-Dec-12	18,702	6,228	Closed
14	Centre for Excellence for women's Studies. University of the Karachi	24,601	1-Nov-11	31-Dec-12	18,334	6,267	Closed
15	Gender Development Studies Department-Quetta	23,784	15-Dec-11	28-Feb-13	18,385	5,399	Closed
16	Ministry of Human Rights	151,210	2-Jul-12	30-Nov-13	93,548	57,662	On Going
17	Strengthening Participatory Organization (SPO)	373,111	2-Jul-12	28-Feb-15	118,388	254,723	On Going
	Sub total Cycle # 2	1,667,915			1,272,764	395,151	
Cycle # 3							
1	Today's Women Organization	7,155	16-Jan-12	15-Mar-13	7,155	-	Terminated
2	Society for Human Assistance and Development (SHAD)	39,676	16-Jan-12	30-Sep-13	31,686	7,990	Close out in Process
3	The Needs	32,982	16-Jan-12	30-Sep-13	27,216	5,766	Close out in Process
4	Gul Welfare Organization	33,455	16-Jan-12	30-Sep-13	30,812	2,643	Closed
5	Al Asar Development Organization	37,317	16-Jan-12	30-Sep-13	31,469	5,848	Close out in Process
6	Pakistan Youth League (FOG)	37,998	1-Mar-12	30-Sep-13	29,269	8,729	Close out in Process
7	Saiban	32,208	16-Jan-12	30-Sep-13	21,024	11,184	Close out in Process
8	Sindh Development Society (SDS)	35,710	1-Sep-12	30-Nov-13	23,170	12,540	Close out in Process
9	Devcon -An Association for Rural Development	32,951	16-Jan-12	31-Oct-13	25,412	7,539	Close out in Process
10	Shah Sachal Sami Foundaiton, Sindh	32,952	16-Jan-12	31-Mar-13	23,926	9,026	Terminated
11	Oasis Development Foundation	30,156	16-Jan-12	31-Oct-13	24,404	5,752	Close out in Process
12	Step	31,198	16-Jan-12	30-Sep-13	29,019	2,179	Closed
13	Dir Area Development Organization	33,511	16-Jan-12	30-Sep-13	25,657	7,854	Close out in Process

14	Shine	33,142	16-Jan-12	30-Sep-13	25,819	7,323	Close out in Process
15	Danesh	30,245	16-Mar-12	30-Sep-13	17,216	13,029	Close out in Process
	Sub total Cycle # 3	480,656			373,254	107,402	
Cycle # 4							
1	Devolution Trust for community Empowerment (DECE)	107,829	1-Dec-11	15-Oct-12	107,829	-	Closed
2	Association of Global Humanists & Ethics	22,935	12-Dec-11	15-Apr-13	22,935	-	Closed
3	Grass-root Organization for Human Development	29,574	12-Dec-11	11-May-12	29,574	-	Closed
4	Society for Advancement of Community Health, education & Training	32,231	12-Dec-11	11-May-12	32,231	-	Closed
5	South Punjab NGO, Forum	25,187	12-Dec-11	30-Jun-12	25,187	-	Closed
6	Women Welfare Organization Poonch	35,314	12-Dec-11	30-Jun-12	35,314	-	Closed
7	AFAC	31,659	12-Dec-11	15-Jun-12	31,659	-	Closed
8	AHSAS	30,675	12-Dec-11	11-May-12	30,675	-	Closed
9	Aurat Association	27,319	12-Dec-11	11-May-12	27,319	-	Closed
10	Azat Foundation	33,041	12-Dec-11	11-May-12	33,041	-	Closed
11	SAAD	27,385	12-Dec-11	11-May-12	27,385	-	Closed
12	Association Behavior for Knowledge Transformation (AGHE)	27,033	12-Dec-11	11-May-12	27,033	-	Closed
13	Aware Girls	34,289	12-Dec-11	15-Jul-12	34,289	-	Closed
14	Dehi Ijtamai Taraqati Social Welfare Council	33,643	12-Dec-11	15-Jul-12	33,643	-	Closed
15	Foundation for Integrated Development Action(FIDA)	33,332	12-Dec-11	15-Jul-12	33,332	-	Closed
16	SEHR	46,749	15-Dec-11	31-Aug-12	46,749	-	Closed
17	Sindh Development Society	31,069	15-Dec-11	31-Aug-12	31,069	-	Closed
18	PEACE	32,967	15-Dec-11	14-Jun-12	32,967	-	Closed
19	HWA Foundation	31,964	15-Dec-11	31-Aug-12	31,964	-	Closed
20	HANDS	57,484	15-Dec-11	15-Sep-12	57,484	-	Closed
21	Community Support Concern	40,252	15-Dec-11	14-Jun-12	40,252	-	Closed
22	Society for uplifting (FOG)	26,573	16-Dec-11	15-May-12	26,573	-	Closed
23	Kainaat Development Association	35,266	11-Jan-12	15-Sep-12	35,266	-	Closed
	Sub total Cycle # 4	833,770			833,770	-	
Cycle # 5							
1	Devolution Trust for community Empowerment (DECE)	249,970	21-May-12	20-Aug-13	212,117	37,853	Close out in Process
2	Dehi Samaji Taraqati Council (DSTC)	40,846	1-Aug-12	30-Nov-13	33,371	7,475	Close out in Process

3	Association for Gender Awareness & Human Empowerment (AGAHE)	42,715	1-Aug-12	30-Nov-13	36,270	6,445	Close out in Process
4	Roshan Youth Welfare Organization (RYWO)	18,929	1-Aug-12	30-Nov-13	14,858	4,072	Close out in Process
5	Community Support Foundation (CSF)	24,467	1-Aug-12	30-Nov-13	19,375	5,092	Close out in Process
6	Awareness on Human rights, Social development and Action Society (AHSAS- PK)	22,842	1-Aug-12	30-Nov-13	12,937	9,905	Close out in Process
7	Al Mehboob Welfare Society (AWMS)	22,659	1-Aug-12	30-Nov-13	17,949	4,710	Close out in Process
8	Makran Resource Center (MRC) Turbat	23,044	1-Aug-12	30-Sep-13	6,841	16,203	Close out in Process
9	Youth Association for Development (YAD)	21,838	1-Aug-12	30-Nov-13	17,770	4,068	Close out in Process
10	Youth Organization (YO)	22,834	1-Aug-12	30-Nov-13	18,478	4,356	Close out in Process
11	Agosh Welfare Society & Development Assosiation	23,474	1-Aug-12	30-Sep-13	2,806	20,668	Close out in Process
12	Aid Balochistan	24,203	1-Aug-12	30-Sep-13	18,551	5,652	Close out in Process
13	Balochistan Social Development Program (BSDP)	23,474	1-Aug-12	30-Sep-13	18,021	5,453	Close out in Process
14	Chagai Development Organization (CDO)	2,316	1-Aug-12	30-Sep-13	2,316	-	Terminated
15	Masoom Rights Development Society (MRDS)	23,192	1-Aug-12	30-Sep-13	12,759	10,433	Close out in Process
16	Bhittai Social Welfare Association (BSWA)	40,662	1-Aug-12	30-Sep-13	31,026	9,636	Close out in Process
17	Management & Development Foundation (MDF)	37,995	1-Aug-12	30-Sep-13	19,113	18,882	Close out in Process
18	Sami Foundation (SF)	31,586	1-Aug-12	30-Sep-13	25,076	6,510	Close out in Process
19	Soofi Sachal Sarmast Welfare Association (SSWA)	34,474	1-Aug-12	30-Sep-13	24,855	9,619	Close out in Process
20	Pak Women	14,648	1-Aug-12	30-Jun-13	11,718	2,929	Close out in Process
	Sub total Cycle # 5	746,167			556,205	189,962	
Cycle # 6-A							
1	Society for Advancement of Community Health Education & Training - SACHET	35,104	1-Nov-12	30-Sep-13	28,833	6,271	On Going
2	Blue Veins	33,137	1-Nov-12	30-Sep-13	26,101	7,036	On Going
3	Youth Front Pakistan	35,064	1-Nov-12	30-Sep-13	16,063	19,001	On Going
4	Foundation for Integrated Development Action (FIDA)	34,963	1-Nov-12	30-Sep-13	28,340	6,623	On Going

5	Pakistan Rural Development Organization (PRDP)	35,099	1-Nov-12	30-Sep-13	21,619	13,480	On Going
6	Interactive Resource Centre (IRC)	131,382	1-Nov-12	31-Mar-14	84,713	46,669	On Going
7	Al-Mehran Development Organization	34,866	1-Nov-12	30-Sep-13	27,031	7,835	On Going
8	Sindh Community Foundation	35,500	1-Nov-12	30-Sep-13	29,885	5,615	On Going
9	Association of Global Humanists & Ethics - AGHE	27,471	1-Nov-12	30-Sep-13	20,233	7,238	On Going
10	Women Welfare Organization - WWO	35,507	1-Nov-12	30-Sep-13	29,279	6,228	On Going
11	Centre for Peace and Development	31,067	1-Nov-12	30-Sep-13	21,526	9,541	On Going
12	Bali Memorial Trust	78,047	1-Nov-12	31-Dec-13	56,050	21,997	On Going
13	Bint-e-Fatima Old Home Trust (BFOH)	45,069	1-Nov-12	31-Dec-13	38,163	6,906	On Going
14	Dastak Charitable Trust	75,009	1-Nov-12	31-Dec-13	62,007	13,002	On Going
15	Mukhtar Mai Women's Organization	63,106	1-Nov-12	31-Dec-13	51,244	11,862	On Going
16	Noor Education Trust	58,389	1-Nov-12	31-Dec-13	36,927	21,462	On Going
17	Panah Trust	65,987	1-Nov-12	31-Dec-13	55,644	10,343	On Going
18	Star Welfare Organization	62,364	1-Nov-12	31-Dec-13	53,725	8,639	On Going
19	Acid Survivors Foundation (ASF)	139,225	15-Jan-13	14-Mar-14	108,288	30,937	On Going
20	Basic Education for Awareness Reforms and Empowerment (BEFARE)	40,502	1-Nov-12	31-Dec-13	22,702	17,800	On Going
21	Farmers Friends Organization (FFO)	41,718	1-Nov-12	31-Dec-13	31,563	10,155	On Going
22	Health And Nutrition Development Society (HANDS)	49,925	1-Nov-12	31-Dec-13	26,095	23,830	On Going
23	Sudhaar Society	46,713	1-Nov-12	31-Dec-13	28,808	17,905	On Going
24	Youth Resource Centre (YRC)	35,240	1-Nov-12	31-Dec-13	24,892	10,348	On Going
25	WAR Against Rape (WAR)	26,937	1-Nov-12	31-Dec-13	21,908	5,029	On Going
26	Azat Foundation	31,462	1-Nov-12	31-Dec-13	22,469	8,993	On Going
27	Community Development Organization (CDO)	31,014	1-Nov-12	31-Dec-13	14,978	16,036	On Going
28	DAMAAN-Development through Awareness and Motivation	36,499	1-Nov-12	31-Dec-13	31,197	5,302	On Going
29	Fundamental Human Rights & Rural Development Association (FHRRDA)	30,310	1-Dec-12	31-Jan-14	10,589	19,721	On Going
30	Goth Sudhar Sangat Sindh (GSSS)	32,423	1-Nov-12	31-Dec-13	27,472	4,951	On Going
31	Human Dignity Society (HDS)	29,424	16-Nov-12	31-Dec-13	18,602	10,822	On Going



32	Health Environment Literacy Organization (HELO)	32,071	1-Nov-12	31-Dec-13	26,950	5,121	On Going
33	Initiative for Change (IFC)	35,955	1-Nov-12	31-Dec-13	10,565	25,390	Terminated
34	Kainaat Development Association (KDA)	33,447	1-Nov-12	31-Dec-13	24,782	8,665	On Going
35	Khwendo Kor (KK)	37,076	1-Nov-12	31-Dec-13	17,763	19,313	On Going
36	Labour Resource Center (LRC)	30,950	1-Jan-13	28-Feb-14	22,376	8,574	On Going
37	Roshni Research & Welfare Organization	28,858	1-Dec-12	31-Jan-14	21,204	7,654	On Going
38	Sawera Development Organization (SDO)	33,404	1-Nov-12	31-Dec-13	17,054	16,350	On Going
39	Himalayan Rural Support Program (HRSP)	33,400	1-Apr-13	28-Feb-14	14,157	19,243	Terminated
40	FACES	69,846	16-Mar-13	30-May-14	33,516	36,330	On Going
41	Insaan Foundation Trust-Pakistan	53,549	1-Apr-13	31-Dec-13	37,074	16,475	On Going
	Sub total Cycle # A	1,877,079			1,302,387	574,692	
Cycle # 6-B							
1	Bahauddin Zakariya University (BZU)	30,053	17-Dec-12	16-Feb-14	25,431	4,622	On Going
2	The Islamia University, Bahawalpur (IUB)	23,184	17-Dec-12	16-Feb-14	18,478	4,706	On Going
3	University of Sargodha	27,572	17-Dec-12	16-Feb-14	22,013	5,559	On Going
4	Gomal University	28,264	17-Dec-12	16-Feb-14	22,952	5,312	On Going
5	Shah Abdul Latif University (SALU)	28,392	17-Dec-12	16-Feb-14	23,373	5,019	On Going
6	University of Sindh-Jamshore	27,742	17-Dec-12	16-Feb-14	13,040	14,702	On Going
7	Pakistan Broadcasting Corporation (PBC)	200,109	1-Jan-13	28-Feb-14	20,609	179,500	On Going
8	Women Development Department, Government of Sindh	70,547	11-Mar-13	31-May-14	41,631	28,916	On Going
9	Provincial Commission on the status of Women, Peshawar	49,319	11-Mar-13	31-May-14	16,185	33,134	On Going
10	Sindh Judicial Academy	266,120	15-Mar-13	14-Jul-14	28,035	238,085	On Going
11	National Vocational & Technical Training Commission-Multan Jail	96,997	11-Mar-13	10-Mar-14		96,997	Withdrawn
12	National Vocational & Technical Training Commission-Larkana Jail	60,249	11-Mar-13	10-Mar-14		60,249	Withdrawn
13	Social Welfare and Women Development Department, AJK	50,526				50,526	In Process
	Sub Total Cycle # 6-B	959,074			231,748	727,326	
	Grand Total Cycle 1, 2,3,4,5, 6A & B	7,714,965			5,720,432	1,994,534	

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