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Aurat Foundation

Gender Equity Program

Annual Report

October 2013 – September 2014



Annual Report

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International Women

A Theatrical Performance by
Survivors of Gender Based Violence

Friday, March 7, 2014 in Islamabad

Survivors of Gender-Based Violence perform in a play entitled, '*Tabdeeli Ki Naveed*' on the occasion of International Women's Day, March 7, 2014 in Islamabad.



Naeem Mirza, Chief Operating Officer – Aurat Foundation

A Word from Chief Operating Officer

The Gender Equity Program (GEP) has come of age with the completion of Year Four. The level of maturity, depth of interventions and richness of work can be seen in the pages of this report. Without any self-praise, humbly speaking, the achievements and successes of AF, TAF and GEP Sub-grantees, as reflected in this report, are by no means ordinary. They have given meaning and substance to the gender discourse and institutional base in many areas of women's development. For example, the consolidation of University grants, formation of Academia Network and the development of E-portal containing research conducted by these universities will serve as a future resource treasure house for students, researchers, academics and development practitioners. Also, the excellent results of the piloting phase of the Gender Based Violence Seamless Service Delivery model has successfully paved the way for a full-fledged similar operation across the country.

There have been many other initiatives and results of no less significance. The transfer of grant-making function from The Asia Foundation to Aurat Foundation can be described as a landmark development in the history of institutional growth of the organization. This reflects the presence of overarching policies, functionality of robust systems and internal control mechanisms within AF to handle any volumes of work and budgets. All this would not have been possible without the extraordinary efforts of GEP team and its leadership. They were motivated by a chain of values inherent in the organization's culture as well as by their own abundant competencies in their respective areas. The Board of Governors-AF, National Advisory Forum, Program Steering Committee and Grants Management Committee need special mention as they have contributed immensely in carrying forward the massive work undertaken by various GEP units at the Head Office and regional offices.

Naeem Mirza
Chief Operating Officer
Aurat Foundation

Justice for Women



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Guests and participants pose for a group photograph after the Mock Court session entitled, 'Overcoming Barriers'



Participants at the 'Justice for Women' event held on September 25, 2014 in Islamabad.

Inauguration Ceremony
Visual Art Exhibition by Acid Attack
International Women's Day
GEP
Gender Equity Program
مساوات پروگرام
February 14, 2020
Council of Arts,
Paki

Simi Kamal, Chief of Party – Gender Equity Program



Preface

Year Four (FY Oct. 2013 – Sept. 2014) marks a watershed in the life of the Gender Equity Program (GEP), now a six-year program. By the end of this year one of the bold and strategic intents of the cooperation between the governments of United States and Pakistan were put into operation – that of working for gender empowerment in Pakistan through a Pakistani prime organization. With the grant-making function formally shifted to Aurat Foundation (AF), GEP is now a full fledge grant-making program of AF. AF is now the only grant-making organization in Pakistan on women's empowerment. It now possesses the full system to deliver grant-making programs across Pakistan. The AF GEP team expresses appreciation to GEP colleagues in The Asia Foundation (TAF) for building capacities of, and providing guidance to, AF in instituting grant related functions, grants documentation and compliance.

GEP Years are in consonance with USAID financial years. Year Four (FY Oct. 2013 – Sept. 2014) has also been the watershed year for establishing seamless service delivery to serve the victims and survivors of gender based violence (GBV). The process has not been smooth, given that government and non-government organizations have a trust deficit and civil society organizations (CSOs) prefer to work in their own limited spheres. Yet GEP has been able to demonstrate that organizations can work together if they are sufficiently motivated, engaged in continuous dialogue and have developed practical mechanisms together.

Year Four (FY Oct. 2013 – Sept. 2014) focused on implementing GEP's Strategy to Combat GBV and consolidated learnings from Grant Cycle 6A which introduced linked grants to experiment with some of the components of a chain of services for survivors. Of the 8 grants awarded to private shelters through competition, all performed well and provided support to 1298 women and 468 children. There were also 13 linked grants to helplines, for psychosocial support and trainings for economic rehabilitation that completed their project activities during Year Four (FY Oct. 2013 – Sept. 2014). GEP supported 6 helplines in service provision to GBV survivors. These helplines provided information services to 13,492 beneficiaries, psychological, emotional and legal counseling to 5072 beneficiaries and referral services to 4877 victims of GBV. In addition to this, 524 GBV survivors were supported by government crisis centers during Year Four (FY Oct. 2013 – Sept. 2014) in Sahiwal, Jacobabad, Quetta and Islamabad. As part of the healing process, GBV survivors participated in competitions, exhibitions, dance, theater and performances, demonstrating how GEP has helped them overcome their sadness and hopelessness to blossom into happy, creative and pulled-together people who can look forward to a dignified life in society.

The efforts through Cycle 6 have been documented and analyzed by GEP and the learning consolidated into the seamless service delivery 'hubs' in Cycle 9. Throughout the year, extensive and intensive dialogues were carried out in 5 out of the 7 planned hubs, of which 2 have materialized (Quetta and Lahore) and the others are in various stages of dialogue and planning.

Grants with Women Development Department, Government of Sindh and Sindh Judicial Academy have performed well this year, as has the grant to the Provincial Commission on the Status of Women in Khyber Pakhtunkhwa and another grant to the government of Azad Jammu and Kashmir. Grants have been developed and approved for key institutions including the National Commission on Status of Women, the Ministry of Law, Justice and Human Rights and the Women Development Department, Government of Baluchistan.

In summary 82 grants were operational during Year Four (FY Oct. 2013 – Sept. 2014), of which 27 were new grants, 61 were completed and closed and 31 have carried over to next year.

Year Four (FY Oct. 2013 – Sept. 2014) of GEP is also important because Pakistan Gender Coalition (PGC), (a platform initiated in 2012 for sharing best practices, innovative actions, learning, challenges and solutions) became fully functional. Open to all grantees of GEP, PGC has set up several networks: Academia, Shelters, Lawyers & Prosecutors and NGOs. Of these the Academia Network was formally launched with 17 member universities – those supported by GEP in previous cycles and those earmarked for support in forthcoming cycles. Through this network all the products of GEP developed within university grants, directly by GEP and by other GEP grantees are being brought together for teaching and training purposes and for being institutionalized within regular teaching programs and materials. It is expected that through this network the older established departments of women studies and gender studies can mentor and support the more recently established and emerging departments and teaching programs. The Women Lawyers Network, established at the end of Year Two (FY Oct. 2011 – Sept. 2012) was very active with GEP this year, developing and participating in mock court presentations and providing services to women. Six meetings of PGC were held in provincial capitals and in Islamabad and PGC members participated, as always, in 16 Days of Activism.

The National Advisory Forum (NAF) held two meetings crucial in generating dialogue on political and developmental processes in the country at both the federal level and in provinces. NAF has already provided key input in to the designs of cycles 10 and 11 in Year Five (FY Oct. 2014 – Sept. 2015) to focus on rights of religious minority women, justice systems and economic empowerment. A committee to provide further guidance to GEP on justice-related grants has also been set up, chaired by Ms Anis Haroon, former Chair of the National Commission on the Status of Women (NCSW) and a board member of AF.

GEP brought out 9 new publications including the Annual Report for Year Three (FY Oct. 2012 – Sept. 2013). Four newsletters were produced, and volume 8 was translated into Urdu. All the audio visual materials produced by GEP have been extensively used by PGC members, especially through the Universities Network.

GEP organized exceptional events on the misuse of social media to harass women, a visual art exhibition to showcase the photography of acid attack survivors supported under Grant Cycle 6A, a theatrical performance by survivors of GBV and a mock court session to draw attention to the hurdles women face in their pursuit for justice.

During Year Four (FY Oct. 2013 – Sept. 2014) GEP underwent its annual financial audit and an assessment for validation of AF as a grant-making institution. The report of its mid-term evaluation, carried out at the end of Year Three (FY Oct. 2012 – Sept. 2013), became available, and 2 external data quality checks were also carried out.

Keeping an upbeat stance in an environment where women are constantly mistreated and abused has not been without setbacks, but GEP has the picture of a happy and smiling Pakistani woman in its sight and that is what we continue to strive for. We thank USAID for its support and guidance and for the confidence it has shown in our work.

Simi Kamal
Chief of Party
Gender Equity Program



A participant of GEP Annual Event organized on September 25, 2014 in Islamabad takes a keen interest in GEP's Scoping Study entitled, 'Gender Equity, Justice and Governance in Pakistan.'



Sumaira, an acid attack survivor, trained in photography under GEP Grant Cycle 6A, examines a photograph of herself displayed at the 'Visual Art Exhibition of the Photographs of Acid Attack Survivors' held to commemorate National Women's Day on February 12, 2014 in Islamabad.

Messages



Dr Masuma Hasan, President Board of Governors - Aurat Foundation.

Message from Dr Masuma Hasan

It is with pride and satisfaction that I look at the journey of Aurat Foundation. Since its founding by Nigar Ahmad and Shehla Zia in 1986, it has become the most active women's empowerment and rights organization in the private sector in Pakistan. It has a presence in all districts of the country, even in remote areas. Vertically, it reaches down to communities at the grassroots level. Its advocacy skills, developed and refined over the last 28 years, are remarkable and are sustained by an impressive network of contacts with the government, public sector agencies, community based associations and other non-governmental organizations. We have worked relentlessly to end all forms of violence against women. Very early in the journey, we realized the importance of working with the government and the imperative to draw women into the political process to enable them to influence national political choices and decisions in favour of gender equality and the right of women to take control of their lives. We can take pride in the fact that the pro-women laws passed in Pakistan over the years owe much to our activism, advocacy and capacity building efforts.

The Gender Equity Program (GEP) funded by USAID, was our first undertaking with a massive financial outlay and our first experience as grants managers. Indeed, Aurat Foundation is the first women's organization in Pakistan to become a grant making organization. GEP has enabled us to further the work of the best organization in the field, chosen through a competitive, transparent and strictly monitored process. It has also opened many doors to disseminate our message and has strengthened our outreach and network.

GEP covers six years, from 2010 to 2016. The cycles which have been completed include rapid response to floods, making a half a million identity cards for women, advocacy on gender based violence focusing on men which covered all districts down to the tehsil level (except in Gilgit Baltistan), support to shelters, crises centres, helplines and rehabilitation services. Particularly important has been GEP's support to critical officials partners such as the National Commission on the Status of Women, Ministry of Women's Development, Ministry of Human Rights and the First Women Bank Limited. Public sector universities have benefitted by the institutional strengthening of women and gender studies departments.

We reckon that through GEP's direct services, we have so far reached out to 750,000 women and to 4 to 5 million women through its indirect services. Aurat Foundation can now contribute service delivery through GEP's seamless services delivery model. GEP has aided 1298 women seeking refuge in shelters along with 468 children, offered information services to 13,492 women, psychological, emotional and legal counseling to 5072 women and referral services to 4877 women through its helplines. We look forward to managing the remaining cycles, including economic empowerment of women, access to justice and building a seamless service for women victims of violence.

Aurat Foundation is proud that the disbursement of funds for GEP, which was managed so far by the Asia Foundation, has now become its own responsibility. This is a unique recognition of the trust reposed in our ability and integrity.

I want to congratulate all members of the GEP team for their unstinted hard work in making this programme such a success. Congratulations also to the senior management of Aurat Foundation who have contributed so much towards the smooth functioning of the Gender Equity Program.

Dr Masuma Hasan

President, Board of Governors, Aurat Foundation



Ramesh Singh Arora - Member Provincial Assembly

Message from Ramesh Singh Arora

Gender equality is an aspiration of every civilized society, especially when coupled with women empowerment, as it leads to transformation of generations; it is a central instrument for advancing development, serves as the foundation stone for poverty reduction, and leads to a labor equality growth approach in the development processes and policies. All efforts towards the achievement of ends such as sustainable development, peace and security are futile unless the women in a society are unshackled from the clutches of cultural injustice, made aware of their rights, and are equipped with the resources essential to exercise the same for their socioeconomic development; which would lead to the development of a country in its true sense.

I congratulate the Gender Equity Program of Aurat Foundation and the United States Agency for International Development (USAID), which has served as an exceptional resource for the civil society of Pakistan. I encourage the GEP team to continue to pave the way for gender equality and women empowerment, in the country through their dedication, hard work and loyalty to the cause.

Ramesh Singh Arora

Member Provincial Assembly
Chairman Standing Committee
Commerce & Investment
Govt. of Punjab



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Social Media: A New Dimension of Violence against Women

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Gregory Gottlieb, USAID Mission Director, presents a shield to a university student, Rafia Jalil, after a panel discussion on 'Social Media: A New Dimension of Violence against Women' held on December 10, 2014 in Islamabad.

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Acronyms

3D	3 Dimensional
ADIG	Assistant Deputy Inspector General
AF	Aurat Foundation
AGHE	Association of Global Humanists and Ethics
AGHS	Asma Gulrukh Hina Shehla
AJK	Azad Jammu and Kashmir
AMRDO	Al-Mehran Rural Development Organization
ANP	Awami National Party
AOR	Agreement Officer Representative
ASF	Acid Survivors Foundation
ASP-LUMS	Assessment Strengthening Program – Lahore University of Management Sciences
ASWO	Al-Shahbaz Women Organization
AWAM	Association for Women for Awareness and Motivation
BEEJ	Balochistan Environmental and Educational Journey
BEFARe	Basic Education for Awareness, Reforms and Empowerment
BFOHT	Binte Fatma Old Home Trust
BMT	Bali Memorial Trust
CARD	Coastal Association for Research and Development
CAT	Convention Against Torture
CBU	Capacity Building Unit
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CLAAS	Centre for Legal Aid Assistance & Settlement
CNIC	Computerized National Identity Card
COI	Conflict of Interest
COO	Chief Operating Officer
COP	Chief Operating Officer
CSC	Community Support Concerns
CSOs	Civil Society Organization
CSW	Commission on the Status of Women
DCOP	Deputy Chief of Party
DCT	Dastak Charitable Trust
DDO	Durawa Development Organization
DPO	District Police Officer
DUA	Dar-ul-Aman
DVD	Digital Video Disc
FAQs	Frequently Asked Questions
FGDs	Focus Group Discussions
FIR	First Information Report
FWBL	First Women Bank Limited
FY	Financial Year
GB	Gilgit Baltistan
GBV	Gender Based Violence
GCU	Grants Control Unit
GEP	Gender Equity Program

GMC	Grants Management Committee
HEC	Higher Education Commission
HRDN	Human Resource Development Network
ICCPR	International Covenant of Civil and Political Rights
IDO	Insan Dost Organization
IEC	Information, Education and Communication
IFT	Insan Foundation Trust
IGS	Institute of Gender Studies
IRC	Interactive Resource Center
JEC	Justification for Exemption
KPK	Khyber Pakhtunkhwa
LOGs	Letters of Grant
LRF	Legal Rights Forum
LUMS	Lahore University of Management Sciences
MAFSO	Mountain Areas Farmer Support Organization
MCU	Media and Communications Unit
MDG	Millennium Development Goals
M&E	Monitoring & Evaluation
MER	Monitoring, Evaluation and Research
MMWO	Mukhtar Mai Women Organization
MOHR	Ministry of Human Rights
MOLJHR	Ministry of Law Justice and Human Rights
MPA	Member of Parliament
MQM	Muttahida Qaumi Movement
MSF	Mission of Strategic Framework
MSI	Management Systems International
NAF	National Advisory Forum
NCMC	National Crisis Management Cell
NCSW	National Commission on the Status of Women
NET	Noor Education Trust
NGOs	Non-Government Organization
NOW	National Organization for Working Communities
NRSP	National Rural Support Program
OIG	Office of Inspector General
OM	Objective Managers
OMU	Objective Management Unit
OTI	Office of Transition Initiatives
PAT	Pakistan Awami Tehreek
PBC	Pakistan Broadcasting Corporation
PCM	Project Cycle Management
PCSW	Pakistan Commission on the Status of Women
PD	Program Description
PGC	Pakistan Gender Coalition
PHKN	Pakistan Homeland Kawateen Network

PKR	Pakistani Rupees
PMEP	Program Monitoring and Evaluation Plan
PML-N	Pakistan Muslim League-Nawaz
PMS	Program Management System
PNCA	Pakistan National Council of Arts
PPPP	Pakistan People's Party Parliamentarians
PRWSWO	Pakistan Rural Workers & Social Workers Organization
PSC	Program Steering Committee
PT	Panah Trust
PTI	Pakistan Tehreek-e-Insaf
PTV	Pakistan Television
PU	Punjab University
Q&A	Question & Answer
QPR	Quarterly Progress Report
RDP	Rural Development Project
RFP	Request for Proposal
SADO	Social Awareness and Development Organization
SALU	Shah Abdul Latif University
SDO	Sukhi Development Organization
SDS	Sindh Development Society
SHO	Station House Officer
SJA	Sindh Judicial Academy
SMEDA	Small and Medium Enterprise Development Authority
SOPs	Standard Operating Procedures
SPO	Strengthening Participatory Organization
STTD	Sahara Tareeqiati Tanzeem Dharema
SWO	Star Welfare Trust
SWWDD	Social Welfare & Women Development Department
TAF	The Asia Foundation
TORs	Terms of Reference
ToTs	Training of Trainers
UN	United Nations
UoS	University of Sargodha
US	United States
USAID	United States Agency for International Development
USD	United States Dollar
USG	United States Government
VAW	Violence Against Women
WDD	Women Development Department
WDF	Women Development Foundation
WLP	Women Leaders Partnership
WOMAN	Welfare of Mankind and Nation
WPN	Women Police Network



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Inauguration Ceremony

al Art Exhibition | Attack Survivors

National Women's Day

Wedn... 2, 2014
Islamabad
istan Nat...

Catherine Russell, United States Ambassador at Large for Global Women's Issues, speaks at the 'Visual Art Exhibition of the Photographs of Acid Attack Survivors' organized from February 12-14, 2014 to commemorate National Women's Day in Islamabad.





Representative of a sub-grantee shares her opinion at the Experience Sharing Meeting for Grant Cycle 7A held from September 23-24, 2014 in Islamabad.

Executive Summary

The USAID-supported Gender Equity Program (GEP) is working to decrease gender gaps in Pakistan by taking preemptive 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 empowerment of women. These objectives emulate Aurat Foundation's (AF) own objectives and its 28 year legacy of fighting for women's rights.

GEP Year Four (FY Oct. 2013 – Sept. 2014) saw many grants completing their tasks and being closed out (grant cycle 6 and some left over from cycle 5) and new ones commencing (cycles 7 and 9). Cycle 8 is under assessment.

GEP continued to build cumulative outcomes, where interlinked sub-grants and activities are building synergies. Grant cycle 9A carries forward GEP's seamless service model and builds upon the gains made under cycle 6A. Two seamless service hubs in grant cycle 9 have matured and 3 more are underway. Under grant cycle 9B GEP is engaging with public sector universities to further enhance gender studies departments and establish new ones.

Below can be seen the progress of GEP at a glance:

Progress of Grants

- During Year Four (FY Oct. 2014 – Sept. 2015) there were 81 active grants
- Out of the 17 sub-grants awarded under cycle 2 only SPO remains ongoing as planned. SPO is building capacities of GEP sub-grantees and selected women's organizations of Pakistan through workshops on Organizational Management including Project Cycle Management, Financial Management, Strategic Planning and Gender Sensitization.
- This year grant cycles 5, 6A and 6B were completed and closed out
- Grant Cycle 6A (seamless service pilots on combatting gender based violence) completed and closed 34 sub-grants out of 38. Several of these sub-grantees are receiving repeat sub-grants as part of the seamless service hub in grant cycle 9A.
- 6 sub-grants awarded to public sector universities under grant cycle 6B completed their deliverables and were closed
- 27 new sub-grants awarded under Cycle 7A focusing on promoting livelihoods of home based workers, enhancing women workers awareness on their rights and labor laws and awareness-raising and policy advocacy on women's rights and labor laws for women workers
- A total of 27 proposals for grant cycle 7B are with USAID for approval
- Non-competitive sub grant for key government agency, National Commission on the Status of Women (NCSW), approved by USAID
- Grant Cycle 8 which focuses on, "Enhancing gender equity by expanding women's access to justice and women's rights was consolidated to have fewer and more in-depth grants. Proposals have been received and are undergoing assessment.
- Grant Cycle 9A has been designed to build on the gains of grant cycle 6A and fill in gaps in provision of seamless service where necessary. Two hubs of seamless service are now on board and 3 more in the pipeline. Two more are in design stage.

- Grant Cycle 9B is engaging with public sector universities to further enhance gender studies departments and gender courses

Shelters, Helplines and Related Services

- Support provided to 8 private shelters and 4 crisis centers across the country
- 4 complaint centers established under the Women Development Department-Sindh (WDD) grant
- 1,298 women have taken refuge in these shelters along with 468 children
- Support provided to 6 helplines under grant cycle 6A
- 6 new helplines established including one in AJK
- Information services provided to 13,492 women
- Psychological, emotional and legal counseling provided to 5,072 women
- Referral services provided to 4,877 women



Acid attack survivors trained under GEP Grant Cycle 6A pose for a group photograph with Catherine Russell, United States Ambassador at Large for Global Women's Issues at the 'Visual Art Exhibition of the Photographs of Acid Attack Survivors' held from February 12-14, 2014 in Islamabad.

Research and Publications

- Scoping Study entitled "Gender Equity, Justice & Governance in Pakistan" completed and printed
- Case Studies Volume I, consisting of 4 case studies from grant cycles 2 and 4, completed and launched

- Volume 5 consisting of 40 success stories on GBV completed and launched bringing the total number of success stories to 166 (in 5 volumes)
- Four GEP Newsletters (volumes 9, 10, 11 and 12) with an Urdu translation of number 8 published
- Fourteen research studies on GBV conducted by universities
- Two research studies on Marriage Registration and Women in Emergencies completed by Provincial Commission on the Status of Women (PCSW)
- Research consultancies on Masculinity, Femininity and Transgender Community processed after review of 61 proposals
- Distribution of 16,000 copies of GEP booklet on 7 Pro-Women Laws booklet amongst 154 PGC members and 120 district level partners of AF under AAWAZ Voice and Accountability Programme
- Organization of events at the national level including National and International Women's Day events.
- Participation in 4 radio shows during 16 Days of Activism to raise awareness on Gender Based Violence (GBV)
- Participation in 2 radio talk shows and 8 TV talk shows on women's issues to mark National and International Women's Days

Modules, Capacity Building and Training

- Sindh Judicial Academy (SJA) developed a curriculum on Gender Sensitization consisting of 3 modules on Gender Sensitization, Gender related Laws in Pakistan & South Asian Countries & Gender Based Case Laws in Pakistan & South Asian Countries. By October 2014, 389 people had been trained.
- 5 modules developed and improved by Strengthening Participatory Organization (SPO) for 10 trainings that were imparted to 69 organizations. A total of 139 participants were trained.
- Preliminary engagement meeting with 7 universities on concept note writing and proposal development
- 6 proposal development workshops held for seamless delivery hubs and 4 proposals prepared

GEP Networks

- Strengthening of 4 networks from Pakistan Gender Coalition (PGC) – Academia, Shelters, Lawyers & Prosecutors and NGOs
- 6 PGC Network meetings held in Karachi, Lahore, Quetta, Islamabad and Peshawar during Year Four (FY Oct. 2013 – Sept. 2014)
- Formation of Academia Network under PGC consisting of 3 universities from cycle 2, 6 universities from grant cycle 6B and an additional 8 universities earmarked for grant cycles 9B and 12
- First Academia Network meeting held in Year Four (FY Oct. 2013 – Sept. 2014)
- Two National Advisory Forum (NAF) meetings held in Year Four (FY Oct. 2013 – Sept. 2014)
- 30 meetings and dialogue with NAF Chair and members across Pakistan

GEP Global Engagements

GEP has engaged globally this year with the United Nations (UN) and Harvard University.

- Participation in the 58th Session of UN Commission on the Status of Women (New York)
- Development of linkages with Carr Center at the Kennedy School of Government at Harvard University
- GEP participates in the Asia Working Group to support the development of global instruments and protocols to combat Violence Against Women
- Collaboration with Carr Center for research on violence against women with Pakistan as pilot project



Darlena Foote, Deputy Director Office of Stabilization and Governance and Farah Imran, GEP Agreement Officer Representative, at the Eighth National Advisory Forum Meeting held in Islamabad from September 16-17, 2014.

Supporting Gender Studies

GEP engaged with 8 universities across Pakistan earmarked for cycle 9B focusing on strengthening gender studies and courses. GEP held its first Academic Network meeting which now consists of 17 members after counting universities that GEP has already engaged with under Cycles 2 and 6B and those earmarked for engagement under grant cycles 9B and 12.

Advocacy through Media and Campaigns

Through January-March 2014 GEP reached out to women and men through various activities at the regional level. GEP also organized events on National Women's day and International Women's day, as

well as 16 Days of Activism with all GEP partners.

During Year Four (FY Oct. 2013 – Sept. 2014), GEP team participated in 2 radio and 8 television talk shows to bring attention to women's issues on National Women's Day and International Women's Day.

Under Grant Cycle 6A, the Interactive Resource Center (IRC), a sub-grantee of GEP, participated in 28 radio programs to raise awareness about pro-women laws covering 16 districts of Khyber Pakhtunkhwa (KPK), Punjab, Azad Jammu and Kashmir (AJK) and Afghanistan. IRC also held 20 theatre performances in Punjab and developed a booklet on Seven Pro-Women laws.

GEP also held a theatrical performance by GBV survivors to mark International Women's Day in May 2014. A mock court session was held to celebrate GEP Annual Event in September 2014. Lawyers trained under grant cycle 4 performed in the session which drew attention to the numerous hurdles women encounter in their pursuit for justice.

Islamia University also completed a documentary on the “Life and Challenges to Women in Cholistan” focusing on the major issues encountered by women in Cholistan.

Research & Publications

GEP published its fifth scoping study on “Gender Equity, Justice and Governance in Pakistan.” The study sheds light on the experience of women with the government and justice sectors. It also includes a section on Seven Pro-Women Laws and a GEP report on women's political participation in the May 2013 General Elections.

GEP also published Success Stories Volume V consisting of 40 success stories of survivors of GBV facilitated via GEP supported helplines and shelters under Grant Cycle 6A.

And Case Studies Volume I to highlight interventions covering the three objectives of GEP; access to justice, economic empowerment of women, combatting GBV and advocating for women's rights.

GEP also published volumes 9, 10, 11 and 12 of GEP's newsletter along with a translation of volume 8 in Urdu.

Sixteen research studies were produced by sub-grantees. Under GEP funding several studies were completed:

- PCSW – Marriage Registration Survey and Effects of Displacement on Women
- University of Sindh, Jamshoro – Attitudes of Working Women about Domestic Violence in Hyderabad Sexual Harassment and its Effects on Female Nurses in Sindh
- Sargodha University, Sargodha – Inequality of Opportunities in Sargodha and Causes of Domestic Violence in Sargodha
- Bahauddin Zakariya University, Multan - Gender Based Violence in the Region of South Punjab
- Islamia University, Bahawalpur – Issues and Problems of Women at Workplace: A Case Study of Bahawalpur an Violence towards Women in Professional Institutions: A Case Study of Bahawalpur
- Gomal University, Dera Ismail Khan

- Gender Based Discrimination In Treatment and Family Healthcare
 - Gender Discrimination in Providing Education to Children
 - Awareness of the Community regarding Gender Based Rights of Inheritance
 - Status of Gender Based Financial Independence and Interdependence in Society
 - Attitude of the Community towards Nuisance of Domestic Violence
 - Gender Disparity in Assigning Household Chores and Fieldwork in Rural Areas
 - Customs of *Vanni* and Honor Killing from a Human Rights Perspective
- 16,000 copies of the Seven Pro-Women Laws Booklet were shared with 154 PGC members and 120 district level partners of AF's AAWAZ Voice and Accountability programme.

Voluntary Actions

As GEP builds a spirit of volunteerism, one sub-grantee has opened another shelter in Islamabad, another is developing a half-way house (both at their own cost) and lawyers trained under Grant Cycle 2 are providing pro-bono services, while all sub-grantees continue to carry out activities during 16 Days of Activism.

AF's Day Care Center

AF strives to enable women to access knowledge, resources, institutions and influence mindsets to create a social environment that is responsive to their needs. In an effort to enable AF mothers to continue working, GEP set up a day care center for them in April 2014.

Financial Summary of GEP

Table I: Cumulative Obligations of GEP up to Year Four (FY Oct. 2013 – Sept. 2014)

Objectives	Obligation					Disbursement					Remaining Obligation
	Year 1	Year 2	Year 3	Year 4	Cumulative	Year 1	Year 2	Year 3	Year 4	Cumulative	
Objective 1	562,081	13,501	-	-	575,582	150,924	214,098	122,110	24,622	511,754	63,828
Objective 2	746,180	35,872	277,422	1,521,441	2,580,915	340,927	336,737	81,710	287,518	1,046,892	1,534,023
Objective 3	1,072,112	1,887,405	2,035,377	(15,014)	4,979,880	177,375	1,716,506	1,933,360	404,984	4,232,175	747,705
Objective 4	451,119	343,698	458,503	(278,859)	974,461	101,825	286,162	258,698	220,317	867,002	107,459
Sub-Total	2,831,492	2,280,476	2,771,302	1,227,568	9,110,838	771,051	2,553,503	2,395,878	937,390	6,657,822	2,453,016

Meeting Challenges and Creating Opportunities

GEP faced many challenges in Year Four (FY Oct. 2013 – Sept. 2014), the main being the grant-making shift from TAF to AF, and working on making grants longer and more in-depth that resulted in delay in the rolling out of grants (but also better designed grants). All other activities were on track and carried out on time. GEP also underwent mid-term evaluation, validation of AF (for grant-making), annual financial audit, grant-making transfer negotiations, modifications in the Cooperative Agreement, Revision



Qurat-ul-Ain Ali, popular television anchor, presents a certificate to a survivor of Gender Based Violence after her performance in a play entitled, 'Tabdeeli Ki Naveed' organized by GEP to commemorate International Women's Day on March 7, 2014 in Islamabad.

of sub-agreement with TAF and revamping of Program Management System (PMS).

Furthermore, the law and order situation in the country, more specifically in Islamabad, hampered GEP team members from accessing work premises over several weeks, forcing them to work from home.

Many sub-grantees faced challenges learning to work together in Grant Cycle 9A. Yet GEP was able to foster collaborative “hubs,” turning the challenge into an opportunity.

for Women



'Overcoming Barriers to Justice for Women'
Annual Event
Gender Equity Program



Gregory Gottlieb, USAID Mission Director, speaks at the Mock Court Session entitled, "Overcoming Barriers to Justice" organized on GEP Annual Day on September 25, 2014 in Islamabad.

Section I

Introduction

According to research conducted by the National Crisis Management Cell (NCMC), a subsidiary institution of the Interior Ministry, Pakistan has witnessed a rise in abduction and rape cases in the last 5 years. The NCMC report revealed that since 2008, the police had registered 10,703 rape cases across Pakistan with the province of Punjab taking the statistical lead with 8,806 of the total rape cases.¹ During 2014, the issue of sexual abuse of minor girls caught the attention of media and public. The gang rape of 22 month old Sawera drew attention to the rise in violence against women and girls and how the tenacity and ferocity of rapists has increased due to the low conviction rate for rape cases. Sawera's mangled body was discovered in a field outside her home in Pabbi, Peshawar. Her father, Nasir Khan, threatened self-immolation if his daughter's perpetrators were not brought to justice. The case of a 5 year old raped by a 65 year old candy vendor in Bahawalpur also caused outrage within the country. The rapist was arrested after the victim's father lodged a First Information Report (FIR).

Honor killings throughout the country also made headlines especially that of Farzana Parveen, a 25 year old woman who was stoned to death right outside the Lahore High Court in broad daylight. The stoning of Farzana by 12 assailants including her father and brother caused global outrage. Hours after the gruesome killing, Prime Minister

Nawaz Sharif ordered an inquiry into the case with police officials who stood by as silent spectators during the killing denying her stoning. Farzana's death is unique as her perpetrators chose to kill her in a brazenly manner right outside the very institution responsible for providing her justice and protection. It is worth noting that the current statistics in Pakistan for honor killings vary from 900-1000 cases annually. However, these figures only represent cases covered by the media and documented by human rights organizations.

In this environment GEP has its work cut out, as Aurat Foundation's largest, most ambitious and most challenging program to date. Aurat Foundation (AF) is an organization that emerged from the struggle against the introduction of a string of misogynistic laws in Pakistan during the 1980s. Since its inception in 1986 it has continued to work towards creating a socially just, democratic and gender equitable society. As part of this mandate, AF 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. GEP has now been extended by a year.

Working for the advancement of women's empowerment and access to resources, GEP used

¹Zahid Gishkori, "NCMC report: Pakistan witnesses rise in rape cases," The Express Tribune, October 10, 2013, <http://tribune.com.pk/story/616029/ncmc-report-pakistan-witnesses-rise-in-rape-cases/>

small grants mechanism to support civil society organizations (CSOs), government agencies, and other entities, as well as for campaigns and research. As the largest gender program in the country, GEP has enabled AF to further its mandate of bringing societal change and building the capacities of CSOs and government institutions to implement programs that advocate for women's rights and provide tangible services to them. GEP is unique because it mirrors the values, goals and objectives of AF.

1.1 Vision and Goal

The vision of GEP is to build a socially just, democratic, caring and gender-sensitized society in Pakistan wherein all citizens, women and men, are recognized as equals with the right to lead their lives with self-respect and dignity.

The goal of GEP is to facilitate behavioral change, in particular, encourage citizens' active participation in the process of social change and governance at all levels, enabling women to access information, resources and institutions, agency 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

The program design is based on the Program Matrix which defines the interventions and targets for each objective. The grant cycles emerge from annual review of the Program Matrix, based on the interventions earmarked each year and targets to be met. The program consists of grants, direct interventions by GEP, activities through PGC and its networks, guidance from NAF, engagement with stakeholder groups and support activities undertaken by GEP units and regional offices, especially research, capacity building, communications, media, monitoring and documentation.

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 and CSOs under special circumstances (including repeat grants in crucial areas) the program undertakes a non-competitive process.

The competitive award process involves pre-designing grant Terms of Reference (TOR) based on outputs required under the six 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 reviews recommendations are sent to USAID for approval.

I.4 Shift of Grant-Making Function to AF and Changes in GEP Units

Grant making function formally shifted to AF by modification 11 dated, July 23, 2014 and GEP embarked on a transition phase up to September, 30 2014. The grant-making functions for new grants were taken over by AF from October 2014 (start of Year Five). The AF GEP team is thankful to TAF colleagues for building capacities particularly in grant related functions and compliance.

The shift of grant-making to AF has brought changes in the functions of relevant GEP units in AF and TAF. The two GEP units at TAF have been merged into a single unit, called Assessment Unit that now has two sections: Objective Management and Due Diligence. This unit is now primarily responsible for grant assessments and due diligence led by an Objective Management

Specialist. Within AF one new section for Research has been created within Monitoring Evaluation and Research (MER) Unit and another new section for Documentation and Reporting has been created in Media and Communication Unit (MCU). Capacity Building Unit (CBU) has been divided into two sections: Capacity Building Section and Execution Section.

The National Advisory Forum (NAF) Coordination Unit has been renamed as Strategic Alliances Unit to manage Pakistan Gender Coalition (PGC), NAF and other important GEP alliances and networks. The Grants Control Unit (GCU) is transformed to Grants Unit. A new unit called Finance, Accounts and Compliance (FAC) Unit has been established. Both Grants and FAC Units have been beefed up with new employees to manage the additional workload of grant making. A position has been created for Director Finance, Accounts & Compliance and regional offices are also upgraded through new hiring.



A participant takes notes during the 'Experience Sharing Meeting of Grant Cycle 7A' held from September 23-24, 2014 in Islamabad.

Section 2

Strengthening Cumulative Outcomes: Developing Seamless Service Hubs, Fostering Volunteerism and Institutionalizing GEP Materials

A grant-making program, GEP envisions itself as a “jigsaw puzzle” wherein each sub-grant is a vital piece that completes the picture. The strategic planning, where each sub-grant is designed to fulfill program matrix outputs, makes GEP a unique program. GEP also ensures that sub-grants are interlinked, and that phases of the program are also interlinked.

It must be understood, therefore, that GEP is more than the sum total of sub-grants – it is building cumulative outputs and these must be seen in holistic perspective. To understand the intended impact of GEP, we must look beyond the achievement of each individual grant. This section highlights some of the synergistic aspects of GEP, as they emerged in Year Four (FY Oct. 2013 – Sept. 2014).

2.1 Learning from Initial Experiments of Seamless Services

Year Four (FY Oct. 2013 – Sept. 2014) focused on implementation of GEP's Strategy for Combatting GBV and consolidated the learning from Grant Cycle 6A, which introduced linked grants to experiment with some of the components of a chain of services for survivors. Of the 8 grants awarded to private shelters through competition, all performed well. There were also 13 linked grants to helplines, for psychosocial support and trainings for economic rehabilitation that completed their grants during Year Four (FY Oct. 2013 – Sept. 2014).

The efforts through Cycle 6 have been documented and analyzed by GEP and the learning consolidated into the seamless service delivery “hubs” in Cycle 9.

2.2 Developing Seamless Service “Hubs”

A seamless service “hub” is defined as a group of services with a lead organization (the lynch pin) that pulls together a range of other organizations and services to provide amenities to the survivors of violence in a seamless manner, such that the survivor is not shunted about, and where she (or in some cases he) is helped to move from one service to another in a linked mechanism.

Throughout the year, extensive and intensive dialogues were carried out in 5 out of the 7 planned hubs, of which 2 have materialized (Quetta and Lahore) and the others are in various stages of dialogue and planning.

These dialogues were long drawn out and required extensive support from the GEP team. The 2 examples below show the level of effort and the time needed to develop the hubs:

Lahore Hub

The 5 partners of the Lahore hub have distinct strengths and although some overlap, the organizations have linked their services with each other by connecting unique features to form the hub.

Key features of the hub include support to 3 shelters, one helpline, one sub-grant to provide economic rehabilitation & reintegration trainings to GBV survivors and one sub-grant to build the capacity of all hub partners.

All potential partners in the hub have formed a consortium and established a holistic seamless service delivery model in Lahore. A succinct overview of the interventions of each partner is given on the next page:

- **Insan Foundation Trust (IFT)** serves as the coordination lead for the 5 partners. It also builds capacities of the police, medico-legal officers, hub partners and GBV survivors.
- **Dastak Charitable Trust** provides shelter services to GBV survivors and support to Dar-ul-Aman, free legal aid through AGHS, (a leading Pakistan legal services organization) provision of mediation services, use of different therapies to support survivors, free psychosocial support and rehabilitation and resettlement of survivors in communities.
- **Centre for Legal Aid Assistance & Settlement (CLAAS)** provides shelter services to GBV survivors belonging to religious minorities and couples of free will marriages and/or forced marriages. It also provides free psychosocial support and legal aid to GBV survivors and raises awareness on specific laws such as the Child Marriage Restraint Act, 1929 and those related to minorities such as the inheritance provisions.
- **Labor Resource Center (LRC)** operates the helpline established in Grant Cycle 6A. It also runs a walk-in center to provide free counseling, mediation and legal support to GBV survivors, and has a repository to track survivor's data, community sensitization and advocacy.

- **Sudhaar Society** further enhances economic rehabilitation, conducts empowerment trainings of survivors and recreational activities for both survivors and children in shelters.

A hub management committee manages the hub to ensure smooth coordination among hub partners. It addresses any management issues arising in the hub as well as provide a platform to share, support and learn from each other.

Quetta Hub

The seamless service delivery model in Baluchistan is unique as it engages directly with the Government of Baluchistan. This hub includes one Dar-ul-Aman and 3 crisis centres in 3 districts of Baluchistan i.e. Quetta, Khuzdar and Sibi.

The Women Development Department (WDD) is to work in partnership with Social Welfare Department that manages the crisis centers in Baluchistan and partner with Insan Foundation Trust to build the capacity of police staff, medico-legal officers, shelter homes and helpline staff to better respond to GBV victims.

2.3 Fostering Volunteerism through PGC Networks

Year Four (FY Oct. 2013 – Sept. 2014) is also important because Pakistan Gender Coalition (PGC) a platform for sharing best practices, innovative actions, learning, challenges and solutions, became fully functional 2 years after its initiation. Open to all sub-grantees of GEP, PGC has set up several networks including Academia, Shelters, Lawyers & Prosecutors and NGOs.

Of these, the Academia Network was formally launched with 17 member universities – those supported by GEP in previous cycles and those earmarked for support in forthcoming cycles. Through this network, all the products of GEP developed within university grants, directly by GEP and by other GEP grantees are being brought together for teaching and training purposes and



Participants discuss different dimensions of the Seamless Service Delivery Hub in Islamabad at a Proposal Development Workshop held on June 11, 2014.

for being institutionalized within regular teaching programs and materials. It is expected that through this network the older established departments of women and gender studies can mentor and support the more recently established and emerging departments and teaching programs.

The Women Lawyers Network, established at the end of Year Two (FY Oct. 2011 – Sept. 2012) was very active with GEP this year, developing and participating in mock court presentations and providing pro-bono legal aid and case management to women as reported by sub-grantees. The 174 women lawyers trained under Grant Cycle 2 themed “Strengthening Critical Partners” offered pro-bono services to survivors of GBV of grant cycle 6A resulting in decreased case management fees. Furthermore, 135 public prosecutors trained on Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Convention Against Torture (CAT) and International Covenant of Civil and Political Rights (ICCPR) under grant cycle 2 are also included in this network. This spirit of cooperation demonstrates how strategically planned, interlinked grants encourage and strengthen volunteerism and lead to sustained legal provision to survivors of GBV.

In addition to this, data collected from helplines and shelters under Grant Cycle 6A is being utilized by PGC partner universities under grant cycle 9B for further research to ascertain types of violence prevalent in society.

Six meetings of PGC were held in provincial capitals and in Islamabad and PGC members actively participated, as always in 16 Days of Activism.

2.4 Incorporation of GEP IEC materials in University Teaching

The University of Punjab incorporated GEP's Information Education and Communication (IEC) materials into their 18 weeks course on GBV which is another example of the cumulative impact of GEP's initiatives. Currently, Punjab University is using GEP's 3D animated cartoon series, “Mein Aur Meray Dost” or Me and My Friends to clarify concepts on gender discrimination and enhance knowledge on the various forms of GBV. It is worth noting that this animated cartoon series encouraged a healthy debate amongst students on gender discrimination and motivated them to write on this topic. In the same spirit, a documentary entitled, “Main Safar Main Hoon” or I am in a Journey has also been included in the curriculum for this course to improve students' knowledge on history of the women's movement. Other partner universities have also incorporated GEP IEC materials into their teaching and also made these materials and research studies available in their libraries and seminar rooms.

The Universities' e-portal is also functioning with reference documents contributed by several universities.



USAID
الولايات المتحدة الأمريكية

CS
Community Support Concern

Community Support Concern

Lahore

*"Promoting Improved
Livelihood for
Informal Sector Workers"*

Gender Equity Program (GEP)

Cycle-7

July 01, 2014 – June 30, 2015

GEP

Women Home-Based Workers apply their skills at the Training and Facilitation Centre established by Community Support Concern under GEP Grant Cycle 7A entitled, 'Promoting Improved Livelihood for Informal Sector Workers.'

Section 3

Meeting Challenges and Creating Opportunities

During implementation of a program encountering challenges is inevitable. GEP divides these challenges into two categories. External challenges relate to factors that indirectly curtail GEP work and are beyond the control of the program. Internal challenges refer to the programmatic, bureaucratic, financial and operational hurdles encountered during the implementation phase.

3.1 External Challenges

Law and Order Situation in Baluchistan

The deteriorating law and order situation in Baluchistan made it difficult for Azat Foundation and Human Dignity Society, sub-grantees of Grant Cycle 6A, to implement project activities. Regular attacks on the Hazara community, Punjabi-speaking people, doctors, businessmen, tribal elders and politicians created an atmosphere of mayhem and fear.

PTI and PAT Protests in Islamabad

GEP's head office operations in Islamabad had to close early on several Fridays during the month of June 2014 owing to protests by a political party, especially since AF's office is in close proximity to that office. Given the political unrest, protests and blocked roads, GEP team was disrupted frequently during June and July and activities suffered as a result. Since August, the sit-ins by two political groups have paralyzed the

working environment and AF staff has had to work in unusual circumstances and under great stress.

GEP team members had to vacate premises early on a number of occasions during early September 2014 as the security situation remained unpredictable.

Despite the inaccessibility of office premises, computers and files and skeleton staff, the GEP AF team still managed to hold the PSC meeting on 19 August in TAF office on schedule.

3.2 Internal Challenges

Delay in Awarding of Grants in Year Four (FY Oct. 2013-Sept. 2014)

Approximately 80 sub-grants were to be awarded under grant cycle 7 and 9 for Year Four (FY Oct. 2013 – Sept. 2014). To date 27 grants have been rolled out under Grant Cycle 7A and 2 non-competitive grants approved for government departments, while 25 proposals for Cycle 7B have been recommended by Project Steering Committee (PSC) and sent to USAID for approval. An additional 2 proposals have been endorsed by PSC.

Due to long processes of engagement and negotiations with prospective partners in the seamless service hubs, there has been a long delay in rolling out these hubs.

The long-drawn process of negotiations between USAID and AF on grant making transfer process, affected Cycle 9 negotiations and renegotiation of Cycle 7, all leading to delays in the award of sub-grants. Each challenge is discussed separately below.

Grant-Making Shift from TAF to AF

The transfer of grant-making functions from TAF to AF was a challenge, especially since the process took so long. Pakistani primes in USAID projects are uncommon and AF had to meet many conditions before USAID approved the transfer. The process of Validation of AF (for taking on grant-making role) began in June 2013 and the final report was presented to USAID in the last week of September 2013. In February 2014, USAID approved an agreed option for the basis of grant-making transfer to AF and next month AF submitted its draft of grant-making transfer package to USAID. The agreed option rationalized the tasks to be carried out after grant-making shift limiting the tasks for TAF to pre-award activities and expanding the ambit of tasks to be carried out by AF. Under these arrangements grant letters are now being issued by AF and financial management of these grants has moved

to AF. After several revisions the package was finalized in May 2014 and USAID approval for revised program description and revised budget came in July 2014, which included a non-cost extension for Year Six (FY Oct. 2015 – Sept. 2016) of GEP.

Grant awards were held up while GEP waited to hear from USAID about whether to hold off on awarding grants until grant making shift to AF, or go ahead under the existing system.

Loss of Key GEP Staff in TAF

During the course of Year Four (FY Oct. 2013 – Sept. 2014) key GEP staff in TAF moved on. These were the Deputy Chief of Party, 3 Objective Managers and 2 Grants Finance Officers. This left a vacuum that contributed to the delays in bringing out summaries and other documents and consumed time and effort of GEP staff in AF, who had to do additional work.

A total of 14 individuals moved to other jobs from the AF and TAF GEP team. Largely the moves were made because of the (incorrect) perception that the delay in grant-making shift to AF signaled other administrative problems ahead.



GEP staff members engage in group work during the 'Sub-Award Management and Project Planning Workshop' held in Muzaffarabad from January 7-9 2014.

GEP's Mid-term Evaluation and Impact on Cycle 7A

GEP had its mid-term evaluation at the end of Year Three (FY Oct. 2012 – Sept. 2013) conducted by Management Systems International (MSI). Staff and Unit Heads of GEP had to spend extensive time in assisting and making arrangements for the evaluation team to meet with people and groups, and provide extensive documentation at various points during the evaluation. While the evaluation itself took over a year towards finalization of report, based on its early recommendations, and the findings of USAID's own monitoring, USAID directed GEP towards making grants of Cycle 7A (already negotiated) more in-depth and longer.

A detailed meeting was held in January 2014 with the Agreement Officer and Agreement Officer Representative (AOR) to discuss and agree on changing modalities of grant cycle 7 sub-grants to make GEP interventions more in-depth and long-term. As a result, GEP had to renegotiate budgets, timelines and activities with sub-grantees in order to strengthen and lengthen sub-grants and make them more substantive, causing a delay of approximately 5 months in the awarding of grants under Cycle 7A, and affecting the time lines of other Grant Cycles as well.

Delays in Designing of Grant Cycle 9

Under Grant Cycle 9A, GEP planned to re-engage with Grant Cycle 6A partners to upscale their previous initiatives and strengthen the seamless service delivery model to combat GBV. The approach of developing seamless service “hubs”, where organizations interconnect and collaborate with each other to provide a 'seamless service' to survivors, took a lot longer to negotiate and close, than was expected. GEP re-approached grant cycle 6A sub-grantees in February starting from Karachi and Lahore and later assessing feasibility of other hubs in April and May 2014. Given that a non-competitive route was being taken for these hubs, and in case of each “hub” several partners had to be linked together to form a consortium to provide seamless service delivery, more time was taken than anticipated.

In addition, ensuring effective inclusion of strategic

partners/missing links (i.e. police, hospitals, and medico-legal officers), meetings with government departments, developing public-private partnerships within hubs and developing a strong management mechanism for seamless service delivery hub was a daunting task.

Given the senior staff attrition in TAF, the remaining GEP staff in AF had to find time to do the additional work of preparing summaries and Justifications for Exemption.

Poor Proposals from Karachi

Cycle 7B was re-solicited in August 2014 in Karachi as a result of poor responses received in the first solicitation. Grants Management Committee (GMC) expressed its extreme concern at the small number and low quality proposals received from Karachi in Cycle 7. In order to ensure meaningful representation of Karachi that has a population of 20 million people, GEP re-advertised the request for proposals (RFP). This has added to further delay in roll out of grants under Grant Cycle 7B.

3.3 Challenges Articulated by Sub-grantees

Sub-grantees had to overcome many challenges to achieve their deliverables. Some of the challenges encountered during the implementation of Grant Cycle 6A were acquisition of toll free numbers for helplines, time-consuming legal procedures, inadequate medical support, lack of rehabilitation services, inexperience of sub-grantees in dealing with USAID and an unpredictable security situation.

Acquisition of toll free numbers by helplines which delayed the effective referral mechanism to shelters

This was a big challenge as some helplines were delayed or had to use regular phone lines and community-based approaches until they received numbers. This resulted in fewer referrals to shelters by helplines and less counseling during the project period. However, once the numbers had been acquired, the pace picked up.



Representatives of shelter homes and helplines attend a workshop on Proposal Development held for Grant Cycle 9 sub-grantees on March 13, 2014 in Karachi.

Time-Consuming Legal Procedures

Legal procedures in Pakistan are time-consuming. Delays are a challenge as they create a feeling of disappointment in survivors. It is hard if not impossible for cases to be settled within 12 months. GEP plans to increase the duration of sub-grants in Cycle 9A to overcome this challenge.

Lack of Rehabilitation Facilities

Shelters in Pakistan do not typically offer rehabilitation once the survivor has vacated the shelter. It is therefore, a big challenge to find safe housing for women who do not wish to return to their families. Often they literally have no place to go after their case is resolved or if they have over stayed at a shelter.

In Cycle 9A, GEP will introduce the concept of halfway houses and increased community sensitization interventions which will address the

needs of women leaving shelters.

Lack of Experience of Sub-Grantees in Implementing USAID Grants

Some of the shelters, helplines and related grantees, especially the smaller local organizations, did not have prior experience of working with donors. USAID requirements of branding and marking, strict reporting and documentation, financial management and systematic management were all new to them. GEP had to work very hard with them and do considerable handholding. However, this resulted in increased skills and capacities of these sub-grantees.

Environment of Insecurity and Fear in Pakistan

This challenge is not particular to shelters or to GEP sub-grantees, but has an effect on grant activities on a day-to-day basis.



Aurat Foundation

Justice for Women

r Women'



Honorable Judges listen to arguments presented by women lawyers at a Mock Court Session entitled, 'Overcoming Barriers to Justice for Women' held on GEP Annual Event on September 25, 2014 in Islamabad.



GENDER EQUITY PROGRAM

National Advisory Forum

A national forum for

ta

Neelum Toru, Chairperson Provincial Commission on the Status of Women - Khyber Pakhtunkhawa, expresses her views at the Seventh National Advisory Forum Meeting held from April 9-10, 2014 in Islamabad.

Section 4

Grant Cycles in Year Four (FY Oct. 2013 – Sept. 2014)

4.1 Overall Progress on GEP Grant Cycles

By the end of Year Four (FY Oct. 2013 – Sept. 2014), 179 sub-grants had been awarded under GEP, of which 141 have been completed and closed. Grants cycles 5, 6A and 6B were completed and closed out.

The grants operational during any part of Year Four (FY Oct. 2013 – Sept. 2014) are given below

**Table 2: List of Sub-Grants Operational during part of or all of Year Four
(FY Oct. 2013 – Sept. 2014)**

S.No.	Sub-Grants	Grant Cycle	Objective
1	Strengthening Participatory Organization (SPO)	2	Capacity Building of Pakistani Organizations
2	Ministry of Human Rights (MOHR)	2	Capacity Building of Pakistani Organizations
3	First Woman Bank, Ltd. (FWBL)	2	Capacity Building of Pakistani Organizations
4	Dastak Charitable Trust (DCT)	6A	Combatting GBV
5	Bali Memorial Trust (BMT)	6A	Combatting GBV
6	Star Welfare Organization (SWO)	6A	Combatting GBV
7	Mukhtara Mai Women Organization (MMWO)	6A	Combatting GBV
8	Noor Educational Trust (NET)	6A	Combatting GBV
9	Acid Survivor Foundation (ASF)	6A	Combatting GBV
10	Panah Shelter Home (PSH)	6A	Combatting GBV
11	Bint-e-Fatima Old Homes Trust (BFOHT)	6A	Combatting GBV
12	Insaan Foundation Trust (IFT)	6A	Combatting GBV
13	War Against Rape (WAR)	6A	Combatting GBV
14	Youth Resource Centre (YRC)	6A	Combatting GBV
15	FACES Pakistan	6A	Combatting GBV
16	Sudhaar Society	6A	Combatting GBV
17	Farmers Friends Organization (FFO)	6A	Combatting GBV
18	Basic Education for Awareness Reforms and Empowerment (BEFARE)	6A	Combatting GBV

19	Health and Nutrition Development Society	6A	Combatting GBV
20	Labour Resource Centre	6A	Combatting GBV
21	Initiative for change	6A	Combatting GBV
22	DAMAAN-Development through Awareness and Motivation	6A	Combatting GBV
23	Health Environment Literacy Organization	6A	Combatting GBV
24	Roshni Research & Development Welfare Organization (RRDWO)	6A	Combatting GBV
25	Kainaat Development Association (KDA)	6A	Combatting GBV
26	Fundamental Human rights & Rural Development Association (FHRRDA)	6A	Combatting GBV
27	Goth Sudhaar Sanget Sindh (GSSS)	6A	Combatting GBV
28	Khwendo Kor (KK) in consortium with StepNex Services (Pvt.) Ltd	6A	Combatting GBV
29	Sawera Development Organization (SDO)	6A	Combatting GBV
30	Community Development Organization (CDO)	6A	Combatting GBV
31	Human Dignity Society in consortium	6A	Combatting GBV
32	AZAT Foundation	6A	Combatting GBV
33	Society for Advancement of Community Health Education & Training (SACHET)	6A	Combatting GBV
34	Youth Front Pakistan (YFP)	6A	Combatting GBV
35	Sindh Community Foundation (SCF)	6A	Combatting GBV
36	Al Mehran Development Organization (AMRDO)	6A	Combatting GBV
37	Foundation For Integrated development Action (FIDA)	6A	Combatting GBV
38	Blue Veins (BV)	6A	Combatting GBV
39	Pakistan Rural Development Program (PRDP)	6A	Combatting GBV
40	Center for Peace and Development (CPD)	6A	Combatting GBV
41	Interactive Resource Centre (IRC)	6A	Combatting GBV
42	Association for Global Humanities and Ethics (AGHE)	6A	Combatting GBV
43	Women Welfare Organization, Poonch (WWOP)	6A	Combatting GBV
44	Himalayan Rural Support Program (HRSP)	6A	Combatting GBV
45	Pakistan Broadcasting Corporation (PBC)/ Radio Pakistan	6B	Capacity Building of Organizations
46	Sindh Judicial Academy	6B	Capacity Building of Organizations
47	Bahauddin Zakariya University (BZU), Multan (Punjab)	6B	Capacity Building of Organizations
48	Department of Economics, University of Sargodha (Punjab)	6B	Capacity Building of Organizations
49	Department of Political Science and Program in Gender Studies, The Islamia University (IU), Bahawalpur (Punjab)	6B	Capacity Building of Organizations
50	Gomal University, Dera Ismail Khan	6B	Capacity Building of Organizations

51	Institute of Women Development Studies, University of Sindh, Jamshoro (Public sector University)	6B	Capacity Building of Organizations
52	Shah Abdul Latif University, Khairpur (Sindh)	6B	Capacity Building of Organizations
53	Women Development Department, Government of Sindh (WDD, Sindh)	6B	Capacity Building of Organizations
54	Provincial Commission on the Status of Women, (PCSW) Peshawar	6B	Capacity Building of Organizations
55	Social Welfare and Women Development Department, Azad Jammu Kashmir (AJK)	6B	Capacity Building of Organizations
56	Balochistan Environmental and Educational Journey (BEEJ)	7A	Economic Empowerment
57	Sewa Development Trust Sindh (SDTS)	7A	Economic Empowerment
58	Pakistan Hoslaman Khawateen Network (PHKN)	7A	Economic Empowerment
59	Social Awareness and Development Organization (SADO)	7A	Economic Empowerment
60	Women Rights Association	7A	Economic Empowerment
61	Sahara Tarqeeati Tanzeem	7A	Economic Empowerment
62	Community Support Concern	7A	Economic Empowerment
63	MOJAZ Foundation	7A	Economic Empowerment
64	Sindh Development Society	7A	Economic Empowerment
65	Women Development Foundation	7A	Economic Empowerment
66	Mountain Areas Farmer Support Organization (MAFSO)	7A	Economic Empowerment
67	Durawa Development Organization (DDO)	7A	Economic Empowerment
68	Home Net Pakistan	7A	Economic Empowerment
69	UKS	7A	Economic Empowerment
70	Sukhi Development Organization(SDO)	7A	Economic Empowerment
71	Al Shahbaz Women Organization (ASWO)	7A	Economic Empowerment
72	Bedari	7A	Economic Empowerment
73	Insan Dost Organization	7A	Economic Empowerment
74	Pakistan Rural Workers Social Workers Organization (PRWSWO)	7A	Economic Empowerment
75	Association of Women for Awareness and Motivation (AWAM)	7A	Economic Empowerment
76	Human Resource Development Network (HRDN)	7A	Economic Empowerment
77	National Organization for Working Communities (NOW Communities)	7A	Economic Empowerment
78	Legal Rights Forum	7A	Economic Empowerment
79	Coastal Association for Research and Development (CARD)	7A	Economic Empowerment
80	Khwendo Kor (KK)	7A	Economic Empowerment
81	AWARE Girls	7A	Economic Empowerment
82	Rural Development Project (RDP)	7A	Economic Empowerment



Women Home-Based Workers work on an 'Adda' at the Trade and Facilitation Center established by Community Support Concern in Lahore.

4.2 Grant Cycle 2 – Strengthening Critical Partners

Only one sub-grant from Cycle 2 remains. This was based on task orders to be actualized as needed by GEP, and was awarded to Strengthening Participatory Organization (SPO). SPO is building capacities of selected women rights organizations of Pakistan through a series of workshops on Organizational Management including Project Cycle Management, Financial Management, Strategic Planning and Gender Sensitization.

During Year Four (FY Oct. 2013 – Sept. 2014), SPO carried out task orders to conduct 10 trainings of 69 organizations through which 139 participants were trained.

4.3 Grant Cycle 6A- Combatting GBV

Of the 38 sub-grants in this Cycle, 34 have been

completed and closed. Several of these grantees are receiving repeat grants as part of the seamless service hubs in Grant Cycle 9A.

4.4 Grant Cycle 6B – Strengthening Academic Capacities of Gender Studies Department and Enhancing Research on GBV

The 6 university sub-grants awarded under grant cycle 6B completed their deliverables and were closed out during GEP Year Four (FY Oct. 2013 – Sept. 2014). Please see below for a list of these universities:

- Shah Abdul Latif University
- University of Sindh
- Gomal University
- University of Sargodha
- Bahauddin Zakariya University
- Islamia University

However, these universities continue to use GEP media products and have also incorporated them into their curriculums.

Exposure Visit for 6 GEP Public Sector Universities

The Institute of Gender Studies (IGS) of the University of Sindh, Jamshoro organized an exposure visit for all GEP partner universities from 13 - 14 December, 2013 to the Centre of Excellence for Women's Studies at the University of Karachi. The two-day learning and exposure visit provided a platform for all the universities to share their achievements under their engagements with GEP and to strengthen their mutual collaboration for future correspondence.

Some of the discussions that took place during the course of these two days were on emerging trends of gender-based violence across Pakistan, cyber-crimes and their implications on women, the exchange of research findings on GBV and an orientation of the e-portal and webpage developed by University of Karachi.

The two-day learning and exchange visit program was a unique initiative undertaken by the Institute of Gender Studies, whereby students engaged with civil society and shared their thoughts regarding GBV and future research endeavors.

University of Sindh, Jamshoro

In addition to the two-day exposure visit of GEP partner universities, the Institute of Gender Studies (IGS) of the University of Sindh, Jamshoro organized the third and fourth meetings of linkages with CSOs in November and December 2013.

The main objective of these meetings was to explore and develop all possible linkages between universities, especially IGS and CSOs working in Sindh. In all four meetings, IGS appreciated CSOs for their spirit and encouragement for future linkages manifested in their offers of internships

for students of IGS, exposure visits and participation in other NGO activities.

Gender Sensitization of Non-Faculty Staff of the University of Sindh, Jamshoro was also carried out.

During the Grant Cycle 6B, University of Sindh, Jamshoro also conducted and completed research studies on Attitudes of Working Women about Domestic Violence in Hyderabad and Sexual Harassment and its Effects on Female Nurses in Sindh.

Shah Abdul Latif University, Khairpur

Shah Abdul Latif University (SALU), Khairpur, prepared a curriculum for a two month diploma in Gender and Development keeping in view the requirements of the Higher Education Commission (HEC). Lectures were held at the computer lab established under GEP. A certificate distribution ceremony was arranged at the Syndicate Hall, Vice Chancellor's Secretariat on 26 December, 2013.

Sargodha University

As part of establishing linkages with social sector entities, Sargodha University organized engagements with representatives from different organizations, faculty and students. The main discussion points included briefing on GEP, exploring placement opportunities for students & sharing ideas on future collaborations between universities and social sector entities.

A Gender Sensitization workshop was held for non-faculty staff including assistant registrars, administrative officers, junior clerks & security guards. The aim of the workshop was to clarify gender concepts and terminology, focus on various gender stereotypes, discuss how stereotypes and societal taboos adversely affect the lives of women and encourage a discourse on women's rights and the misinterpretation of Islamic teachings.

Gender Sensitizing One Man at a Time

Upon attending the Gender Sensitization workshop organized by the University of Sargodha (UoS) under GEP to support Gender Studies in 6 public universities across Pakistan, Mr Sarfraz Sial, Assistant Registrar at UoS, learnt the importance of encouraging women's rights. After the session, Mr Sial took it upon himself to help out women suffering from domestic violence in his area.

He managed to convince a highly esteemed Imam from his mosque to meet with his neighbor who was quite physically abusive towards his wife. The neighbor was informed about the project UoS was implementing under GEP and the gender sensitization workshop. Mr Sial shared all that he had learned during this workshop in the hopes of changing the mindset of his neighbor. Through quotes from the Quran and hadith which are teachings of the Holy Prophet, Muhammad, he was taught that raising a hand on women is un-Islamic.

Initially the neighbor was reluctant to learn anything related to women's empowerment but after much convincing he started showing some interest in the conversation. An illiterate man himself, the neighbor was not well versed in the Quran or the Holy Prophet's teachings regarding women. Mr Sial managed to eradicate the misogynistic thinking of his neighbor turned him into an ally who promised to take an active role in countering violence against women in his locality.

Two research studies entitled, Inequality of Opportunities in Sargodha and Causes of Domestic Violence in Sargodha were completed and findings shared in December 2013. The seminar was attended by 95 participants including the Dean of Faculty for Management and Administrative Sciences, Ex-Vice Chancellor and Chairman of Sargodha University. The District Coordination Committee of Non-Government Organizations (NGO) in Sargodha, academia, students, scholars and media representatives also participated in the seminar.

Bahauddin Zakariya University, Multan

Bahauddin Zakariya University also held meetings with social sector entities as did other universities.

It also carried out a Gender Sensitization workshop for non-faculty staff including administrative officers, clerks, guards, bus drivers and conductors.

The university conducted a research study on "Gender Based Violence in the Region of South Punjab" on December 5, 2013. A total of 110 participants attended the seminar which included the faculty of Bahauddin Zakariya University,

students, scholars and media representatives.

Islamia University, Bahawalpur

Islamia University also held introductory sessions on Gender Studies at their Bahawalnagar and Rahim Yar Khan campuses in December 2013. The sessions rendered a briefing on GEP and talks on the importance of Gender Studies as a discipline and GBV issues in Pakistan. A total of 95 participants attended the session in Bahawalnagar whereas 75 people attended in Rahim Yar Khan.

The university established linkages with social entities in Bahawalpur.

The main discussion point of the meeting included an overview of GEP, exploring placement opportunities for students, the government's role in combating GBV and the exchange of ideas for future collaborations between universities and the social sector.

Two research studies on GBV were carried out:

- Issues and Problems of Women at Workplace: A Case Study of Bahawalpur
- Violence towards Women in Professional Institutions: A Case Study of Bahawalpur

Findings were presented in a seminar to faculty from Islamia University's social sciences departments, students, scholars, members of CSOs and media representatives.

Islamia University also completed a documentary on the 'Life and Challenges to Women in Cholistan' featuring major issues faced by women in Cholistan.

Gomal University, Dera Ismail Khan

Gomal University enrolled 7 new students at the Institute of Education and Research. These students conducted the following research studies:

1. Gender Based Discrimination In Treatment and Family Healthcare
2. Gender Discrimination in Providing Education to Children
3. Awareness of the Community regarding Gender Based Rights of Inheritance
4. Status of Gender Based Financial Independence and Interdependence in Society
5. Attitude of the Community towards Nuisance of Domestic Violence
6. Gender Disparity in Assigning Household Chores and Fieldwork in Rural Areas

7. Customs of Vanni and Honor Killing from a Human Rights Perspective

The research was carried out under the supervision of GEP project team and faculty members of the institute. The reports for these studies were submitted to the institute. All 7 research studies were completed within the grant period.

The IEC material prepared by the project team was shared with GEP for approval. It is currently displayed in pertinent places within the Institute of Education and Research and has also been distributed among different departments of Gomal University.

The Institute of Education and Research also held a meeting with various stakeholders like local CSOs, NGOs, advocates and doctors to build linkages. All stakeholders/participants decided to continue working together even after sub-grant of GEP has ended.

4.5 Grant Cycle 7A

Grant Cycle 7 was divided into 2 parts: 7A on promoting livelihoods for informal sectors workers and awareness-raising and policy



A participant expresses her views at the Pakistan Gender Coalition Academia Network Meeting held on May 16, 2014 in Islamabad.

advocacy on women's rights and labor laws for women workers and 7B on advocacy campaign on allocation and rehabilitation of women friendly spaces, innovative approaches to enhancing women's empowerment and supporting women graduates access Information Technology sectors through internship programs. A total of 27 grants were awarded under Cycle 7A. Please see below a list of Cycle 7A partners:

National Sub-Grant

HomeNet Pakistan, sub-grant under the theme of "Awareness – raising and policy advocacy on women's rights and labor laws for women workers" was awarded on April 1st, 2014. This sub-grant was awarded before the remaining district-based advocacy sub-grants as HomeNet Pakistan is a national sub-grant.

Baluchistan

- Balochistan Environmental and Educational Journey (BEEJ)

Punjab

- Community Support Concerns (CSC)
- Women's Right Association (WRA)
- Sahara Tareeqiati Tanzeem Dharema (STTD)
- MOJAZ Foundation
- Bedari
- Association for Women for Awareness and Motivation (AWAM)
- Insan Dost Organization (IDO)
- Pakistan Rural Workers Social Workers Organization (PRWSWO)
- Human Resource Development Network (HRDN)

Gilgit Baltistan

- Al-Shahbaz Women Organization (ASWO)
- Mountain Areas Farmer Support Organization (MAFSO)

Khyber Pakhtunkhwa

- Aware Girls
- Basic Education for Awareness, Reforms and Empowerment (BEFARe)
- Pakistan Homeland Khawateen Network

(PHKN)

- Social Awareness and Development Organization (SADO)
- Rural Development Project (RDP)

Sindh

- National Organization for Working Communities (NOW Communities)
- Legal Rights Forum (LRF) Karachi (Korangi Industrial Areas) & Hyderabad
- Welfare of Mankind and Nation (WOMAN)
- Coastal Association for Research and Development (CARD)
- Women Development Foundation (WDF)
- Sindh Development Society (SDS)

Azad Jammu & Kashmir

- Durawa Development Organization (DDO)
- Sukhi Development Organization (SDO)

Islamabad

- UKS

The sub-grants mentioned above have started their activities and their progress is on track.

Two consultancies supporting Grant Cycle 7A are now operational. These are: MOGH and Apex.

4.6 Grant Cycle 7B

Grant Cycle 7B focuses on 3 themes; 1) advocacy campaign for allocation and rehabilitation of women-friendly spaces; 2) supporting women graduates' access to IT sectors through internship programs; 3) innovative approaches to promoting women's economic empowerment.

The pre-award process for sub-grants under Cycle 7B was completed in July 2014. Summaries for these grants have been sent to USAID. The grants are for 15 months. Nine sub-grants (covering 12 districts) under the first theme, 9 (covering 9 districts) under the second theme and 7 under the third theme were recommended by GMC and presented for endorsement to PSC. PSC approved all 18 sub-grants in the first 2 themes and 7 sub-grants in the third theme, for forwarding to USAID.

In the absence of good proposals received from Karachi under grant cycle 7B, GMC agreed to re-solicit and PSC endorsed this recommendation.

Following the concurrence received from PSC, grant cycle 7B was advertised on AF-GEP website on 10 August, 2014. A pre-grant orientation workshop for this grant cycle was conducted on 18 August, 2014 in Karachi. Twelve proposals were received from Karachi district and summaries for these proposals are under process.

The number of proposed sub-grants under Cycle 7B is 27 after including sub-grants for Karachi.

4.7 Grant Cycle 8

Grant Cycle 8 focuses on “Enhancing gender equity by expanding women's access to justice and women's rights.” This grant cycle will now consist of fewer and more in-depth grants.

PSC deliberations made on 12 August, 2013 recommended GEP hold a workshop with stakeholders and technical experts to better understand the theme of Cycle 8 before finalizing TORs. PSC also made suggestions regarding GEP's engagement with Police, mentioned in the TORs. It was found that GEP cannot work directly with Police. Therefore, engagement with the police will be done indirectly through other sub-grants awarded to National Commission on the Status of Women (NCSW), Ministry of Law Justice and Human Rights (MOLJHR) and grants under Cycle 9.

A second planning workshop was held on 1 July, 2014 to finalize sub-grant design and further strengthen TORs for Cycle 8. Relevant experts were invited from the judiciary and legal fraternity to attend this workshop.

Initially, 8 themes were proposed for Cycle 8 but in response to recommendations of OIG performance audit and USAID monitoring visits, GEP agreed to awarding fewer, more in-depth and long-term grants. GEP management reduced the overall number of sub-grants. Furthermore, GEP management decided to roll out Grant Cycle 8 to support and further substantiate the activities

undertaken in Grant Cycle 6 and planned under Grant Cycles 7 and 9. This decision was taken to consolidate a cumulative effect of GEP efforts in select districts.

Planned interventions under grant cycle 8 include "Strengthening District Bar Associations and Setting up Facilitation Kiosks in Courts." All 18 grants will be of 15 month duration and will be awarded in Year Five (FY Oct. 2014 – Sept. 2015).

The TORs for Grant Cycle 8 were advertised on 10 August, 2014 in the newspaper and posted on AF-GEP website. The last date of submission of proposals was 10 September, 2014.

Six pre-grant orientation meetings were held in Islamabad, Karachi, Peshawar, Quetta, Swat and Lahore. These workshops were organized at least 3 weeks before the closing date, giving ample time to potential grantees to develop their proposals. The main focus of the workshops was to encourage participation from potential sub-grantees and to develop a clear understanding of the TORs and proposal application format. GEP prepared a presentation on Cycle 8 and compiled Frequently Asked Questions (FAQs) that were uploaded on AF-GEP website for additional guidance.

Per the recommendation of NAF members, a 3 member justice committee was formed to provide guidance and further implementation of Grant Cycle 8 and future design of Cycle 11.

4.8 Grant Cycle 9A

Cycle 9 has been divided into two parts: 9A focuses on Strengthening Seamless Service Delivery (building upon Cycle 6A) and 9B supports new Engagements with Public Universities.

Cycle 9A is envisaged to consolidate the gains of Grant Cycle 6. GEP envisions ensuring continuity and sustainability of seamless service delivery to GBV survivors and a reduction in the incidence of GBV. GEP has planned to address this through continuous implementation of its strategy to combat GBV by strengthening linkages built



Representatives of Civil Society Organizations at the Pre-Grant Orientation Meeting for Grant Cycle 8 organized on August 27, 2014 in Karachi.

through engagement with both public and private shelters. GEP is taking a non-competitive route to continue support to these interventions.

Cycle 9A took a very long time to design, as multiple government and non-government entities were involved. GEP negotiated with them individually and in groups to develop the hubs for seamless service delivery. The grants are designed for a minimum of 18 months following the recommendations made by OIG performance audit and mid-term evaluation.

In an effort to bring shelters out of isolated work and provide a range of linked services to women affected by violence, GEP initiated linkages among shelters and shelters with helplines, training programs, government services and women lawyers. As a result, GEP sub-grantees have strengthened cooperation among each other and with district authorities, police, public and private hospitals to deliver the envisaged 'seamless service.'

Grant Cycle 9A focuses on filling in gaps in provision of seamless service delivery to GBV survivors that were not part of the piloted scheme. GEP has encouraged public/private partnerships by supporting both private and government shelters.

Cycle 9A further strengthens and streamlines initiatives supported under Cycle 6A within district hubs. Review meetings with existing

partners have revealed a strong need for continuing support so partners can work in a coordinated fashion, building upon the basic infrastructures and systems provided under Grant Cycle 6A.

Where private shelters were supported to aid GBV survivors in Grant Cycle 6A, Grant Cycle 9A achieves advancement in the quality and depth of shelter services for GBV survivors by bringing in non-shelter partners to fill in service gaps such as registration of cases with the police, helping survivors with medico-legal examinations, training of government service providers and advocacy for systemic reforms.

Based on the experiences of Cycle 6A, GEP has developed GBV seamless service model in 6 regional hubs during Cycle 9A. GEP has engaged extensively with potential partners in all 6 hubs and developed sets of grants for each hub. The hubs include Lahore, Karachi, Islamabad, Baluchistan, Khyber Pukhtunkhwa and AJK. GEP has ensured that important missing links of police and medico-legal aid are an integral part in the hubs through MOLJHR grant and other important linkages. GEP has chalked out a distinct mechanism to manage the hubs through "hub management committees" that will be steered by GEP focal persons and organized by the district hub lead organization. This management committee ensures adoption of GEP strategy for combatting GBV and smooth provision of seamless service delivery to survivors.

Table 3: Status of GEP Non-Competitive Grants Operational in Year Four (FY Oct. 2013 – Sept. 2014)

Sr.No.	Name of Grant	Grant Status
1	Bahauddin Zakariya University	Closed
2	University of Sargodha	Closed
3	Gomal University	Closed
4	Shah Abdul Latif University	Closed
5	University of Sindh	Closed
6	The Islamia University	Close-Out In Process
7	Pakistan Broadcasting Corporation	Close-Out In Process
8	Women's Development Department	Close-Out In Process
9	University of Sindh	Ongoing
10	Provincial Commission on the Status of Women	Ongoing
11	Social Welfare and Women Development Department	Ongoing

GEP has further capacitated helplines that were strengthened and established in Grant Cycle 6A. These helplines are serving as information hubs that are linked to shelters and psycho-social counselors to ensure that the correct information in context to GEP's seamless service chain is shared with survivors of GBV. Furthermore, the cycle also incorporates an advocacy campaign to raise awareness about GBV, encourage dialogue both at federal and grass-roots levels to pressurize the government to implement commitments made in national and international legal instruments.

Lastly, GEP has introduced a fundraising component to acquaint sub-grantees to raise funds so that they are able to continue GEP supported interventions after the completion and closure of the sub-grant.

4.9 Progress of Non-Competitive Grant Awards

During Year Four (FY Oct. 2013 – Sept. 2014), of the 11 non-competitive grants operational, 4 were closed, 2 are in the process of being closed, while one has just recently completed its grant period. Four grants will continue into the first

quarter of Year Five (FY Oct. 2014 – Sept. 2015). Please see above for an update on the progress of these grants.

The 6 university grants awarded under Grant Cycle 6B closed during October – December 2014. Updates on these sub-grants are provided under Section 4.4. Updates for Women's Development Department, Provincial Commission on the Status of Women and Social Welfare and Women Development Department are as follows.

Women Development Department – Government of Sindh

In order to disseminate information on GBV and the services available at Shaheed Benazir Bhutto Women Centers and Women Complaint Centers, meetings and awareness sessions were held in districts of Sindh throughout January 2014.

It should be noted that GEP had a second engagement with a Crisis Centre in Jacobabad through Women Development Department – Sindh. Under this grant, the Crisis Centre along with another Crisis Centre in Benazirabad was strengthened and 5 Women Complaint Cells established and supported. Three helplines were

set up through this particular intervention. Five awareness sessions on “Strengthening Shaheed Benazir Bhutto Centers and Women Complaint Centers Projects in Sindh” were conducted in January 2014 in Sukkur, Shaheed Benazirabad and Nawabshah. The total number of participants for these awareness sessions is 299. An awareness session was also conducted at the Government Girls Primary School in Azizabad, Sukkur in which 40 participants took part including teachers, CSOs and journalists.

Furthermore, 10 cases of legal aid for survivors of GBV were registered in Jacobabad and another 26 in Shaheed Benazirabad during the month of January 2014.

Provincial Commission on the Status of Women (PCSW) – Khyber Pakhtunkhwa

The Provincial Commission on the Status of Women (PCSW) completed studies on Marriage Registration and Women in Emergencies. PCSW also completed a consultation workshop entitled, “Consultation on Pending Pro-women Legislation in Khyber Pukhtunkhwa- Update and Way-Forward.” PCSW took part in 4 radio programs focusing on, 18th Amendment: Post Devolution and its Effect on Women in Khyber Pakhtunkhwa, Women as Decision-Makers at Home, Economic

Empowerment of Women: Opportunities and Challenges in Khyber Pakhtunkhwa and Harassment at Workplace Act 2010 - Working Women in Khyber Pakhtunkhwa. Additionally, PCSW also conducted an experience sharing visit of Sind Women Development Ministry. The Commission is also updating its website and publishing its newsletters.

Social Welfare & Women Development Department (SWWDD)

Social Welfare & Women Development Department (SWWDD) is GEP's first sub-grant in Azad Jammu & Kashmir (AJK). It focuses on "Establishing Helpline and Creating Mass Awareness in 10 districts of AJK." The grant has successfully completed all its activities. SWWDD continues to receive and refer phone calls from GBV survivors even after grant closure.

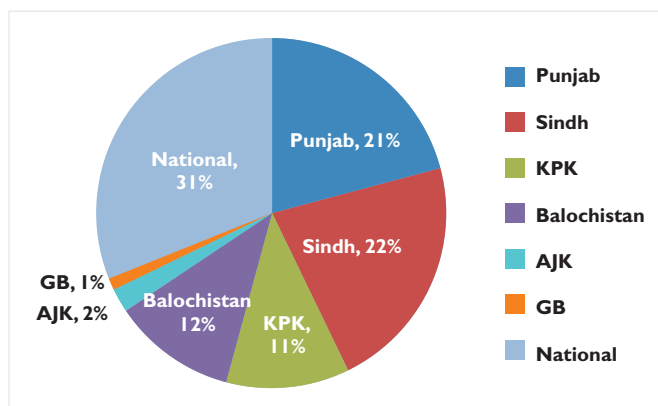
4.10 Provincial Distribution of Sub-Grants

The provincial distribution of sub-grants awarded by GEP till the end of Year Four (FY Oct. 2013 – Sept. 2014) is given below. As the chart demonstrates, the number of grants awarded are: Punjab at 21%, Sindh at 22%, Balochistan at 12% and Khyber Pakhtunkhwa at 11%.



Political party representatives discuss pending Pro-Women Legislation in Khyber Pakhtunkhwa at a Consultation Meeting organized by the Provincial Commission on the Status of Women – Khyber Pakhtunkhwa on May 7, 2014 in Peshawar.

Figure 1: Provincial Distribution of Sub-Grants Awarded in Year Four (FY Oct. 2013 – Sept. 2014)



4.11 Sub-Grants by Objective

Please see below for the number of grants awarded till the end of Year Four (FY Oct. 2013 – Sept. 2014) under the four GEP objectives:

Table 4: Number of Grants Awarded by End of Year Four (FY Oct. 2013 – Sept. 2014)

Cycle No.	Objective 1	Objective 2	Objective 3	Objective 4	Total
Cycle-1	4	13	7	1	25
Cycle-2	5	3	6	3	17
Cycle-3	-	-	15	-	15
Cycle-4	-	-	23	-	23
Cycle-5	-	-	20	-	20
Cycle-6A	-	-	41	-	41
Cycle-6B	-	1	3	7	11
Cycle-7A	-	25	-	-	25
	9	42	115	11	177

Kindly note that most grants address more than one objective. This table only indicates the primary objective under which grants are parked.

Please see the next page for a break-up of sub-grants by institution.

Figure 2: Break-Up of Sub-grants by Institutions

Break-up of Sub-grants by Institutions					
	Total Sub-Grants	University Grants	CSO Grants	For Profit Organization	Public Institution Grants
Cycle I	26	1	16	3	6
Cycle I	16	3	7	3	3
Cycle I	15	-	15	-	-
Cycle I	23	-	23	-	-
Cycle I	20	-	20	-	-
Cycle I	41	-	41	-	-
Cycle I	11	6	-	-	5
Cycle I	27	-	27	-	-
Cycle I	1	-	-	-	1
Total	180	10	149	6	15

4.12 Financial Progress

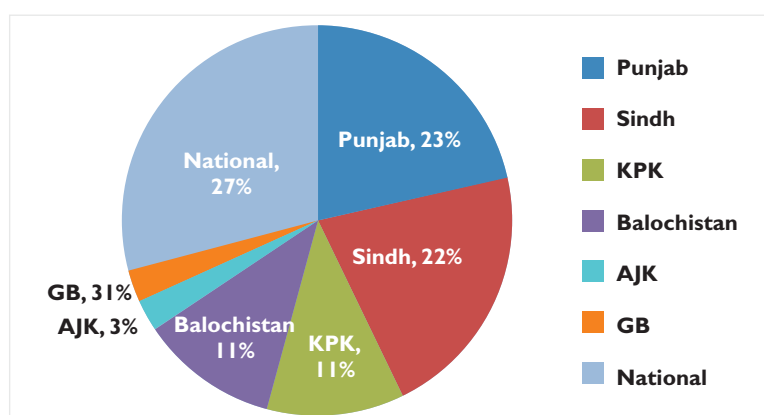
The financial progress of GEP in Year Four (FY Oct. 2013 – Sept. 2014) resulted in cumulative obligations of USD 9,110,838. The burn rate of obligated funds on 30th September 2014 stood at 73%. Please see below for a table with the financial progress of GEP as of 30th September 2014.

Table 5: GEP Financial Progress as of 30th September 2014 (in USD)

Objectives	Obligation					Disbursement					Remaining
	Year 1	Year 2	Year 3	Year 4	Cumulative	Year 1	Year 2	Year 3	Year 4	Cumulative	Obligation
Objective 1	562,081	13,501	-	-	575,582	150,924	214,098	122,110	24,622	511,754	63,828
Objective 2	746,180	35,872	277,422	1,521,441	2,580,915	340,927	336,737	81,710	287,518	1,046,892	1,534,023
Objective 3	1,072,112	1,887,405	2,035,377	(15,014)	4,979,880	177,375	1,716,506	1,933,360	404,934	4,232,175	747,705
Objective 4	451,119	343,698	458,503	(278,859)	974,461	101,825	286,162	258,698	220,317	867,002	107,459
Sub-Total	2,831,492	2,280,476	2,771,302	1,227,568	9,110,838	771,051	2,553,503	2,395,878	937,390	6,657,822	2,453,016

The regional break-up of cumulative obligations of the project up to the end of Year Four (FY Oct. 2013-Sept. 2014) is provided below:

Figure 3: Regional Break-up of Cumulative Obligations – End of Year Four (FY Oct. 2013 – Sept. 2014)



The largest number of sub-grants have been national accounting for 27%. However, the bulk of funding, (73%) has flowed down smaller local community organizations.



A representative of civil society discusses issues linked to Grant Cycle 9 in a Proposal Development Workshop held on September 9, 2014 in Islamabad.



Domestic workers perform in a play entitled, 'Khud Ko Badlo to Zamana Badlay Ga' to commemorate International Women's Day on March 16, 2014 in Lahore.

Section 5

What We Achieved in Year Four (FY Oct. 2013 – Sept. 2014)

GEP achievements are much more than the rolling out of grants.

5.1 Seamless Service Delivery

The work of GEP supported grants and activities needs to be understood in light of GEP's 'jigsaw puzzle approach' wherein each grant and set of grants is part of a larger design, and plays its assigned role.

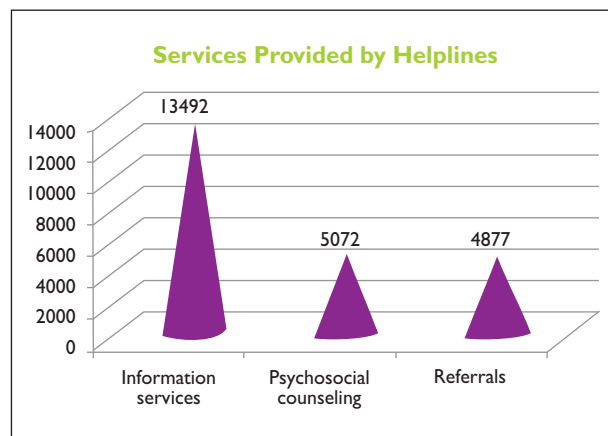
Within this larger design, seamless service delivery was piloted by implementing GEP's Strategy to Combat GBV. Grant Cycle 6A introduced linked grants to experiment with some of the components of a chain of services for survivors. These grants were awarded to 8 private shelters through competition. There were also other linked grants to helplines and for psychosocial support and trainings for economic rehabilitation, also awarded through competitive process.

The number of women supported during Cycle 6A is given below:

- Women supported through Shelters: 1,298 women
- Children supported through Shelters: 468
- Information Services: 13,492 women
- Psychological, Emotional and Legal Counseling: 5,072 women

- Referral Services: 4,877 women
- Women supported by Crisis Centers during the Grant Period: 524

Figure 4: Services Provided by Helplines



Please note that the scope of the Crisis Centers grants focused specifically towards physical rehabilitation of these centers. USAID requested GEP to support 4 crisis centers in major cities of Pakistan. However, the Ministry of Women Development identified the 4 Crisis Centers in Islamabad, Sahiwal, Quetta and Jacobabad for GEP support (where the buildings were owned by the Ministry) and requested physical rehabilitation of these centers. This initiative consisted of two major components: repair & maintenance of existing building and provision of non-capital supplies.

Service Provision

Some of the initiatives taken under these sub-grants fostered a culture of service provision, coordination amongst sub-grantees, social integration and a spirit of volunteerism.

Services to survivors not only strengthened but also expanded as can be seen from the figures. It can be said that, while there may be some overlap, 4 set of services were provided to women and children.

Linkages and Coordination

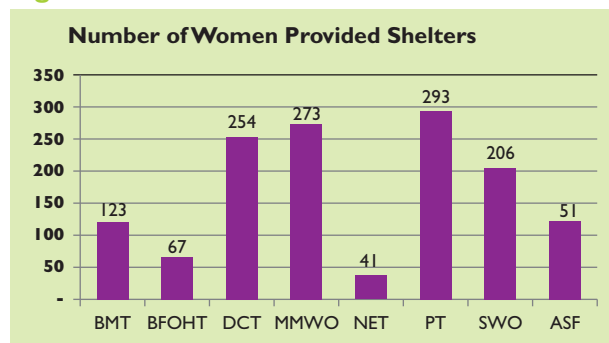
In an effort to bring shelters out of isolation and provide a range of linked services to survivors of GBV, GEP initiated linkages between shelters, shelters with helplines, training programs, government services and women lawyers. By the end of grant cycle 6A, GEP sub-grantees had developed extensive cooperation amongst each other and with district authorities, police, public and private hospitals to aid in seamless service delivery.

Some sub-grantees had never worked formally with donors, this experience was a major learning curve for them and helped strengthen not only their facilities but also refine their financial, planning and management processes.

Up-gradation of Shelters

All 8 shelters became more secure and developed security protocols. Standard Operating Procedures (SOPs) were established. Televisions, Digital Video Disc (DVD) players and indoor games enhanced the recreational facilities available to survivors. Trainings for shelter staff on documentation, legal, medical, psycho-social support, social mediation, first aid and security improved their management skills.

Figure 5: Number of Women Provided Shelter



The 4 crises centers had their physical infrastructure improved and their buildings made more habitable for more users. In essence, these interventions resulted in more comfortable and better managed shelters and crisis centers.

5.2 Supporting Helplines

Social Integration Activities

Sub-grantees shared that before GEP no one supported initiatives of social integration, such as celebrating religious holidays, International Women's Day, National Women's Day, festivals, visits to parks and zoos. All these excursions helped survivors build their confidence, improve their knowledge, counter social isolation and rehabilitate.

Shabana Seeks Legal Recourse

From a middle class family, Shabana was married 5 years ago to a man who worked for the government. She had a 3 year old daughter after which she gave birth to twins. However, the twins were plagued by a string of ailments. Shabana's husband, an untrustworthy man, was always suspicious about her character. He beat her often and accused her of having a loose character. Due to these reasons, the couple was constantly fighting with one another.

During one of these fights, Shabana's husband verbally divorced her. According to some Islamic sects, saying, "I divorce you!" to your wife 3 times informally ends a marriage. However, in order to formalize the process one must take legal recourse. Shabana's husband did not formalize it by taking legal action though. Within a few months, the fights resumed and her husband divorced her a second time. This time she went to her parent's home. Even after the husband's repeated insistence, Shabana did not go back.

Separated from her husband, Shabana suffered from bouts of depression. She was told by an acquaintance about Madadgar's helpline. After helping her register her case, the helpline psychologist counseled Shabana for a week. Shabana is now adamant to formalize her divorce and wants her husband to pay the haq mehr or dower that was promised to her on her nikaahnama or marriage certificate. Her case is currently under process.



Nusrat Bibi, an acid attack survivor, interprets her picture to Rabia Akhtar, USAID Agreement Officer Representative, at a fundraising exhibition of photographs taken by acid attack survivors organized at the United States Embassy from May 5 to May 26, 2014 in Islamabad.

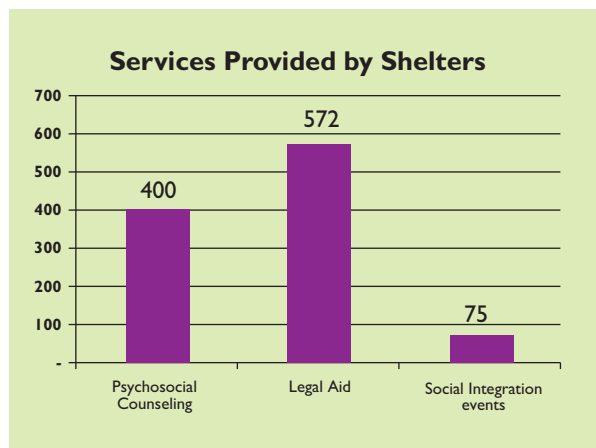
Therapies and Rehabilitation

A range of therapies including drama therapy, visual arts, photography, painting and crafts, sports therapy and art exposed survivors to new and innovative ways to cope with stress and encouraged them to express themselves through activities such as painting together, relaxation exercises and discussions on issues related to women and child protection moderated by the shelter staff.

These therapies have been extremely effective. For example, dance and drama therapy led survivors to overcome their stage fright and deliver outstanding performances. One of the survivor's is now working as a coordinator in another shelter. Visual arts and photography training for acid attack survivors not only gained recognition for them but also opened a new window of economic opportunity.

Short term trainings provided insight to survivors to further think about personal choices. Several survivors were also provided with job placements. Please see the figure below for the services provided to survivors of GBV via GEP.

Figure 6: Rehabilitation, Therapies and Services Provided by Shelters



Inculcating Volunteerism for Supporting Shelters

GEP's continuous support and handholding resulted in sub-grantees taking on additional initiatives. For example, one sub-grantee opened an additional shelter in another city and another offered to pilot a halfway house in a facility furnished from their own resources.

Some of the shelters have provided and are committed to continuing free voluntary assistance to survivors in documentation and guidance on matters related to family and criminal law beyond the project period.

5.3 Access to Justice

Women in Pakistan face a multitude of challenges while seeking justice. A lethargic justice system that is burdened by a backlog of cases and law enforcement officials who approach women's cases with a patriarchal mindset are just a few of them. Unfortunately, these realities discourage women from seeking legal redress altogether. This trend is especially disconcerting as countless issues related to women require legal counseling

such as marriage and inheritance rights, access to resources, exercise of basic human rights, sexual harassment and GBV.

In the past, GEP has fulfilled its objective of facilitating women in accessing the justice system by building capacities through the gender sensitization of lawyers, public prosecutors and judges. During Year Four (FY Oct. 2013 – Sept. 2014) under Grant Cycle 6A, GEP provided legal counseling to 5072 women and referral services to 4877 women through 6 helplines. In addition to this, 174 lawyers trained under Grant Cycle 4 have been offering pro-bono services to survivors of GBV supported via helplines and shelters of Grant Cycle 6A.

The scoping study published by GEP entitled, "Gender Equity, Justice and Governance" focuses on the experience of Pakistani women with the government and justice sectors, in particular, on the rights of women in light of the commitments Pakistan has made with the international community. The main findings of the study reveal a dearth in data and research in all areas related to women within governance and justice sectors. The study warns that if the absence of accurate and gender segregated data is not remedied it will be impossible to make meaningful change in the



Sitara Ayaz, Former Provincial Minister, speaks at an event entitled, 'Inspiring Change' organized by Human Rights Study Center Law College - University of Peshawar to celebrate International Women's Day on March 11, 2014 in Peshawar.

status quo. It is worth noting that the findings and recommendations of this study have been instrumental in informing Grant Cycle 8 on "Strengthening District Bar Associations and Setting up Facilitation Kiosks in Courts." Cycle 8 is under process, as assessments continue of 218 proposals received.

5.4 Supporting Gender Studies & Women's Studies at Public Sector Universities

The study of gender is pivotal to understanding the causes of GBV and identifying women most prone to it. By supporting the development of Gender Studies as a rigorous discipline, GEP not encourages youth to study and comprehend the challenges faced by Pakistani women but also creates a cadre of citizens equipped to addressing them. The promotion of Gender Studies enables GEP to achieve 2 of its objectives; combating GBV by encouraging further research and the empowerment of young women by informing them of their rights.

During Year Four (FY Oct. 2013 – Sept. 2014), GEP engaged with 8 more universities earmarked for Grant Cycle 9B. It is worth noting that these universities are part of the PGC Academic Network which now consists of 17 universities counting those under Grant Cycle 2, 6B, 9B and 12.

Please see below for a list of the universities engaged with in Year Four (FY Oct. 2013-Sept. 2014)

- University of Peshawar, Peshawar
- University of Agriculture, Faisalabad
- The University of Azad Jammu and Kashmir, Muzaffarabad
- Karakoram International University, Gilgit
- Allama Iqbal Open University, Islamabad
- Quaid-e-Azam University, Islamabad
- Sardar Bahadur Khan Women University, Quetta
- Fatima Jinnah Women University, Rawalpindi

Of these, sub-grants have materialized with three:

- Sardar Bahadur Khan Women University, Quetta
- University of Agriculture, Faisalabad
- Allama Iqbal Open University, Islamabad

Other proposals are underway.

The three main data sources that GEP is offering to these universities are:

- The full database of GEP National Baseline Survey
- Data from GEP supported helplines, shelters and crisis centers
- Standardized tools and methods of research provided by GEP Research Committee

5.5 Advocacy through Media and Campaigns

Advocacy is a cross cutting theme of GEP and a part of each sub-grant. Therefore, all beneficiaries of GEP sub-grants and all GEP activities receive awareness raising and advocacy. GEP organized events at the national level including National and International Women's Day events and numerous events at regional level.

16 Days of Activism against GBV is an international campaign that starts on 25 November, International Day for the Elimination of Violence against Women and ends on 10 December, Human Rights Day. The campaign raises awareness about GBV as a human rights issue at the local, national, regional and international level. GEP officials also participated in various talk shows organized during 16 Days of Activism. Please see below for the radio talk shows GEP participated in:

- FM 93 on 13 November 2013
- FM 93 on 3 December 2013
- FM 100 on 10 December 2013
- FM 101 on 10 December 2013

GEP also participated in 2 radio and 8 TV talk shows to draw attention to women's issues on National Women's Day (12 February) and International Women's Days (8 March). Please see below for the outreach of these radio and TV channels.

Table 6: Outreach of Radio and TV on National and International Women's Days

Sr.No	Channel	Date	Outreach
1	Radio Pakistan	12 February, 2014	65%
2	FM 101 Network	8 March, 2014	40%
3	Samaa TV	12 February, 2014	25-30%
4	Dawn News	12 February, 2014	25-30%
5	TV ONE	12 February, 2014	25-30%
6	GEO News	12 February, 2014	25-30%
7	ATV News	8 March, 2014	100%
8	Express TV	8 March, 2014	25-30%
9	DM Digital	8 March, 2014	25-30%
10	PTV World	8 March 2014	-

During 16 Days of Activism all 152 members of PGC were provided with IEC materials as under:

GEP also held a theatrical performance by survivors of GBV to mark International Women's Day in May 2014. And a mock court session was also held to celebrate GEP Annual Event in September 2014. Lawyers trained under grant cycle 4 acted in the performance which drew attention to the numerous hurdles women encounter in their pursuit for justice. The details of both these events are provided under Section 7.

Spreading Awareness on Pro-Women Legislation in Gilgit-Baltistan

The Association of Global Humanists and Ethics' (AGHE) campaign through the GEP is to raise awareness in context to pro-women legislation in Pakistan. AGHE involved key stakeholders such as legislators, media personnel and representatives from civil society to raise awareness throughout Gilgit-Baltistan (GB). This was done through public service messages on FM radio, advocacy seminars and roundtable discussions.

Resultantly, for the first time in the history of GB, a bill on women's protection at the workplace was passed in the assembly in May 2013. It is important to note that since GB is considered disputed territory in Pakistan, often laws are not implemented here. The media played a vital role to highlight this issue as shown in the clippings.

Under the same sub-grant, AGHE also developed partnerships with press clubs in five districts of GB. The media was involved in all the activities conducted during this cycle. Local journalists, editors and bureau chiefs alike highlighted women's issues often times using the front page to bring attention to issues such as honor killings and forced marriages.

Under Grant Cycle 6A, the Interactive Resource Centre (IRC) initiated a project to encourage the participation of women in activities centered on combatting GBV. During the project period 20 theatre performances were organized in different cities of Punjab. These performances were developed on the issue of GBV. More than 2,700 people from different walks of life attended these interactive performances.

The IRC's 'Advocacy and Information Dissemination Campaign in Selected Districts' included liaison with press clubs, IEC materials, FM radio campaign, a documentary and video testimonies, street theatre, roundtable discussions with key stakeholders, political education to women and and campaign through public transport.

In addition to this, 12 roundtable meetings were organized with different stakeholders including educational institutions, communities and media in Islamabad, Multan and Lahore. The aim of these meetings was to share the details of Seven Pro Women Laws with stakeholders and also strategize on ways to eliminate VAW.

IRC held 15 meetings with Press Clubs in Islamabad, Multan and Muzaffargarh. The 3 objectives of these meetings were to strengthen ties with print and electronic media, sensitize journalists on women's issues and share information on Seven Pro Women Laws. More than 300 journalists participated in these meetings. IRC also developed and delivered 28 radio programs on 4 Pro-Women laws aired on FM 93 every Tuesday at 11:30 AM. FM 93 is a nationwide radio station and covers 16 districts of KPK, Punjab, AJK and Afghanistan.

Seven video testimonials of survivors of GBV were also developed. These testimonials were also part of a documentary developed by IRC on Seven Pro Women Laws. Furthermore, IRC also launched a 45 days public transport campaign in

Islamabad. A total of 20 vans were hired for 45 days and posters about Seven Pro Women Laws were pasted on the back of the vans. The aim of this campaign was to raise awareness on Seven Pro Women Laws. The Public Transport Campaign started on 11 September, 2013 and ended on 26 October, 2013.

5.6 Capacitating Civil Society

Objective Four of GEP aims to strengthen the capacity of Pakistani organizations advocating for gender equity, women's empowerment and the elimination of GBV. Building the capacities of local organizations not only results in greater impact of interventions but also ensures that the initiatives taken under GEP will continue long after the close of the project.

During Year Four (FY Oct. 2013 – Sept. 2014), sub-grantee SPO carried out 10 trainings of 69 organizations through 2 task orders. The total number of participants trained were 139. Please see the next page for the details of these trainings on Project Management, Financial Management and Gender Sensitization.



Table 7: SPO Trainings under Task Order 5

Province	Trainings	Organizations	No. of Participants		
			Men	Women	Total
Islamabad	1	4	6	2	8
Punjab	1	13	16	7	23
Sindh	1	10	13	7	20
Baluchistan	1	3	7	0	7
KPK	1	10	10	9	19
Total	5	40	52	25	77

Table 8: SPO Trainings under Task Order 7

Province	Trainings	Organizations	No. of Participants		
			Men	Women	Total
Gilgit Baltistan	1	5	5	4	9
AJK	1	9	14	3	17
Hyderabad	1	3	5	5	10
Quetta	1	7	10	4	14
Turbat	1	5	6	6	12
Total	5	29	40	22	62

Investing in Employees

AMRDO was established in 1998 and registered under the Societies Act-1860 to work for the socio-economic empowerment of rural people and disadvantaged communities in Sindh and Balochistan provinces.

AMRDO was awarded a project on Advocacy and Information Dissemination on GBV under GEP which was implemented in the districts of Shikarpur, Jacobabad, Kashmore, Larkana and Qamber Shahdadkot where cases of GBV are most prevalent. AMRDO formulated a group of ten women activists to raise awareness about this campaign among the masses. Two of Al-Mehran Rural Development Organization's employees attended trainings organized by SPO under a GEP sub-grant.

Arif has been working as a Project Coordinator with AMRDO since December 2012. He is a sociologist with 5 years of work experience. AMRDO nominated Arif and Faisal, his colleague from the finance department, for five day trainings on Gender Sensitization, Project Cycle Management and Financial Management organized by SPO for the sub-grantees of Grant Cycle 6-A of Gender Equity Program in November 2013.

In context to the trainings Arif attended he shared that the Gender Sensitization workshop has further sensitized him to ensure that the gender component exists in each and every activity of the ongoing and upcoming projects. Additionally, the senior management of AMRDO took the initiative of formulating an Enquiry Committee against any sexual harassment at the workplace.

The Project Cycle Management (PCM) training helped Arif to devise work plans related to various projects being implemented by AMRDO. This activity aided in the smooth and effective implementation of the projects.

The training on Financial Management has enriched Faisal's knowledge and enhanced his skills as a Junior Accountant with AMRDO. After attending this 5-day training program he realized that importance of the finance department and program staff working together; starting from the project proposal phase to its implementation and closure.

Arif and Faisal are confident that the knowledge gained from the trainings will further help them to improve upon the existing systems at AMRDO so that quality services can be delivered to target beneficiaries.

During Year Four (FY Oct. 2013 – Sept. 2014), GEP also initiated trainings for AF staff. These initiatives included ASP-LUMS trainings on Financial Management, Procurement Management, Monitoring and Evaluation, Human Resources Management and Administration, Fiscal Decentralization, Communication and Leadership & Cultural Change.

During the First Academia Network meeting held in May 2014, GEP trained seminar staff from 8 universities to learn how to prepare concept notes and proposals.

5.7 Research, Reporting & Publications

There is a dearth of knowledge and data on GBV in Pakistan even though VAW is on the rise. Existing data is extremely poor and access to medical and legal facilities is limited. Since its inception, GEP has worked on enhancing their limited knowledge base. During Year Four (FY Oct. 2013 – Sept. 2014), a Research Committee was formed for the supervision of all future research studies emanating from GEP sub-grants.

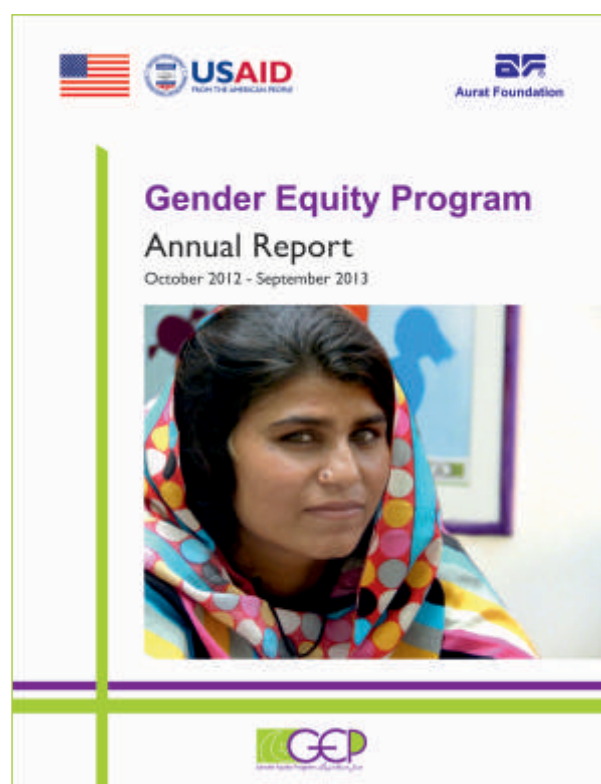
During GEP Year Four (FY Oct. 2013 – Sept. 2014) the Research Committee developed a set of tools to gather critical data related to cycle 6A outputs. These tools were pretested across regions and then finalized. A database was also developed specifically for data analysis, correlation and consolidation.

GEP also advertised 3 research studies in August 2014 on Formative Research on Masculinity in Pakistan, Formative Research on Femininity and Research Study on Transgender Community in Pakistan for which TORs were developed by GEP. A total of 61 proposals have been received and are undergoing assessment. These research studies are in accordance with GEP's culture of initiating research on difficult subjects that are less discussed and researched in Pakistan.

During Year Four (FY Oct. 2013 – Sept. 2014), GEP shared Quarterly Progress Reports (QPR)

13, 14, 15 and 16. In an effort to continue its commitment to timely reporting, GEP is proud to share that these reports were submitted well in advance of their deadlines. The QPRs rendered a comprehensive overview of the progress on ongoing Grant Cycles, events held during each quarter and information on GEP strategic alliances and networks built via the PGC and NAF.

GEP's Annual Report Year Three (FY Oct. 2012 – Sept. 2013) was published in March 2014. The report highlighted some of the major achievements of GEP during Year Three (FY Oct. 201 – Sept. 2013) such as the CNIC registration of 475,528 women in remote districts of Pakistan, the publication of 5 primary research studies on GBV and building youth and university networks. The Annual Report also shared GEP's strategy for combating GBV and the seamless service model which has been instrumental in informing grant cycle 9A.



A total of 9 reports were shared with USAID during Year Four (FY Oct. 2013 – Sept. 2014). Three of these reports were based on GEP

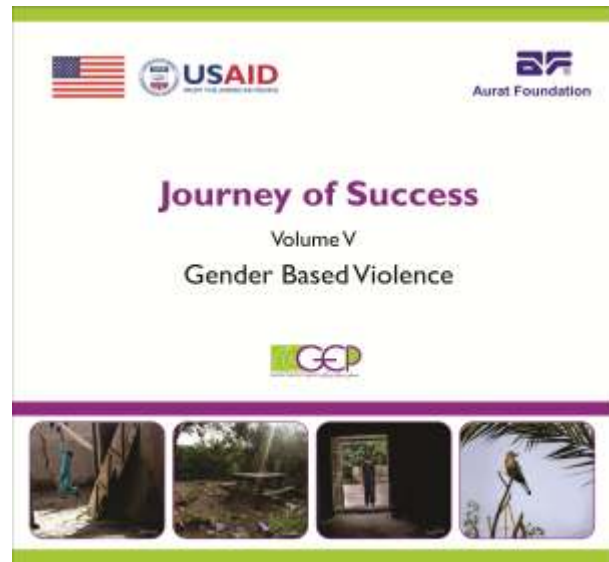
events held in September 2013, just before the close of Year Three (FY Oct. 2012 – Sept. 2013). These reports were as follows:

- Experience Sharing Meeting for Grant Cycle 6 Sub-Grantees
- Pakistan Gender Coalition: First Consultative Meeting
- GEP Annual Event Year Three
- Sub-Award Management and Project Planning Workshop (January 2014)
- Visual Art Exhibition by Acid Attack Survivors
- Pakistan Gender Coalition Meeting: Promoting Women's Agenda
- Theatrical Performance by Survivors of Gender Based Violence
- Sub-Award Management Workshop (May 2014)
- Pakistan Gender Coalition: First Academic Network Meeting

GEP also published volumes 9, 10, 11 and 12 of its newsletter and a translation of volume 8. These newsletters featured interviews of Ms Anis

Haroon – former Chairperson of NCSW, Ms Khawar Mumtaz – Chairperson of NCSW and NAF and Dr Tahira Aftab – founding Director of Centre of Excellence for Women's Studies at Karachi University.

During Year Four (FY Oct. 2013 – Sept. 2014), GEP published Success Stories Volume V sharing 40 more stories on GBV. This volume is in

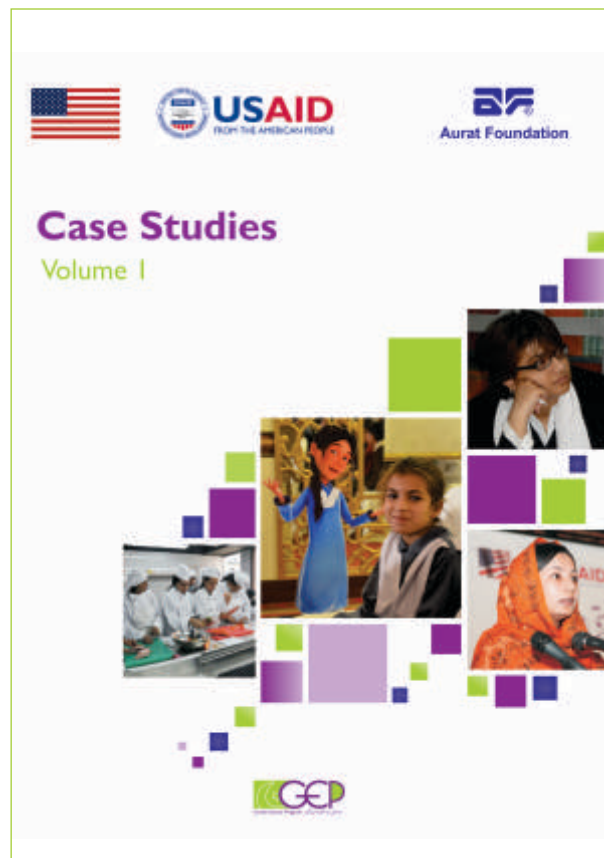




continuation of GEP's series entitled, "Journey of Success." Volumes on Computerized National Identification Card (CNIC) Registration, Justice & Empowerment, Advocacy and GBV were shared during Year Three (FY Oct. 2012 – Sept. 2013). Success Stories Volume V contains 40 success stories of survivors of GBV assisted under Grant Cycle 6A via GEP supported helplines and shelters. The total number of success stories documented to date is 165.

Having completed 3 successful years, GEP also shared Case Studies Volume I consisting of 4 case studies:

- Young Women Lawyers Blazing the Trail of Justice
- Economic Empowerment through Access to Justice
- Animation through Behavioral Change: Alerting Children to Gender Discrimination
- Advocating for Women's Rights: Focusing on Men



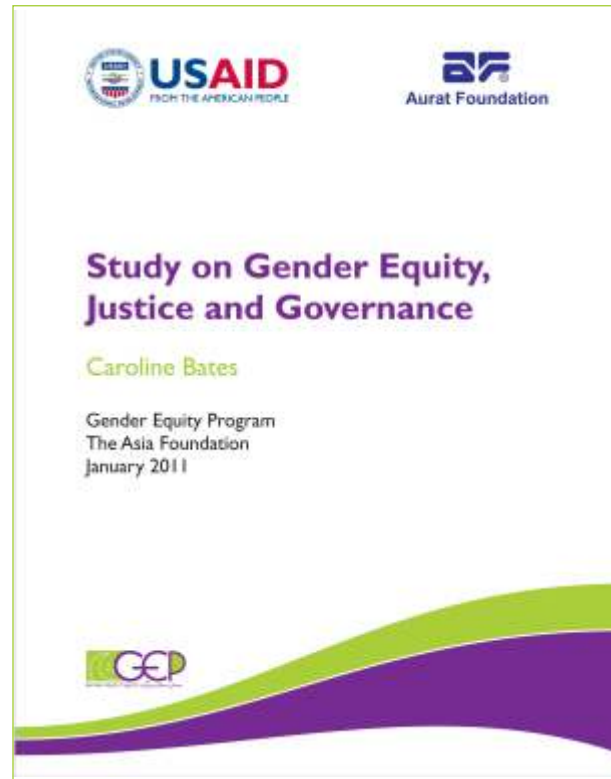
The four case studies covered the 4 objectives of the program; access to justice under Grant Cycle 2, economic empowerment of women under Grant Cycle 2, combatting GBV under Grant Cycle 2 and advocating for women's rights under Grant Cycle 4.

During the same year GEP also published a scoping study entitled, "Gender Equity, Justice and Governance in Pakistan." This study focuses on the experience of Pakistani women with the government and justice sectors, in particular on the rights of women in light of the commitments Pakistan has made with the international community. It also examines the legal framework, women's political participation and their experiences with the justice system. Since this study was conducted in 2011, it was updated to include a GEP report on women's political participation in the May 2013 General Elections and section on the introduction of Seven Pro-Women Laws. It is worth noting that the findings

and recommendations from this study have been instrumental in informing GEP Grant Cycle 8 on "Enhancing Gender Equity by Expanding Women's Access to Justice and Women's Human Rights."

A Pro-Women Laws booklet was also reprinted in Urdu and shared with PGC members along with IEC material consisting of various GEP media products including DVDs of Public Service Messages produced under Empower Women Campaign, DVD sets of GEP's talk show on women's issues entitled, *Lal-O-Gauhar*, DVD sets of GEP documentary entitled, "*Main Safar Main Hoon*" [I am on a Journey] which marks 100 years of the women's movement, DVD sets of GEP's 3-Dimensional (3D) animated cartoon on gender discrimination entitled, "*Main Aur Meray Dost*" [Me and My Friends].

The research studies conducted by universities and other entities under sub-grants are provided under Section 4.4.



5.8 Keeping GEP on Track

During Year Four (FY Oct. 2013 – Sept. 2014), GEP monitoring systems were revamped to respond to the additional burden and requirements arising due to grant-making shift from TAF to AF. This resulted in adding to the several tiers of monitoring, re-designing of quantitative progress reports of sub-grantees, field activities, spot checks, overhauling program and financial monitoring formats and revision of M&E protocols.

During Year Four (FY Oct. 2013 – Sept. 2014) 148 monitoring visits were conducted including quarterly and field activity monitoring visits. The highest number of monitoring visits were carried out in Punjab followed by Sindh and KPK. As a result of these monitoring visits, the sub-grants were kept on track and any delay, issues in performing activities were highlighted and addressed. The findings of the monitoring visits were shared with grant holders to take corrective measures for smooth implementation of program activities. Please see below for the regional and quarterly monitoring visits for Year Four (FY Oct. 2013 – Sept. 2014).

Table 9: Regional and Quarterly Break-Up of Monitoring Visits

Regions	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Islamabad/National	5	3	1	2	11
Punjab	31	16	4	-	51
Sindh	23	10	7	-	40
KPK	14	7	2	2	25
Balochistan	8	-	5	-	13
AJK	2	2	2	2	8
Gilgit Baltistan	-	-	-	-	0
Total	83	38	21	6	148

Figure 7: Number of Monitoring Visits by Region

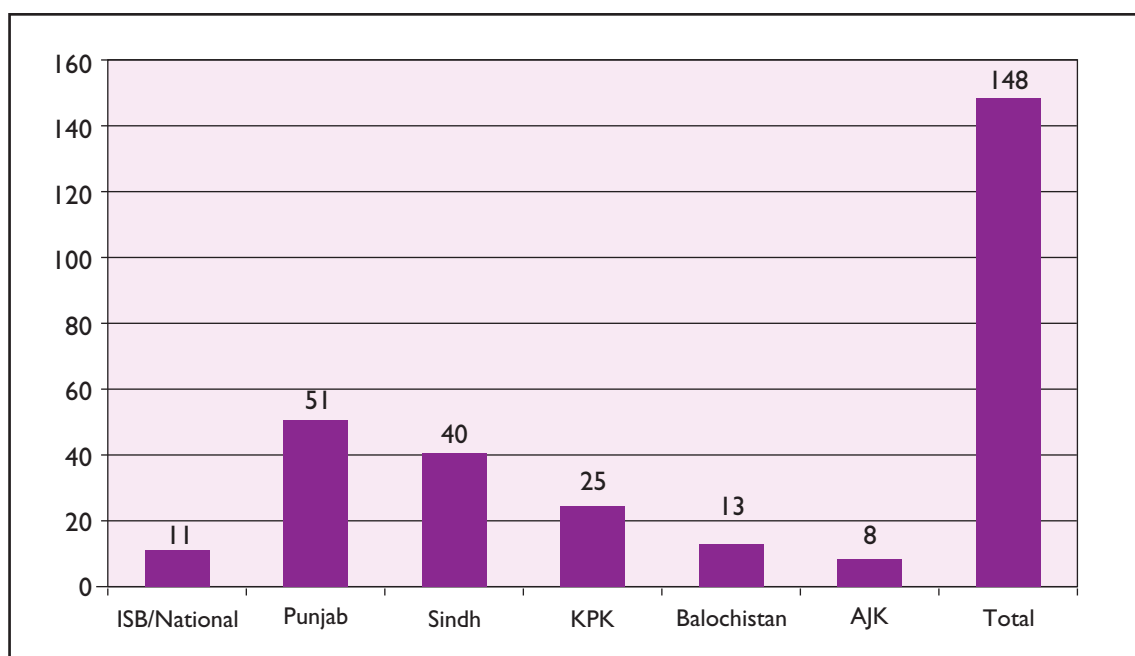
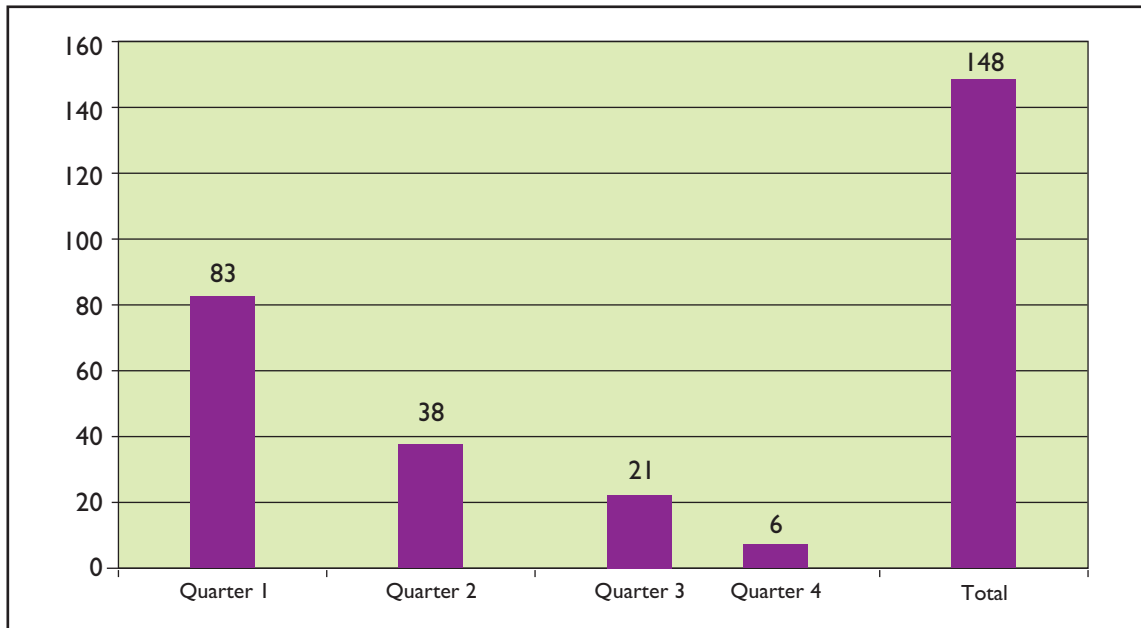


Figure 8: Number of Monitoring Visits by Quarter



In Year Four (FY Oct. 2013 – Sept. 2014), GEP developed a set of tools to gather critical data related to Cycle 6A outputs. These tools were pre-tested across regions and then finalized. These finalized tools were used to collect information and consolidate verified information. For this purpose, a database was also developed which allowed analysis of data, correlation and consolidation.

GEP has revised M&E protocols in line with the grant-making shift to reflect steps related to reporting by sub-grantees, roles of grant holder and MER staff, updated PMS and reporting back to sub-grantee.

5.9 Tracking Output Indicators and Managing Databases

During the Year Four (FY Oct. 2013 – Sept. 2014), GEP developed a database to track output level indicators from each sub-grant. In use from grant cycle 7A onwards, this data will be processed and analysed by the unit for reporting and other purposes as may be deemed necessary by GEP. During Year Five (FY Oct. 2014 – Sept. 2015), GEP will gather data about output level indicators against each sub-grant.

GEP collects and enters information in 3 different sets of data bases; Office of Transition Initiatives (OTI), PAK Info and Program Management System

(PMS) on regular bases. OTI and PMS databases are very comprehensive and capture in-depth information about each sub-grant awarded under GEP while Pak Info is an indicator wise database managed by USAID.

Both OTI and Pak Info databases were regularly updated and as thoroughly reviewed to support GEP and data calls handled each quarter.

Following are the Mission Strategic Framework (MSF) Indicators on which GEP reports to USAID via Pak Info database on quarterly basis:

- 3.1.4b. Number of voters registered through actions of USAID assisted civil society programs
- 3.3.2a. Number of CSOs receiving United States Government (USG) assistance engaged in advocacy
- 3.3.3b. Number of NGOs receiving USG assistance engaged in service delivery for marginalized populations
- 3.5.2b. Percent of target population that views GBV as less acceptable after participating in or being exposed to USAID programming
- GNDR-6: Number of people reached by a USG funded intervention providing GBV services (e.g., health, legal, psycho-social counseling, shelters, hotlines, other)



USAID
FROM THE AMERICAN PEOPLE

- Identify the indicators to be used to
- Identify the various stakeholders, including your partners, those whom you are supporting, and those who oppose your objectives
- Identify the types of communication that will help in identifying the appropriate messages
- Articulate the key messages
- Identify the range of communication channels to be developed



Samina Naz, Senior Communication and Media Specialist - GEP, briefs participants about the Branding, Marking and Communication Strategy in a training workshop organized from September 15-16, 2014 in Lahore



A participant shares her views at an Experience Sharing Meeting held for Grant Cycle 7A from September 23-24, 2014 in Islamabad.

Section 6

Strategic Alliances and Networks

In order to maximize the outreach and sustainability of its 4 objectives, GEP fosters linkages between Pakistani public and private sector organizations. These linkages not only encourage gender empowerment during the implementation phase of the grant cycle but also ensure the sustainability of interventions once the program has concluded. GEP also acknowledges the essential role of the federal and provincial governments.

6.1 Pakistan Gender Coalition (PGC) Meetings and Updates

The Pakistan Gender Coalition (PGC) is a forum to share best practices, innovative actions, lessons learnt and challenges & solutions. The Coalition also serves as a means of sustaining collaborations built between Non-Government Organizations (NGOs) during the implementation phase of grant cycles. This forum also strengthens the interface built between academia, media and research to give more eminence to the gender agenda and women's rights that have thus far been the hallmark of a handful of NGOs.

A national meeting was held on 19 September, 2013 to discuss the possible structure, future survival and sustainability of PGC. This meeting was attended by all PGC members; former and current sub-grantees. The members discussed volunteerism and how they envisioned continuing

their work on women's issues after the closure of GEP sub-grants.

As a first step, Follow-up Consultative Meetings were held in November 2013 in Karachi, Peshawar, Lahore, Quetta and Islamabad with participation of 100 PGC members. The objective of the meetings was to assist members to plan activities for "16 Days of Activism to End Violence against Women" the global campaign for 2013. The 16 days campaign began in 1991, and uses the 16 days between International Day (25 November) and Human Rights Day (10 December) to reinforce that acts of GBV are human rights violations, and that eliminating all forms of it is a human rights issue.

Advocacy and lobbying through the following strategies were discussed:

- Raising public awareness to consider women rights as human rights
- GBV and VAW issues to be raised at the local, provincial and national levels
- Strengthening local networks and mechanisms to combat VAW
- Providing forums in which organizations can develop effective strategies
- PGC members to take collective actions raising a strong voice with unity

Some members presented details of activities planned by them for 16 Days of Activism. Ideas

for possible activities were shared and included press conferences, display of banners, radio chat shows, group meetings, walks and rallies, debates and competitions amongst youth, awareness sessions in schools and colleges, showings of GEP documentary and public service messages, seminars, panel discussions and theater performances.

PGC members also agreed that 16 Days of Activism should be utilized as a platform to educate the masses on pro-women legislation. Furthermore, it was agreed that this platform should also be used to advocate on pending laws such as the Domestic Violence Bill for KPK and other legislation not extended to the Gilgit Baltistan.

Each PGC member organization was sent 100 sets each of IEC material by GEP to support their activities. These sets included a booklet on Pro-Women laws and leaflets on raising awareness about 16 Days of Activism campaign.

6.2 First Academia Network Meeting

The Academic Network encourages exchange of

knowledge and mutual support, parking research on e-portal, building linkages amongst GEP supported universities and public/private shelters as well as other CSOs.

To take this initiative forward a national level meeting was held on 16 May, 2014 entitled, “Pakistan Gender Coalition – First Academia Network Meeting.” This meeting brought together 9 GEP supported universities from grant cycle 6A and 7 proposed universities of grant cycle 9B and 12 as members.

Partner Universities from Grant Cycle 6B

- University of Punjab, Lahore
- University of Balochistan, Quetta
- University of Karachi, Karachi
- Bahauddin Zakariya University, Multan
- Islamia University of Bahawalpur, Bahawalpur
- University of Sargodha, Sargodha
- Gomal University, Dera Ismail Khan
- Shah Abdul Latif University, Khairpur
- University of Sindh, Jamshoro



Participants of the Pakistan Gender Coalition Academia Network Meeting held on May 16, 2014 in Islamabad pose for a group photograph.



(Left to Right) Simi Kamal, Chief of Party - GEP, Khawar Mumtaz, Chairperson National Commission on the Status of Women, Dr Masuma Hasan, President Board of Governors, Aurat Foundation and Mir Izhar Hussain Khosa, Baluchistan Minister for Food and Social Welfare chair the Eighth National Advisory Forum Meeting on "Rights for Minority Women in Pakistan" held from September 16-17, 2014 in Islamabad.

Partner Universities for Grant Cycle 9B & 12

- University of Peshawar, Peshawar
- University of Agriculture, Faisalabad
- The University of Azad Jammu and Kashmir, Muzaffarabad
- Karakoram International University, Gilgit
- Allama Iqbal Open University, Islamabad
- Quaid-e-Azam University, Islamabad
- Sardar Bahadur Khan Women University, Quetta

During the meeting presentations were made on GEP, PGC, Objectives of the Workshop and Provision of Seamless Service Delivery, GEP IEC Materials and Research Guidelines for Universities.

The TORs for the University Network include establishing good working relations amongst colleges and universities on Gender Studies to encourage an environment of learning, preparing a

document of "best practices" and creating linkages with CSOs, Think Tanks and other academic institutions. The Network agreed to collect primary data on GBV survivors to conduct research and analyze trends that will aid in tracking particular types of GBV and their incidence in different parts of Pakistan. During the meeting partner universities from grant cycle 6B brainstormed on how data generated by GEP can be used for further research.

6.3 National Advisory Forum (NAF) Meetings

The National Advisory Forum (NAF) serves as an advisory body for GEP consultation and brainstorming on strategies for gender equity and equality, offer broad policy guidelines to GEP and align the program with the government of Pakistan's national and international commitments to gender. The forum also renders recommendations for on-going cooperation with USAID.

NAF held two meetings in Year Four; (FY Oct. 2013 – Sept. 2014) one every 6 months. Meetings in Year Four (FY Oct. 2013 – Sept. 2014) were

held on 9-10 April, 2014 and 16-17 September, 2014.

In each meeting a representative from each province gave presentations outlining the progress made by their government's support to seamless service for GBV survivors. The Chair of NAF, Ms Khawar Mumtaz, said that NAF provided excellent opportunities of national dialogue and a platform to take forward crucial women empowerment issues.

During the Eighth meeting, NAF members gained insightful updates from Provincial Women Development Ministers, Chairpersons of PCSW and representatives from AF on the status of minority women in Pakistan and the progress made on combatting GBV to date.

NAF has already provided key input on the designing of cycles 10 and 11 in Year Five (FY Oct 2014 – Sept. 2015) to focus on minority women, justice systems and economic empowerment. A committee to provide further guidance to GEP on justice-related grants has also been set up, Chaired By Ms Anis Haroon, former Chair of the NCSW and a board member of AF.

Dr Masuma Hasan, President Board of Directors – AF, stated that NAF is not simply a discussion forum but also a learning forum. She said that her knowledge had increased on women's issues over

the course of the two-day meeting. Mr Naeem Mirza, COO – AF, added that the 2 important interventions that have matured over the course of GEP's 4 years have been seamless service delivery and women's economic empowerment. He also expressed a need to incorporate Millennium Development Goals (MDGs) into future interventions.

6.4 GEP Engagement with NAF Members

Senior staff members of GEP extensively networked with NAF members by holding a total of 30 meetings during Year Four (FY Oct. 2013 – Sept. 2014) in Islamabad, Peshawar, Karachi and Lahore. Some of these meetings were held with the following NAF members:

- Ms Khawar Mumtaz, Chairperson NCSW – 4 meetings
- Ms Neelum Toru, Chairperson PCSW (KPK) – 14 meetings
- Ms Mira Phailbus, Punjab Ombudsperson on Sexual Harassment – 10 meetings

These meetings were crucial in facilitating the development of several non-competitive grants with government departments for Year Four (Oct. 2013-Sept. 2014) and Year Five (Oct. 2014-Sept. 2015) and shaping cycles 8, 9, 10, 11 and 12.



(Left) Nigar Ahmed, Executive Director - Aurat Foundation cuts her birthday cake during the Aurat Yukjehti Mela. On the right, famous Indian folk singer, Hans Raj Hans, performs at the event as part of activities held to commemorate National Women's Day on February 16, 2014 in Lahore.

RFP Process

Terms of Reference

Request for Proposals

Orientations

F/

Babar Aziz, former Director Finance and Compliance for GEP, conducts a session during the 'Sub Award Management and Project Planning Workshop' held in Muzzafarabad from January 7-9, 2014.



Catherine Russell, United States Ambassador at Large for Global Women's Issues, inaugurates the 'Visual Art Exhibition of the Photographs of Acid Attack Survivors' organized to commemorate National Women's Day on February 12, 2014 in Islamabad.

Section 7

Showcasing GEP Events in Year Four

Year Four (FY Oct. 2013 – Sept. 2014) was a busy time for GEP events. A total of 8 events were held which included talks, exhibitions, meetings and workshops. A concise account of these events is provided in this section.

7.1 Meeting with US Congressmen

To assess the impact of USAID funded projects, a three-member delegation of US Congressmen interacted with women beneficiaries of GEP in November 2013. The delegation comprising of Congressmen Adam Kinzinger, Scott Perry and Juan Vargas met with Saira Bibi, an acid burn survivor from Sindh; Rani Barkat, an entrepreneur from Punjab; Saima Anwar, a lawyer from Khyber Pakhtunkhwa and Zainab Yaqoob, a survivor of GBV from Punjab.

7.2 Social Media: A New Dimension of Violence against Women

An event entitled, “Social Media: A New Dimension of Violence against Women” was held by GEP on 10 December, 2013 to mark 16 Days of Activism. This year GEP chose to focus on the misuse of social media to harass women in Pakistan. The guests of the event included students from universities in Islamabad who heard

panelists sharing their thoughts on cyber-crimes in Pakistan.

It was pointed out that the law has yet to catch up with the fast growth of social media and that the scope of existing legislation is too limited to curtail cyber-crimes. Ways to stay safe on social media websites were discussed. The panel discussion led to a fruitful Q&A session during which students shared their queries on safety tips while using the internet and the future of new legislation to curb cyber-crimes. Mr Gregory Gottlieb, Mission Director for Pakistan – USAID, stated that the USAID is proud to sponsor awareness raising events such as these in the hopes that legal and social solutions can be found for such issues.

7.3 Visual Art Exhibitions by Acid Attack Survivors

GEP held a Visual Arts Exhibition from 12-14 February, 2014 at the Pakistan National Council of Arts to showcase photographs taken by Acid Attack Survivors from the Acid Survivors Foundation (ASF). Under Grant Cycle 6B, GEP undertook the task of improving the quality of services at government and private shelters.

Under the grant given to ASF, in July 2013 acid survivors received training in basic photography skills for twenty-one days. A total of forty



(Left to Right) United States Congressmen Scott Perry, Juan Vargas and Adam Kinzinger listen to the stories of GEP beneficiaries. A three-member group of US Congressmen visited Pakistan in November 2013 to assess the impact of USAID projects.

pictures were showcased at this exhibition which also marked National Women's Day. Some of the acid attack survivors were present at the event.

Ms Catherine Russell, US Ambassador at Large for Global Women's Issues addressed the audience stating that this was her first visit to Pakistan and she was humbled by the courage of the women, and activists who were fighting for their rights. On the issue of acid attacks, Ms Russell stated that they are an “unacceptable form of violence” and the implementation of strong laws is essential to curbing this practice.

A second exhibition by acid attack survivors was inaugurated at the Embassy of the United States of America on 5 May, 2014. The 3-weeks long “Visual Art Exhibition by Acid Attack Survivors,” exhibited photographs of 9 survivors. The event was attended by a large number of US Embassy personnel. US Ambassador, Mr Richard G. Olson, also attended the event and took a keen interest in the work of survivors.

Funds raised from the exhibition have been utilized in buying photography equipment for survivors for their career in photography.

7.4 A Theatrical Performance by Survivors of Gender Based Violence

GEP held a theatrical performance by survivors of GBV to mark International Women's Day on 7 March, 2014. The theatrical performance revolved around 3 stories all of which concluded with hope for the future with each girl expressing her desire to overcome her suffering and start a new life.

7.5 Experience Sharing Event

An Experience Sharing workshop was held from 23-24 September, 2014 in Islamabad for GEP Grant Cycle 7 sub-grantees. Attended by 25 sub-grantees, the two-day event served as a platform for learning and sharing of experiences. The interactive workshop also gave sub-grantees an opportunity to share some of the challenges they were facing during the implementation phase, interact with other one another and exchange experiences. This workshop also gave them a chance to bring their learning needs to GEP's attention.

Participants took part in an exercise during which they had to make phone calls to friends, family and acquaintances to obtain pledges. The participants were given ten minutes for this exercise and total they managed to collect PKR 635,000.

Ms Simi Kamal, COP - GEP, urged participants not to be shy of asking for money for causes close to their heart. She also informed them that GEP would be sharing a booklet on fundraising in the near future.

7.6 GEP Annual Event – Mock Court Session

GEP held its Annual Event entitled Mock Court Session for Lawyers Trained under GEP on 26 September, 2014.

The participants of the mock court consisted of women lawyers trained by GEP under Grant Cycle 4, 2 observers and 3 honorable judges. The mock court session focused on an inheritance case highlighting the hurdles that women experience when claiming property.

Mr Naeem Mirza, COO – AF, spoke at the event stating that the mock court session was very true

to life. He stressed that judicial reform is required in order to decrease the time frame of inheritance cases. Mr Gregory Gottlieb, Pakistan Mission Director – USAID, also spoke during the event citing some of the reasons why women avoid turning to the justice system some of which include family resistance, male dominated courts and cultural taboos. He added that GEP's efforts to train a cadre of lawyers that will fight for women are commendable and much needed. Dr Faqir Hussain, Director General Federal Judicial Academy, the Chief Guest of the event, delivered the final speech stating that rights have to be asserted, claimed and struggled for.

7.7 GEP Internal Workshops

GEP also held internal workshops as under:

- GEP Annual Planning Meeting
- Grants Holders ToT Workshop
- Maximizing GEP's Outreach
- Two Workshops to revisit MER Protocols

In addition the above mentioned conducted workshops, GEP team also attended different trainings at Lahore University of Management Sciences – ASP-LUMS.



Experts discuss violence faced by women due to the misuse of social media at the panel discussion entitled, "Social Media: A New Dimension of Violence against Women" organized as part of activities to commemorate 16 Days of Activism against Gender Violence on December 10, 2013 in Islamabad.



Simi Kamal, Chief of Party-GEP, Speaks at the 58th Session of the UN Commission on the Status of Women held from March 10-21, 2013 in New York.

Section 8

Anchoring GEP in Global Initiatives

During Year Four (FY Oct. 2013 – Sept. 2014), GEP team participated in a number of events that were not organized by GEP, but were very relevant to GEP. These events helped to increase the outreach and visibility of the program. Through these events information on GEP was disseminated amongst CSOs, government institutions, academia, media and the corporate sector. Through these engagements GEP was able to increase awareness on the initiatives taken under the program to combat GBV in Pakistan and empower women. Through information sharing with other organizations, GEP team members were also able to seek out potential future sub-grantees.

8.1 United Nations Commission on the Status of Women (Session 58)

Mr Naeem Mirza, COO – Aurat Foundation and Ms Simi Kamal, COP – GEP, were part of a delegation from Aurat Foundation that participated in United Nations (UN) Commission on the Status of Women (Session 58), in New York City held between 10-21 March, 2013. The ten-day session dealt with Millennium Development Goals (MDG) and the way forward post 2015. The delegates worked with the Pakistan Mission and also with Women's Learning Partnership, a NGO of global women activists

including women from many Muslim countries.

The AF delegation supported the Pakistan Mission in the official sessions by providing information and inputs from the global women's caucus. It also participated in 2 seminars organized by the Pakistan Mission where members of the Punjab government presented the recently introduced women's package and other steps being taken for the empowerment of women in the province. The AF delegation also worked closely with the Chairperson for NCSW in her role within the Pakistan Mission through 2 seminars and her other activities.

Mr Naeem Mirza, COO – AF, was a featured speaker on one of the seminars organized by the Women's Leading Partnership. Ms Kamal also spoke at this seminar. The AF delegation interacted daily with the women's caucus and gave inputs in several sessions, workshops and roundtables organized by NGOs. The most important outcomes of this has been GEP's collaboration with Harvard University.

8.2 Collaboration with Carr Center, Kennedy School, Harvard University

GEP is now engaged with Harvard University's Kennedy School of Government. The School's



(left) Simi Kamal, Chief of Party - GEP and Naeem Mirza, Chief Operating Officer - Aurat Foundation (third from left) in a group photo of Pakistani delegates that attended the 58th Session of the UN Commission on the Status of Women held from March 10-21, 2013 in New York.

Carr Center is working on an international binding protocol on Violence Against Women (VAW). Ms Simi Kamal, COP – GEP, is now a member of the Asia Working Group of this initiative.

The mandate of the Asia Working Group is to examine the legal and implementation gaps in the global framework on VAW in order to seek a new norm on VAW, to build a VAW Organizational Information System and implement a Global Research Engagement Strategy on VAW.

GEP has been instrumental in finding regional working group members in South Asia consisting of human rights attorneys, practitioners, scholars, advocates, survivors, communications experts and law schools in South Asia that can partner with the Carr Center for VAW research specific to Pakistan and South Asia.

The Carr Center has chosen Pakistan as their pilot project to conduct research on VAW. Through Focus Group Discussions (FGDs) with survivors of GBV which they plan to hold in Pakistan, 2 graduate students are designing

context-specific consultation models to engage survivors of GBV in order to understand the types of violence that women and girls experience, their perceptions of different types and contexts of gender-based violence, their access to judicial remedies and any challenges they face when trying to access those remedies. Three senior GEP team members are helping to conduct the FDGs with survivors of GBV. This collaboration with the Carr Center is in synchronization with GEP's objective of combatting GBV, and has placed GEP within an international academic and activist context.

8.3 Second Working Group for Women National Conference at Aga Khan University, Karachi

The Working Group for Women (WGW) of Aga Khan University held its Second National Conference in Karachi on 26-27 November, 2013. The topic of the conference was, "Gender: Moving Beyond Basics."

The conference was attended by Deans,

Directors, Senior Management, faculty, staff, students, researchers and academics from various entities of Aga Khan University in addition to representatives from other universities, medical colleges and government institutions and NGOs.

Ms Simi Kamal, COP – GEP, was invited to deliver the closing remarks for the conference and shared her perspective on Strengthening Gender Initiatives. GEP also put up a stall of GEP materials and provided information to participants and students.

8.4 International Conference on Women's Empowerment

The Advance Educational Institute and Research Centre held a three-day conference from 24-26 June, 2014 in Karachi entitled, "International Conference on Women's Empowerment: Create, Nurture and Transform."

AF organized a panel at this conference and shared its approach to women's empowerment through grassroots activism, research and direct

community engagement. The Panel also shared stories from GEP grant-making experiences, mobilizing women's political participation and economically empowering ultra-poor women. The Panel concluded that uneven progress on women's empowerment would persist unless there is a concerted effort to address the root causes of women's reduced status in Pakistani society. Ms Simi Kamal, COP – GEP, called for a deconstruction of the term "empowerment" and suggested tailoring initiatives to address its various facets.

8.5 Consultation on 'The Sindh Child Marriage Restraint Act, 2013'

AF organized a consultation on 'Implementation of the Sindh Child Marriages Restraint Act, 2013', on July 3, 2014 in Karachi. In this capacity, Ms Simi Kamal, COP – GEP attended this event. GEP was part of this important event where women police officers were awarded with shields for their hard work and contribution in this context.



GEP team members protest the killing of Farzana Parveen in Islamabad on May 29, 2014. The photograph was published in Dawn on May 30, 2014.

8.6 GEP Team Participates in AF Protests over Honor Killing of Farzana Parveen

GEP participated in AF's protest against Farzana Parveen's honor killing outside the Lahore High Court on 27 May 2014. The protest that took place in Islamabad on 29 May, 2014 and was organized by CSOs to express their outrage on the public stoning of Farzana Parveen by more than 2 dozen brick wielding assailants.

The protest in Islamabad received domestic and global media attention bringing to the forefront the rise in violence against in women in Pakistan. GEP colleagues were primarily featured in the international coverage.

8.7 GEP Participation in Events and Exhibitions

GEP team attended and conducted seminars at leading institutions of Pakistan some of which included:

- Attended Job Fair at the Balochistan University of Information Technology and Management Sciences (BUIITMS)
- Attended Seminars on Inclusivity of Transgenders at the Sustainable Development Policy Institute
- Attended Seminar on Women's Empowerment at the Jinnah Institute
- Conducted seminars at the Institute of Man Power on Creating an Enabling Environment for Women's Empowerment and Identifying Barriers to Women's Empowerment

Community Support Concern

Lahore

Promoting Improved

Livelihood for

Informal Sector Workers"

Gender Equity Program (GEP)

Cycle-7

2014 – June 30, 2015



A beneficiary decorates bangles at the Trade and Facilitation Center established by Community Support Concern in Lahore.



Children enjoy play time at Aurat Foundation's Daycare Center established through USAID funding from GEP.

Section 9

Aurat Foundation's Daycare Center supported by USAID under GEP

Since its inception in 1986, AF has continued to work towards creating a socially just, democratic and gender equitable society. AF strives to enable women to access knowledge, resources and institution and influence mindsets create a social environment that is more responsive to women's needs and issues. Given these goals and the fact that AF has quite a few young mothers working under various projects, it made sense to establish a daycare center to accommodate the young children of AF staff members.

Aurat Foundation's Daycare Center was set up in April 2014 through USAID funding from GEP. Budgeted for USD 27,000, the daycare center has been operational since May 2014. It consists of two rooms; one wherein children play and the other for naps and homework. It is worth noting that the center has its own washroom and two air conditioners. Currently the facility is catering to 7 children between the ages of 1-10 years.

Please see below for comments from AF parents who use this facility.

"I have a 14 month old daughter called Hamna. I bring her to work every day and leave her at the daycare center. Before it opened I had to keep my daughter with me and that hampered me from concentrating on my work. But now I can leave her at the center and visit her in between to keep a check on her!" – Ms Amna Fawad of AF's Gender Based Violence Project funded by Trocaire

"When I was looking for a job a few months back, having a daycare center at the workplace was an absolute must for me as I have no one to leave my 19 month old son, Mohid, with when I go to work. I bring him to work and visit him twice or thrice a day to see that he's been changed and fed. There is no way I could have continued working if this facility did not exist." – Ms Sana Zeeshan, Monitoring & Evaluation, AF.



Social

Integration Activity

for

Bali Women's

Crisis Centre

October 10th, 2013
Lahore

GEP

BMT

A GEP beneficiary displays her work at a social integration activity organized at Bali Women's Crisis Centre on October 10, 2013 in Lahore.





Mahpara Shakil Ghori, Director Capacity Building and Execution Unit - GEP, conducts a session at the Experience Sharing Meeting of Grant Cycle 7A held from September 23-24, 2014 in Islamabad.



A GEP beneficiary from Dar ul Aman performs at an event organized to celebrate International Women's Day on March 8, 2014 in Lahore.

Annex A: List of all Sub-Grants to Date

Sr. No.	Funding Source-GEP	Grant Obligated	Start Date	End Date	Disbursed	Balance Remaining	Grant status
Grant Cycle-I							
1	National Commission on the Status of Women (NCSW)	219,512	1-Feb-11	15-Jun-12	219,512	-	Closed
2	Ministry of Women's Development Shaheed Benazir Bhutto Center, Quetta	13,976	1-Feb-11	31-Dec-11	13,976	(0)	Closed
3	Ministry of Women's Development Shaheed Benazir Bhutto Center, Sahiwal	23,841	1-Feb-11	31-Jan-13	23,841	-	Closed
4	Ministry of Women's Development Shaheed Benazir Bhutto Center, Islamabad	19,447	1-Feb-11	31-Jan-13	19,447	-	Closed
5	Individual and National Media Sensitization	95,444	1-Feb-11	30-Apr-12	95,444	-	Closed
6	Sanjh Development Foundation (SDF)	21,548	1-Feb-11	31-Oct-11	21,548	-	Closed
7	Karwan Community Development Organization (KCDO)	24,617	1-Feb-11	31-Oct-11	24,617	-	Closed
8	Friends Foundation (FF)	24,397	1-Feb-11	31-Jul-11	24,397	-	Closed
9	Young Man Society (YMS)	24,415	1-Feb-11	31-Jul-11	24,415	-	Closed
10	Blue Veins	24,428	1-Feb-11	15-Feb-12	24,428	-	Closed
11	Women's Association Struggle for Development (WASFD) District Charsadda	24,512	1-Feb-11	15-Feb-12	24,512	-	Closed

12	Rural Development Organization (RDO)	23,252	1-Feb-11	31-Jul-11	23,252	-	Closed
13	Governance Institutes Network International (GINI)	24,792	1-Feb-11	29-Feb-12	24,792	-	Closed
14	Goth Sudhar Sangat Sindh (GSSS)	19,550	1-Feb-11	29-Feb-12	19,550	(0)	Closed
15	Kainaat Development Association (KDA)	23,014	1-Feb-11	30-Nov-11	23,014	-	Closed
16	Sewa Development Trust Sindh (STDS)	23,118	1-Feb-11	31-Oct-11	23,118	-	Closed
17	Al-Mehboob Welfare Society (AMWS) Barkhan	22,709	1-Feb-11	31-Jul-11	22,709	-	Closed
18	Youth Organization (YO) Naseerabad, Jaffarabad	24,670	1-Feb-11	29-Feb-12	24,670	-	Closed
19	Masoom Rights Development Society (MRDS)	23,261	1-Feb-11	31-Oct-11	23,261	-	Closed
20	National Educational & Environment Developmental Society (NEEDS)	24,194	1-Feb-11	29-Feb-12	24,194	-	Closed
21	Department of Gender Studies, University of the 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
Subtotal Grant Cycle-1		1,150,304			1,150,304	(0)	
Grant 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	(0)	Closed
4	Change Thru Empowerment	64,089	1-Aug-11	31-Dec-12	63,579	510	Closed
5	Youth Resource Centre	63,557	1-Aug-11	30-Apr-13	63,557	0	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	0	Closed
8	Bargad Youth Organization	53,437	1-Aug-11	15-Apr-13	53,437	(0)	Closed
9	Ministry of Women's 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	139,545	22,978	Closed
11	Creative Village- University of Lahore	163,199	1-Sep-11	30-Apr-13	163,199	(0)	Closed
12	Legal Right Forum (LRF)	64,965	1-Oct-11	31-Jul-13	56,435	8,530	Closed
13	Department of Gender Studies, University of the Punjab	24,930	1-Nov-11	31-Dec-12	21,590	3,340	Closed
14	Centre for Excellence for women's Studies. University of the Karachi	24,601	1-Nov-11	31-Dec-12	14,517	10,084	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	119,092	32,118	Closed
17	Strengthening Participatory Organization (SPO)	373,111	2-Jul-12	28-Feb-15	293,772	79,339	Active
Subtotal Grant Cycle-2		1,667,915			1,479,199	188,716	
Grant Cycle-3							
1	Today's Women Organization	7,155	16-Jan-12	15-Mar-13	7,155	(0)	Terminated
2	Society for Human Assistance and Development (SHAD)	39,676	16-Jan-12	30-Sep-13	37,207	2,469	Closed
3	The Needs	32,982	16-Jan-12	30-Sep-13	27,216	5,766	Closeout in Process
4	Gul Welfare Organization (GWO)	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	Closeout in Process
6	Pakistan Youth League (FOG)	37,998	1-Mar-12	28-Feb-14	33,197	4,801	Closed
7	Saiban	32,208	16-Jan-12	30-Sep-13	21,024	11,184	Closeout in Process
8	Sindh Development Society (SDS)	35,710	1-Sep-12	30-Nov-13	23,094	12,616	Closed
9	Devcon -An Association for Rural Development	32,951	16-Jan-12	31-Oct-13	24,422	8,529	Closed

10	Shah Sachal Sami Foundation, 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	20,902	9,254	Closed
12	Step	31,198	16-Jan-12	30-Sep-13	29,019	2,179	Closed
13	Dir Area Development Organization (DADO)	33,511	16-Jan-12	30-Sep-13	30,642	2,869	Closed
14	Shine	33,142	16-Jan-12	30-Sep-13	25,984	7,158	Closed
15	Danesh	30,245	16-Mar-12	28-Feb-14	24,247	5,998	Closed
Subtotal Grant Cycle-3		480,656			390,317	90,339	
Grant Cycle-4							
1	Devolution Trust for community Empowerment (DTCE)	107,829	1-Dec-11	15-Oct-12	107,829	(0)	Closed
2	Association of Global Humanists & Ethics (AGHE)	22,935	12-Dec-11	15-Apr-13	22,935	0	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 (WWOP)	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	(0)	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	ociation Behavior for Knowledge Transformation (ABKT)	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 (SDS)	31,069	15-Dec-11	31-Aug-12	31,069	-	Closed
18	PEACE	32,967	15-Dec-11	14-Jun-12	32,967	(0)	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 (CSC)	40,252	15-Dec-11	14-Jun-12	40,252	0	Closed
22	Society for Uplifting Community (FOG)	26,573	16-Dec-11	15-May-12	26,573	-	Closed
23	Kainaat Development Association (KDA)	35,266	11-Jan-12	15-Sep-12	35,266	-	Closed
Subtotal Grant Cycle-4		833,770			833,770	0	
Grant Cycle-5							
1	Devolution Trust for community Empowerment (DTCE)	249,970	21-May-12	20-Aug-13	223,475	26,495	Closed
2	Dehi Samaji Taraqiati Council (DSTC)	40,846	1-Aug-12	30-Nov-13	37,883	2,963	Closed
3	Association for Gender Awareness & Human Empowerment (AGAHE)	42,715	1-Aug-12	31-Jan-14	36,566	6,148	Closed
4	Roshan Youth Welfare Organization (RYWO)	18,929	1-Aug-12	31-Jan-14	17,025	1,904	Closed
5	Community Support Foundation (CSF)	24,467	1-Aug-12	31-Mar-14	23,210	1,257	Closed
6	Awareness on Human rights, Social development and Action Society (AHSAS- PK)	22,842	1-Aug-12	31-Jan-14	18,209	4,633	Closed
7	Al Mehboob Welfare Society (AWMS)	22,659	1-Aug-12	28-Feb-14	18,349	4,310	Closed
8	Makran Resource Center (MRC) Turbat	23,044	1-Aug-12	30-Sep-13	6,841	16,203	Closeout in Process
9	Youth Association for Development (YAD)	21,838	1-Aug-12	31-Jan-14	18,144	3,694	Closed
10	Youth Organization (YO)	22,834	1-Aug-12	31-Jan-14	18,487	4,347	Closed
11	Agosh Welfare Society & Development Association (AWSDA)	23,474	1-Aug-12	28-Feb-14	14,633	8,841	Closed
12	Aid Balochistan	24,203	1-Aug-12	30-Sep-13	18,414	5,789	Closed
13	Balochistan Social Development Program (BSDP)	23,474	1-Aug-12	28-Feb-14	19,039	4,435	Closed
14	Chagai Development Organization (CDO)	2,316	1-Aug-12	30-Sep-13	2,262	54	Terminated
15	Masoom Rights Development Society (MRDS)	23,192	1-Aug-12	28-Feb-14	15,761	7,431	Closed
16	Bhittai Social Welfare Association (BSWA)	40,662	1-Aug-12	28-Feb-14	32,117	8,545	Closed

17	Management & Development Foundation (MDF)	37,995	1-Aug-12	28-Feb-14	29,409	8,586	Closed
18	Sami Foundation (SF)	31,586	1-Aug-12	28-Feb-14	29,266	2,320	Closed
19	Soofi Sachal Sarmast Welfare Association (SSSWA)	34,474	1-Aug-12	28-Feb-14	30,000	4,474	Closed
20	Pak Women	14,648	1-Aug-12	30-Nov-13	13,192	1,456	Closed
Subtotal Grant Cycle-5		746,167			622,281	123,886	
Grant Cycle-6A							
1	Society for Advancement of Community Health Education & Training (SACHET)	35,104	1-Nov-12	30-Sep-13	33,418	1,686	Closed
2	Blue Veins (BV)	33,137	1-Nov-12	31-May-14	31,087	2,050	Closed
3	Youth Front Pakistan (YFP)	35,064	1-Nov-12	30-Sep-13	31,903	3,161	Closed
4	Foundation for Integrated Development Action (FIDA)	34,963	1-Nov-12	31-May-14	32,851	2,112	Closed
5	Pakistan Rural Development Organization (PRDP)	35,099	1-Nov-12	30-Sep-13	31,092	4,007	Closed
6	Interactive Resource Centre (IRC)	131,382	1-Nov-12	31-Mar-14	111,284	20,098	On Going
7	Al-Mehran Rural Development Organization (AMRDO)	34,866	1-Nov-12	30-Sep-13	32,006	2,860	Closed
8	Sindh Community Foundation (SCF)	35,500	1-Nov-12	31-May-14	32,884	2,616	Closed
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 Poonch (WWOP)	35,507	1-Nov-12	30-Sep-13	29,348	6,159	Closed
11	Centre for Peace and Development (CPD)	31,067	1-Nov-12	30-Sep-13	27,704	3,363	Closed
12	Bali Memorial Trust (BMT)	78,047	1-Nov-12	31-Dec-13	61,112	16,935	Closed
13	Bint-e-Fatima Old Home Trust (BFOHT)	45,069	1-Nov-12	31-Dec-13	38,496	6,573	Closed
14	Dastak Charitable Trust (DCT)	75,009	1-Nov-12	31-Dec-13	70,365	4,644	Closed
15	Mukhtar Mai Women's Organization (MMWO)	63,106	1-Nov-12	31-Dec-13	53,331	9,775	Closed

16	Noor Education Trust (NET)	58,389	1-Nov-12	31-Dec-13	36,927	21,462	On Going
17	Panah Trust (PT)	65,987	1-Nov-12	31-Dec-13	62,967	3,020	Closed
18	Star Welfare Organization (SWO)	62,364	1-Nov-12	31-Dec-13	55,334	7,030	Closed
19	Acid Survivors Foundation (ASF)	139,225	15-Jan-13	14-Mar-14	118,814	20,411	Closed
20	Basic Education for Awareness Reforms and Empowerment (BEFARe)	40,502	1-Nov-12	31-Dec-13	30,562	9,940	Closed
21	Farmers Friends Organization (FFO)	41,718	1-Nov-12	31-Dec-13	38,423	3,295	Closed
22	Health and Nutrition Development Society (HANDS)	49,925	1-Nov-12	31-Dec-13	26,095	23,830	On Going
23	Sudhaar Society (SS)	46,713	1-Nov-12	31-Dec-13	41,253	5,460	Closed
24	Youth Resource Centre (YRC)	35,240	1-Nov-12	31-Dec-13	28,549	6,691	Closed
25	WAR Against Rape (WAR)	26,937	1-Nov-12	31-Dec-13	19,604	7,333	Closed
26	Azat Foundation (AF)	31,462	1-Nov-12	31-Dec-13	20,260	11,202	Closed
27	Community Development Organization (CDO)	31,014	1-Nov-12	31-Mar-14	18,893	12,121	Closed
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	24,840	5,470	Closed
30	Goth Sudhar Sangat Sindh (GSSS)	32,423	1-Nov-12	31-Jul-14	27,756	4,667	Closed
31	Human Dignity Society (HDS)	29,424	16-Nov-12	31-Jul-14	22,433	6,991	Closed
32	Health Environment Literacy Organization (HELO)	32,071	1-Nov-12	31-Dec-13	26,774	5,297	Closed
33	Initiative for Change (IFC)	35,955	1-Nov-12	31-Dec-13	14,341	21,614	Terminated
34	Kainaat Development Association (KDA)	33,447	1-Nov-12	31-Dec-13	29,640	3,807	Closed
35	Khwendo Kor (KK)	37,076	16-Jan-13	31-Mar-14	25,919	11,157	Closed
36	Labour Resource Center (LRC)	30,950	1-Jan-13	28-Feb-14	25,878	5,072	Closed
37	Roshni Research & Welfare Organization	28,858	1-Dec-12	31-Jul-14	26,002	2,856	Closed
38	Sawera Development Organization (SDO)	33,404	1-Nov-12	31-Dec-13	20,635	12,769	Terminated

39	Himalayan Rural Support Program (HRSP)	33,400	1-Apr-13	28-Feb-14	5,156	28,244	Terminated
40	Formation Awareness & Community Empowerment Society (FACES)	69,846	16-Mar-13	30-May-14	42,637	27,209	On Going
41	Insaan Foundation Trust (IFT)	53,549	1-Apr-13	31-Dec-13	49,763	3,786	Closed
Subtotal Grant Cycle-6A		1,877,079			1,507,766	369,313	
Grant Cycle-6B							
1	Bahauddin Zakariya University (BZU)	30,053	17-Dec-12	16-Feb-14	27,696	2,357	Closed
2	The Islamia University, Bahawalpur (IUB)	23,184	17-Dec-12	16-Feb-14	20,126	3,058	On Going
3	University of Sargodha (UoS)	27,572	17-Dec-12	16-Feb-14	24,806	2,766	Closed
4	Gomal University (GU)	28,264	17-Dec-12	16-Feb-14	24,754	3,510	On Going
5	Shah Abdul Latif University (SALU)	28,392	17-Dec-12	16-Feb-14	26,258	2,134	Closed
6	University of Sindh	27,742	17-Dec-12	16-Feb-14	24,352	3,390	Closed
7	Pakistan Broadcasting Corporation (PBC)	200,109	1-Jan-13	28-Feb-14	89,775	110,334	On Going
8	Sindh Judicial Academy (SJA)	266,120	15-Mar-13	31-Jan-15	135,481	130,639	On Going
9	Women Development Department (WDD), Sindh	70,547	11-Mar-13	31-May-14	60,457	10,090	On Going
10	Provincial Commission on the Status of Women (PCSW), Peshawar	49,319	11-Mar-13	31-May-14	38,414	10,905	On Going
11	National Vocational & Technical Training Commission (NVTTC), Multan Jail	96,997	11-Mar-13	31-May-14	-	96,997	Terminated
12	National Vocational & Technical Training Commission (NVTTC), Larkana Jail	60,249	11-Mar-13	31-May-14	-	60,249	Terminated
13	Social Welfare and Women Development Department (SwwDD), AJK	50,526	1-Nov-13	31-Dec-14	29,353	21,173	On Going
Subtotal Grant Cycle-6B		959,074			501,471	457,603	

Grant Cycle-7A

1	Community Support Concern (CSC)	46,575	1-Jul-14	30-Sep-15	4,353	42,222	Active
2	Women's Rights Association (WRA)	71,119	1-Jul-14	30-Sep-15	5,849	65,270	Active
3	Sahara Taraqiati Tanzeem Dharema (STTD)	64,548	1-Jul-14	30-Sep-15	909	63,639	Active
4	MOJAZ Foundation	65,426	1-Jul-14	30-Sep-15	5,525	59,901	Active
5	Basic Education for Awareness, Reforms and Empowerment (BEFARe)	64,390	1-Jul-14	30-Sep-15	-	64,390	Withdrawn
6	Pakistan Hoslamand Khawateen Network (PHKN)	61,171	1-Jul-14	30-Sep-15	9,239	51,932	Active
7	Social Awareness and Development Organization (SADO)	65,086	1-Jul-14	30-Sep-15	5,461	59,625	Active
8	Sindh Development Society (SDS)	67,863	1-Jul-14	30-Sep-15	20,137	47,726	Active
9	Women Development Foundation (WDF)	67,714	1-Jul-14	30-Sep-15	-	67,714	Active
10	Balochistan Environmental & Educational Journey (BEEJ)	68,476	1-Jul-14	30-Sep-15	6,909	61,567	Active
11	Durawa Development Organization (DDO)	61,571	1-Jul-14	30-Sep-15	6,630	54,941	Active
12	Mountain Areas Farmer Support Organization (MAFSO)	62,116	1-Jul-14	30-Sep-15	-	62,116	Active
13	Bedari	52,048	1-Jul-14	30-Sep-15	7,208	44,840	Active
14	Association of Women for Awareness and Motivation (AWAM)	50,095	1-Jul-14	30-Sep-15	909	49,186	Active
15	Insan Dost Association (IDA)	48,905	1-Jul-14	30-Sep-15	909	47,996	Active
16	Pakistan Rural Workers Social Worker Organization (PRWSWO)	50,619	1-Jul-14	30-Sep-15	3,530	47,089	Active
17	Human Resource Development Network (HRDN)	49,143	1-Jul-14	30-Sep-15	5,428	43,715	Active
18	National Organization for working Communities (NOW Communities)	51,810	1-Jul-14	30-Sep-15	-	51,810	Active
19	Legal Rights Forum (LRF)	87,286	1-Jul-14	30-Sep-15	11,461	75,825	Active

20	Welfare of Mankind and Nation (WOMAN)	51,238	1-Jul-14	30-Sep-15	-	51,238	Excluded
21	Coastal Association for Research and Development (CARD)	50,905	1-Jul-14	30-Sep-15	6,795	44,110	Active
22	Aware Girls	51,333	1-Jul-14	30-Sep-15	-	51,333	Active
23	Rural Development Project (RDP)	52,143	1-Jul-14	30-Sep-15	4,007	48,136	Active
24	Al-Shahbaz Women Organization (ASWO)	50,524	1-Jul-14	30-Sep-15	9,865	40,659	Active
25	UKs	53,524	1-Jul-14	30-Sep-15	916	52,608	Active
26	Sukhi Development Foundation (SDF)	49,738	1-Jul-14	30-Sep-15	758	48,980	Active
27	HomeNet Pakistan	153,381	1-Apr-14	30-Jun-15	55,914	97,467	Active
Subtotal Grant Cycle-7A		1,668,747			172,713	1,496,034	
Grand Total Grant Cycles I to 7A		9,383,712			6,657,822	2,725,890	

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