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Aurat Foundation

Gender Equity Program Annual Report

October 2014 – September 2015

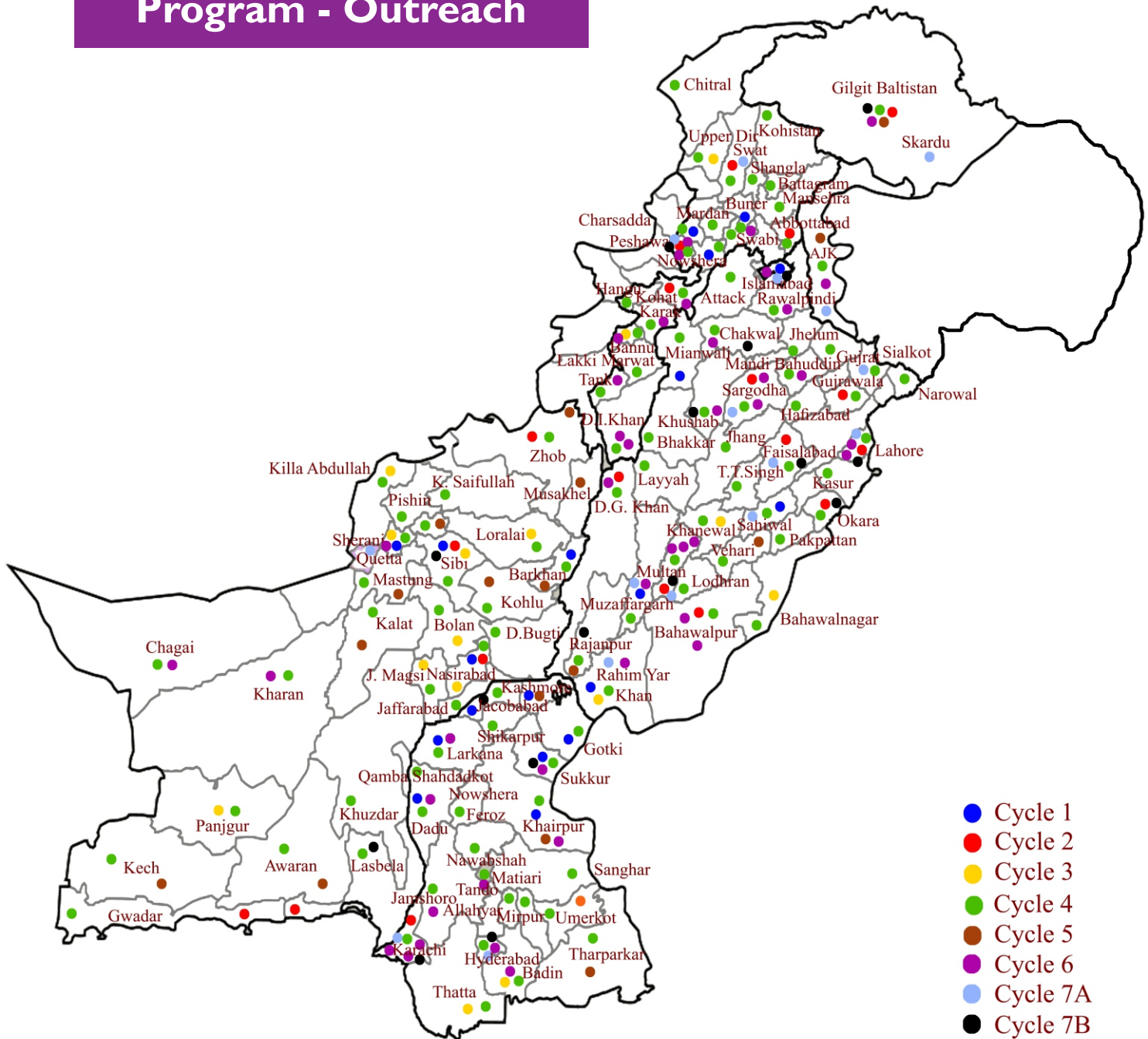


Annual Report

October 2014 – September 2015

GEP Awarded Grants (October 2014-September 2015)

Gender Equity Program - Outreach





Razia Khatoon, beneficiary of Grant Cycle 7A, being interviewed for the GEP Documentary *Dekh Zamana Mera Hai* or *The World at My Feet*.



Naeem Mirza, Chief Operating Officer – Aurat Foundation.

A Word from Chief Operating Officer

I am pleased to be a part of and witness the Gender Equity Program's continuous march towards building an unprejudiced, just and democratic society wherein the rights of both men and women are recognized and respected. This is GEP's fifth year of success, and we have many reasons to believe and celebrate that GEP has lived up to its expectations.

With the formal shift of grant-making to AF about a year ago, I am proud to share that GEP is now a full-fledged grant-making program of AF. A number of new systems were put into place by the AF-GEP team, and thus, AF is the only organization in Pakistan working on women's empowerment that possesses a wide range of systems, internal control mechanisms and policies to manage and disperse small, medium and large-sized grants across Pakistan covering the full range of grant related functions.

By the end of Year Five, GEP had awarded 209 sub-grants, of which 152 were successfully completed and closed. Given the volatile law and order situation that often hampers project activities on the ground, this is truly a tremendous accomplishment. Furthermore, it is also a fact that when organizations resolve to work together by keeping their channels of communication open, they can accomplish great feats, as has been the case with GEP and its sub-grantees.

One of the biggest achievements of GEP has been the seamless service delivery model for combatting gender based violence which was piloted under Grant Cycle 6A. It gives me pride to see that this successful endeavor has been taken forward through the introduction of seven seamless service delivery hubs throughout Pakistan via Grant Cycle 9A. GEP is no doubt playing an instrumental role in building the capacities of private and government shelters and rehabilitating survivors of gender based violence. In addition to this, GEP has worked tirelessly with home-based workers through Grant Cycle 7 entitled, Promoting Livelihoods for Informal Sector Workers, to advocate for their rights and build upon their existing skill sets to help them develop more marketable products and link them to trade facilitation centers and prospective employers. Home-based women workers remain an underprivileged and under-represented segment of Pakistani society and the dire need to support them through initiatives such as Grant Cycle 7 cannot be ignored.

The GEP documentary, *Dekh Zamana Mera Hai* or The World at my Feet was also released during Year Five. It gives me great satisfaction to see the inspirational success stories of GEP being highlighted through this documentary. An immense amount of hard work has gone into making this documentary that showcases success stories from GEP interventions in Punjab, Sindh, Balochistan, Khyber Pakhtunkhwa, Azad Jammu and Kashmir and Gilgit-Baltistan.

I congratulate Simi Kamal, Chief of Party – GEP, and her team for taking forward this successful endeavor. I am grateful to The Asia Foundation for their committed collaboration with Aurat Foundation. I would also like to extend my appreciation to USAID for their support to GEP. I wish GEP many more successes for Year Six.

Naeem Mirza
Chief Operating Officer
Aurat Foundation



GEP team with NAF members at the Ninth NAF meeting held in May 2015.





Simi Kamal, Chief of Party – Gender Equity Program.

Preface

Gender Equity Program is a USIAD-supported program being implemented by Aurat Foundation with the assistance of The Asia Foundation (TAF).

Having completed five years, the Gender Equity Program (GEP) remains a vital initiative of Aurat Foundation, taking forward its goal of building a more gender equitable society. GEP continues to work on reducing the gender gap in Pakistan by working in four key areas: access to justice, empowerment at home, at the workplace and in the public sphere, 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.

We have strategized continually to deliver GEP based on the 'jigsaw puzzle' approach through which we have consolidated and strengthened the linkages between and among sub-grantees, such that these linkages support sustainability. This has been a hard road to take but in Year Five we have seen the results of this direction.

The first of these is the initiation of service delivery hubs for helping the survivors of violence through interconnected organization and services: helplines, shelters, range of counseling, therapies, legal aid, case management, rehabilitation and a life of dignity. In tandem with these services, the National Commission on the Status of Women (NCSW) developed standardized indicators on violence against women, so that the Government of Pakistan can collect data regularly and keep track of trends. NCSW also completed two research studies: one on Women, Violence and Jirgas (informal feudal and tribal means of passing judgements and handing out punishments based on traditions and customs) and another on Access to Justice for Survivors of Sexual Assault.

The second initiative is a model for lifting women home-based workers, the poorest and most exploited of workers in Pakistan, out of the cycle of perpetual low paid back breaking work. We have been able to see this year how our strategy of awareness raising on workers' rights, building new products with refined skills and developing design and marketing framework has allowed women home based workers to increase their incomes and pull themselves out of dependency and exploitation. We have the beginnings of a possible brand and the unique selling points of several products.

GEP is proud to share that it commissioned and completed three formative research studies on gender completed on Femininity, Masculinity and on being Transgender. GEP also supported research on gender based violence via public sector universities where seven research studies were conducted by faculty and students belonging to these universities.

GEP also completed its documentary, *Dekh Zamana Mera Hai* or The World at My Feet that documents the journey of GEP and highlights GEP success stories that have emerged in the last five years, as well as the institutional development and strengthening of Aurat Foundation as the only women's empowerment NGO in Pakistan that has grant-making as its bedrock of operations. GEP webpage was also redesigned, enhanced and upgraded to include new features, and a host of GEP publications have come out this year.

The National Advisory Forum (NAF) of GEP played an instrumental role in designing justice related sub-grants and those dealing with minority women. Regional level meetings were held in Lahore, Karachi, Peshawar, Quetta and Islamabad as part of the Tenth NAF meeting with the objective of encouraging the building of linkages amongst its members and GEP regional teams.

Since Year Four (FY Oct. 2013 – Sept. 2014) GEP has been engaging with Harvard University's Carr Center for Human Rights to develop a global treaty on violence against women. Research for Harvard University's Carr Center in context to the barriers encountered by GBV survivors when accessing the justice system in Pakistan was completed this year.

By the end of Year Five (FY Oct. 2014 – Sept. 2015), GEP had awarded 209 sub-grants while 152 had been successfully closed. This report includes a list of GEP Grant Cycles and their themes for the convenience of the reader.

Simi Kamal

Chief of Party



Naeem Mirza, Chief Operating Officer – Aurat Foundation presenting a camera to a beneficiary of Grant Cycle 6A on 25 November, 2014.



Justice (r) Kailash Nath Kohli, Member of National Advisory Forum.



BALOCHISTAN PUBLIC SERVICE COMMISSION

B P S C

SYMBOL OF MERIT

No. PSC/25-16

Dated. 25th - March - 16

CHAIRMAN

I have remained associated as a member of Advisory Forum of Aurat Foundation. GEP is one of the programmes being successfully run by AF for the last several years. After my appointment as Chairman, BPSC, I have experienced during last one year that awareness amongst women has increased tremendously; not only they are competing in health and education but also in all field of life. Recently, the Commission has recommended women as Veterinary doctors and Assistant Director Fisheries apart from other faculties. I have no hesitation in saying that merit is available in rural area. The appointment of Woman Speaker and Woman Judge of High Court of Balochistan are indicators of GEP achievements. Hope Aurat Foundation will continue to progress in the same spirit.


25/3/16
Justice (R) Mehta Kailash Nath Kohli
Chairman

SAMUNGLI ROAD, QUETTA. Ph: 081 - 9202836 , Fax: 081 - 9203151



Mira Phailbus, Member of National Advisory Forum and former Ombudsperson – Punjab.

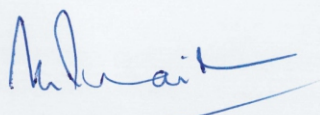
It gives me great pleasure to add my appreciation for the exceptional work that was undertaken by the Gender Equity Program (GEP) during its five years of action related work focusing on problems related to women in the four provinces of Pakistan plus Kashmir.

Every session was well organized and each province was represented. Speakers were well selected and papers focused on serious problems that are faced by women in each province.

I was particularly pleased that an entire session focused on issues concerning minorities. Although minorities are an integral part of the population of Pakistan, and contribute to the economic development of the country they are, however, marginalized and their contribution is often ignored by the government and policy makers. Papers delivered highlighted the serious concerns particularly related to marriages which are not registered by the National Database and Registration Authority, the outdated Marriage Act itself not relevant to modern times, law of inheritance related to females, forced marriages, harassment and forced conversions.

These issues were highlighted and in so doing GEP drew the attention of policy makers to the problems faced by all minorities.

It is hoped that the government will pay serious attention to the problems faced not only by minorities but other serious issues that affect all women in the provinces of Pakistan.



Professor Dr. Mira Phailbus

Professor Emeritus Kinnaird College,

Former Ombudsperson - Punjab.



Neelum Toru , Chairperson of the Provincial Commission on the Status of Women – Khyber Pakhtunkhwa.



Provincial Commission on the Status of Women Khyber Pakhtunkhwa

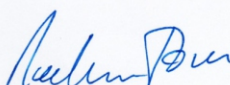


In 2013 when I took over the office as Chairperson of the Provincial Commission on the Status of Women Khyber Pakhtunkhwa, the project with the Gender Equity Program had just commenced and that was how my interaction with the Gender Equity Program and the team started. The interaction in the project had been wonderful as it provided significant support to the Commission for institutional strengthening and we were able to achieve a lot with this collaboration e.g. we conducted two researches on effects on displacement of women and trends of signing of marriage contract in the district Peshawar. These activities have enabled the Commission to set its strategic priorities in the right direction to touch upon issues that go a long way in ensuring women's protection and development.

Additionally we also received support for strengthening of linkages with stakeholders including the MPA's, Civil Society Organizations, media and academia which significantly contributed to enhanced profile building for the Commission.

I am also thankful to the GEP for creating the National Advisory forum which is a platform bringing together forces on women empowerment and gender equality from across Pakistan. It has been an immensely useful opportunity for exchanging ideas and sharing experiences and bridging information gaps in the sector.

I hope the GEP continues to deliver on the agenda of strengthening the capacity development and building synergies for the goal of gender equality in Pakistan.


Chairperson
Provincial Commission on
The Status of Women, KP
Provincial Commission on the Status of Women, Khyber Pakhtunkhwa



Orientation session held at Aurat Foundation conducted by the National Forum of Women with Disabilities and STEP in November 2014.

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GEP Grant Cycle Themes

	Grant Cycles	Themes
1. Enhancing gender equity by expanding women's access to justice and women's human rights	1	Rapid Response for flood relief
	2	Institutional Strengthening and Capacity Building of Critical Partners and Stakeholders, and GBV-Focused Media Campaigns
	8	Strengthening District Bar associations and Setting up Facilitation Kiosks in Courts
		Social Awareness to combat Gender Based Violence
		Supporting Ministry of Law, Justice and Human Rights in devising and putting forth women centered laws and capacity building of prosecutors, court officials and police on women centered laws
	11	Strengthening District Bar associations and Setting up Facilitation Kiosks in Courts
		Engaging with Minority Groups on Women's Rights
2. Increasing women's empowerment by expanding knowledge of their rights and opportunities to exercise their rights in the workplace, community and home	1	Rapid Response for flood relief
	2	Institutional Strengthening and Capacity Building of Critical Partners and Stakeholders, and GBV-Focused Media Campaigns
	7A	Promoting Improved Livelihoods of informal Sector Workers
	7B	Advocacy campaign for Allocation and Rehabilitation of Women Friendly Spaces
		Supporting female graduates access into Information Technology (IT) sectors through internship programs
		Innovative approaches to promoting women's economic empowerment
	10	Engaging with Chambers of Commerce and Industries to Promote and Advance Women Entrepreneurship
		Engaging with Public and Private Institutes/NGOs/CSOs to Promote and Increase Women Economic Empowerment (
		Engaging with Public and Private Institutes/NGOs/CSOs to Promote and Increase Women Economic Empowerment (with different organisations)
3. Combating gender-based violence (GBV)	1	Rapid response for flood relief
	2	Institutional Strengthening and Capacity Building of Critical Partners and Stakeholders, and GBV-Focused Media Campaigns
	3	Combating GBV
		Support to private shelters
		Economic rehabilitation

	6A	Provision of psycho-social support
		Advocacy for prevention of GBV
		Establishing private helplines
	9A	Combating GBV through Provision of Seamless Service Delivery Hubs
	9A	Countering GBV through research, data strengthening and standardization
	9B	Engagement with 3 Public Universities
4. Strengthening the capacity of Pakistani organisations that advocates for gender equity, women's empowerment and elimination of GBV	1	Rapid response for flood relief
	2	Institutional Strengthening and Capacity Building of Critical Partners and Stakeholders, and GBV-Focused Media Campaigns
4. Strengthening the capacity of Pakistani organisations that advocates for gender equity, women's empowerment and elimination of GBV	1	Rapid response for flood relief
	2	Institutional Strengthening and Capacity Building of Critical Partners and Stakeholders, and GBV-Focused Media Campaigns
	12A	Engagement with 14 Public Universities
	12B	Training women & men lawyers to provide legal services to women,

Acronyms

ADB	Asia Development Bank
AERC	Applied Economics Research Centre
AF	Aurat Foundation
AG	Aware Girls
AJK	Azad Jammu and Kashmir
AWAM	Awareness & Motivation Pakistan
AWG	Asia Working Group
BBS	Black Box Sounds
BEEJ	Baluchistan Environment and Education Journey
BSDP	Balochistan Social Development Program
CARD	Coastal Association for Research and Development
CBEU	Capacity Building and Execution Unit
CIDP	Community Initiatives for Development in Pakistan
CMU	Communication and Media Unit
CNIC	Computerized National Identity Card
COP	Chief of Party
COTHM	College of Tourism and Hotel Management
CSC	Community Support Concern
CSOs	Civil Society Organizations
CWG	Communications Working Group
DCT	Dastak Charitable Trust
DVD	Digital Versatile Disc
EBOG	Expense on the Behalf of the Grantee
EF-GAD	External Forum on Gender and Development
FAQs	Frequently Asked Questions
FGD	Focus Group Discussion
FOG	Fixed Obligatory Grant
FSRs	Financial Status Reports
FU	Finance Unit
FY	Financial Year
GBV	Gender Based Violence
GCU	Grants Control Unit
GEP	Gender Equity Program
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GMC	Grants Management Committee
GST	General Sales Tax
GSWA	Ghazi Social Welfare Association
HBWWs	Home Based Women Workers
HNP	HomeNet Pakistan
HRDN	Human Resource Development Network
ICT	Information and Communication Technology
IDA	Insan Dost Association
IEC	Information Education Communication
IT	Information Technology
JEC	Justification for Exemption from Competition
KK	Khwendo Kor

KPK	Khyber Pakhtunkhwa
KU	Karachi University
LOGs	Letters of Grant
LRC	Legal Resource Center
M&E	Monitoring & Evaluation
MER	Monitoring Evaluation and Research
MOLJHR	Ministry of Law Justice and Human Rights
MQM	Muttahida Qaumi Movement
MSF	Mission Strategic Framework
MWMC	Multan Waste Management Company
NAF	National Advisory Forum
NCSW	National Commission on the Status of Women
NGO	Non-Government Organization
NRSP	National Rural Support Program
OIG	Office of Inspector General
OTI	Office of Transition Initiatives
PGC	Pakistan Gender Coalition
PKR	Pakistani Rupees
PMS	Program Management System
PO	Program Officer
PODA	Potohar Organization for Development Advocacy
PHKN	Pakistan Hosalamand Khawateen
PPAF	Pakistan Poverty Alleviation Fund
PSMs	Public Service Messages
Q&A	Questions & Answers
QPR	Quarterly Progress Report
RDP	Rural Development Program
RDRC	Reproductive Health Response in Conflict
RFA	Request for Approval
SADO	Social Awareness and Development Organization
SDS	Sindh Development Society
SJA	Sindh Judicial Academy
TAF	The Asia Foundation
TFCC	Trade Facilitation & Communication Center
TORs	Terms of Reference
TOTs	Training of Trainers
TV	Television
UN	United Nations
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
USD	United States Dollar
USG	United States Government
VAW	Violence Against Women
WDD	Women Development Department
WWC	Women Workers Convention
WWL	Women Worker Leaders



Gregory Gottlieb, Mission Director – USAID, visiting Community Support Concern, a sub-grantee of Grant Cycle 7A, on 6 April, 2015.

Executive Summary

The Gender Equity Program (GEP), which commenced in August 2010, is now a six-year USAID-supported program of Aurat Foundation, with a value of US\$ 40 million. The program is under consideration for extension to Seventh Year (FY Oct. 2016 – Sept. 2017).

GEP encapsulates the bold and strategic intent of the cooperation between the governments of United States and Pakistan - that of working for gender empowerment in Pakistan through a Pakistani prime organization. With the grant-making function formally shifted to Aurat Foundation (AF) about a year ago, **GEP is now a full-fledged grant-making program of AF and AF is the only organization in Pakistan working on women's empowerment that possesses the full system of grant-making.** GEP now manages grants across Pakistan covering the full range of grant related functions, grants documentation and compliance.

Aiming to reduce the gender gap in Pakistan, GEP has four strategic objectives covering empowerment of women at home, the work place and in public spaces, justice for all women, combatting gender based violence and building the capacities of organizations and institutions that work on women's empowerment, be they government or civil society organizations.

GEP is designed to award approximately 300 sub-grants over the grant period. Up to May 2015, GEP has awarded 209 sub-grants, of which 152 have been successfully completed and closed, including 20 grants given to key government departments and public sector universities. At present 54 sub-grants are under implementation, 20 Letters of Grant (LOGs) are awaiting funds from USAID and 13 sub-grant proposals are with USAID for approval.

GEP has planned 12 grant cycles in all. Grant Cycles 1 to 7 have been awarded, Cycle 8 is awaiting USAID funding (LOGs ready to go), and parts of Cycle 9 have been awarded. Additional proposals of Cycle 9 and several of Cycle 10 are with USAID, while others are under processing by GEP. Cycle 11 has been solicited and Cycle 12 (the last cycle) is under designing.

The learning from Grant Cycle 6 has been consolidated into the seamless service delivery 'hubs' in Cycle 9. The extensive and intensive dialogues in the seven planned hubs have resulted in two hubs (Quetta and Lahore) in operation and the others in various stages of approval (Karachi, AJK, KP, and Southern Punjab). The process has not been without pain, 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.** GEP is helping pull survivors from sadness and hopelessness to blossom into confident women who can look forward to a dignified life in society.

GEP has chosen to work with home-based workers, the poorest of the poor and most exploited workers in Pakistan through Cycle 7, advocating for their rights, helping turn their old skills into new products and linking them through trade facilitation centers. Next steps are to specially design business

incubation centers for these low-literacy women, development of value chains and linking to chambers of commerce and export market. This is the first time that an attempt is being made to **bring home based workers into value chains and incubation** (rather than focusing on already established women entrepreneurs).

Throughout Year Five (FY Oct 2014 – Sept 2015) GEP has continued to use 16 episodes of talk show *Lal-O-Gauhar* (originally aired by two TV channels and viewed by 2.4 million people). Pakistan's first 3D cartoon series, *Mein aur Mere Dost* (Me and My Friends), which is based on gender discrimination (originally aired between September 2012 and January 2013, with 1.47 million viewers at peak time), GEP's public service messages and *Mein Safar Mein Hon* (*I Am on a Journey*), and a GEP Documentary to celebrate 100th Anniversary of International Women's Day have continued to be distributed and screened extensively.

The GEP supported universities within the Academia Network are using all the products of GEP developed within university grants, directly by GEP and by other GEP grantees, for training purposes and for being institutionalized within regular teaching programs.

The National Advisory Forum (NAF) continues to meet regularly and is crucial in generating dialogue on political and developmental processes in the country at both the federal levels and in provinces. NAF has recently provided key input in to the designs of Cycles 10 and 11 to focus on minority women within justice systems and economic empowerment.

In Year Five (FY Oct. 2014-Sept. 2015) GEP has undergone a financial audit and an assessment of grant-making. It has a detailed and transparent monitoring system and a program management system (PMS).

As part of its global efforts, GEP continues to work with Harvard University's Carr Center on developing a global treaty on GBV and has assisted Carr Center with primary research in Pakistan on GBV survivors.

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.**

Cumulative Progress of Grants

The cumulative progress of sub-grants and Grant Cycles as of 30th September 2015, end of Year Five (FY Oct. 2014 – Sept. 2015) is given below:

- 209 sub-grants awarded
- 152 sub-grants have been closed successfully
- 54 sub-grants are functional
- 169 proposals assessed for Grants Cycles 10, 10A and 11
- 21 sub-grants processed under Grant Cycle 7A
- Two consultancies awarded to support the 12 sub-grants designed under the theme of

- 'promoting improved livelihoods for informal sector workers' under Cycle 7A
- 22 sub-grant finalized for Grant Cycle 7B, of which 19 are under implementation
- 13 sub-grants of Grant Cycle 8 on “Strengthening District Bar Associations and Setting up Facilitation Kiosks in Courts” were deferred to Year Six (FY Oct. 2015-Sept. 2016) due to non-availability of USAID funds
- The Ministry of Law Justice and Human Rights (MOLJHR) was the only sub-grant rolled out under Grant Cycle 8 this year
- 2 seamless service delivery hubs under Grant Cycle 9A started in Year Five (FY Oct. 2014 – Sept. 2015) and will continue into Year Six (FY Oct. 2015 – Sept. 2016)
- The National Commission on the Status of Women (NCSW) sub-grant was launched and completed several of its activities successfully
- 3 public sector grants under Grant Cycle 9B were approved by USAID but have now been deferred to Year Six (Oct. 2014 – Sept. 2015) due to lag in USAID incremental funding

MER Databases

- Program Management System (PMS) database enhanced to include grant information, work plan, quarterly quantitative progress, quarterly program, financial monitoring and financial status report
- Information of 54 sub-grants uploaded on PMS
- 2 databases developed under Grant Cycle 9A to collect systematic and standard data

Research, Reporting and Publications

- 3 formative research studies on gender completed on Femininity, Masculinity and on being Transgender
- 1 comparative research study on masculinity and femininity launched
- 7 research studies on gender related issues conducted by students at public sector universities supported by GEP under Grant Cycle 6B.
- Consolidated lists of gender related publications prepared by 4 public sector universities and linked on the e-portal
- Publications prepared by 3 GEP sub-grantees of Grant Cycles 2 and 6B
- Printing of GEP Annual Report Year Four (Oct. 2013-Sept. 2014)
- 3 Quarterly Progress Reports (QPRs) shared with USAID before their deadlines
- 2 reports on GEP events shared with USAID
- Printing of Newsletter Volumes 14 and 15 in English and Volumes 9, 10, 11 and 12 in Urdu
- Completion of Success Stories Volume VI on Justice and Empowerment containing 30 stories of beneficiaries from Grant Cycles 2 and 7A
- Printing of Case Studies Volume II consisting of 5 case studies on GEP interventions

Institutionalizing GEP Strategy on Combatting GBV

- GEP's Strategy on Combatting GBV updated and disseminated to GEP sub-grantees
- GEP's Strategy on Combatting GBV used by the Women's Development Departments of Baluchistan and Sindh to inform their provincial policies on women's empowerment

Modules, Capacity Building and Training

- 17 training modules developed by GEP sub-grantees under Grant Cycles 7A, 7B and 9A and disseminated to all sub-grantees
- Manual on Gender Sensitization developed by Karachi University standardized and in use by all universities supported under GEP

National Advisory Forum (NAF) and Pakistan Gender Coalition (PGC)

- NAF played a major role in designing justice related sub-grants and those dealing with minority women
- A regional meeting was held in Quetta, Baluchistan to gauge the prevailing situation in context to gender based violence (GBV)
- Ninth NAF meeting was conducted to encourage future engagement of NAF members with PGC and GEP team at the provincial and regional levels
- 5 NAF sessions were conducted at the regional level in Lahore, Karachi, Peshawar, Quetta and Islamabad as part of the Tenth NAF meeting
- One to one and group engagements with PGC members at the national and regional level

GEP Global and National Engagements

- Research for Harvard University's Carr Center in context to the barriers encountered by GBV survivors when accessing the justice system in Pakistan completed
- 9 endorsements were obtained from Pakistani organizations working for women's rights to garner support for Asia Working Group's sign-on statement for a global treaty to curb VAW
- GEP COP participated in Asia Development Bank's External Forum on Gender and Development
- 7 global surveys were reviewed to conduct extensive research on harmful customary practices and 4 standardized indicators on harmful customary practices were developed for National Commission on Status of Women (NCSW)

GEP Documentary and Webpage

- A new 50-minutes long GEP Documentary, *Dekh Zamana Mera Hai*, to document the journey of GEP and highlight the inspiring GEP success stories that have emerged in the last five years
- GEP webpage redesigned, enhanced and upgraded to include new features such as News of GEP, GEP Publications, News Flash of GEP Events and Pictures from GEP Events

IEC Material published by GEP Sub-grantees

- Research material was uploaded on Karachi University's e-portal
- 18 sub-grantees developed IEC material during

Financial Summary of GEP

Please see below for the financial summary of GEP.

Table 1: Cumulative Obligations of GEP up to Year Five (FY Oct. 2014 – Sept. 2015)

Objective	Obligation						Disbursement					Remaining	
	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative	Year 1	Year 2	Year 3	Year 3	Cumulative	Obligation	
1	562,081	13,501	-	-	152,711	728,293	150,924	214,098	122,110	-	511,754	216,539	
2	746,180	35,872	277,422	1,521,441	1,525,061	4,105,976	340,927	336,737	81,710	1,310,737	2,357,629	1,748,346	
3	1,072,112	1,887,405	2,035,377	15,014	700,560	5,680,440	177,375	1,716,506	1,933,360	328,507	4,560,682	1,119,758	
4	451,119	343,698	458,503	278,859	12,346	962,115	101,825	286,162	258,698	30,621	897,623	64,493	
Total	2,831,492	2,280,476	2,771,302	1,227,302	2,365,986	11,476,824	771,051	2,553,503	2,395,878	1,669,865	8,327,688	3,149,136	

Meeting Challenges and Creating Opportunities

GEP faced a host of challenges in Year Five (FY Oct. 2014 – Sept. 2015). The most noteworthy among these were a lag in USAID incremental funding due to which GEP was able to implement only 54 sub-grants as opposed to the 120 planned. Furthermore, the General Sales Tax (GST) directive slowed down planned activities as sub-grantees struggled to comprehend the tax policy. The Finance Unit of GEP had to dedicate a considerable amount of time and energy on handholding and giving feedback to Grant Cycle 7A sub-grantees, many of whom had not worked with USAID before and found the GST directives hard to manage. In addition to this, the grant-making shift from TAF to AF substantially increased the workload of the AF-GEP team. The loss of key staff members in TAF further added to the responsibilities of the AF-GEP team during the year.

The USAID directive on non-engagement with police for seamless service delivery hubs placed added pressure on the already overworked AF-GEP team as they faced the task of making the numerous changes to the sub-grants and had to re-negotiate them with sub-grantees.

A number of external challenges that were not directly related to the program but still affected grant activities included an unpredictable security situation in Islamabad that forced AF's head office to remain closed on occasion and the monsoon floods in Punjab and Sindh which delayed the implementation of grant activities and hampered routine monitoring visits.



Information Education and Communication Material published under GEP displayed at an event.

Section I

Introduction

Year Five (FY Oct. 2014 – Sept. 2015) has been significant for the institutional development of AF and consolidation of GEP.

I.1 AF as Full-fledged Grant-Making Organization

The cooperative agreement for award of the Gender Equity Program (GEP) was signed between Aurat foundation (AF) and USAID Pakistan on August 18, 2010. Amounting to US\$ 40 million, GEP was initially awarded for five years. The sub-grants component of the program amounted to US\$ 29.7 million. The contract was awarded on the basis of a joint proposal by AF and The Asia Foundation (TAF). To formalize the relationship AF and TAF entered into a sub-contract wherein TAF agreed to provide technical assistance on grants finance, compliance, objectives management and the role of enhancing the capacity of AF to take over the grant-making function. AF was responsible for the overall implementation of the program, providing communications, monitoring, research and capacity building of sub-grantees. TAF's main task was to capacitate and train AF to carry out grant-making.

USAID commissioned a validation exercise to assess AF's capacity to take over the grant-making function and grant-making shifted from TAF to AF on July 23, 2014.

A number of new systems were put into place by the AF-GEP team. New activity reports, financial status reports (FSRs) and payment request forms were introduced. These were then explained first to GEP regions and then to the sub-grantees. Furthermore, all Letters of Grants (LoGs) for Grant Cycle 7A were re-formatted on the AF format with major revisions. The roles of the Grant Control Unit (GCU), Finance Unit (FU), Monitoring Evaluation and Research (MER) unit and Capacity Building and Executive Unit (CBEU) were also revised to ensure that GEP was able to meet the challenge of grant-making.

GEP is proud to report that thus far the LOGs rolled out for Grant Cycles 7B (19 grants), 8 (1 grant) and 9A (7 grants) have been managed fully by the AF-GEP team.

I.2 Consolidation of Cumulative Outcomes

Having completed five years successfully, GEP has demonstrated the cumulative outcomes of its linked grants. GEP has awarded fewer but more in-depth and longer-term grants. The focus has been on awarding more grants to organizations that fulfill GEP's strategic purpose of building cumulative outcomes.

GEP is best understood as a “jigsaw puzzle” wherein each sub-grant is a fundamental piece and is designed to fulfill program matrix outputs.

GEP also ensures that sub-grants are interlinked, that phases of the program are also interlinked and built on successive outcomes.

GEP aims to generate widespread demand for a socially just, democratic, and gender-responsive society in Pakistan. It seeks to reduce the gender gap, where women are far behind men in terms of rights, resources, privileges, assets, access to services and opportunities. GEP does this by focusing on strategic interventions to benefit women in defined areas reflecting the four goals of GEP. Through Year Five (FY Oct. 2014 – Sept. 2015), the program demonstrated that women can be empowered and pulled out of degrading

lives and helped to live with dignity and inclusion. GEP has shown this through its seamless service delivery concepts in providing shelter and rehabilitation through seven hubs of linked institutions, through two grant cycles for home based workers for improved livelihoods, through helping half a million women to get CNICs, through supporting critical institutions in the country to uplift women, through enabling educated women to join the work force in professions which help other women.

Demonstrating that the 'unthinkable' can be done is what GEP is all about.



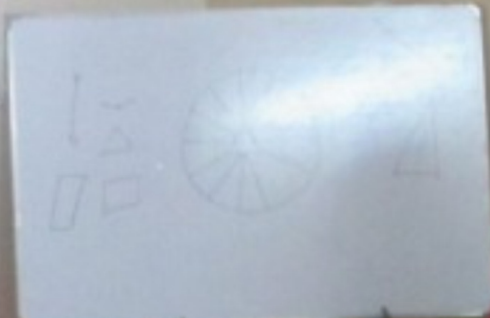
Pre-Grant Orientation workshop held at Aurat Foundation on 2 September, 2015 for Grant Cycle 12.



Women Workers Convention held by AWAM in Faisalabad under Grant Cycle 7A in March 2015.



موریت فاؤنڈیشن
مصنوعات کے ڈیزائن میں تخلیقی جدت کیلئے تربیت
جنوری 24-25، 2015، سیالکوٹ



Training of Trainers conducted by MOJAZ in Sialkot under Grant Cycle 7A in January, 2015.

Section 2

Helping the Poorest of the Poor

GEP's motto is to see a happy smiling Pakistani woman, who lives in society with dignity, inclusion and self-fulfillment, and who takes decisions to improve her life. While GEP cannot do so for every one of the 100 million women in Pakistan, in a six-year period through a single program, it has **provided numerous examples of how women can be empowered and demonstrated that women can pull themselves out of poverty, prejudice, violence and hopelessness with just a little help.** GEP has also shown that every such woman has a demonstrational effect on others around her, so the empowerment is spread to many other women.

Grant Cycle 7 is in support of enhancing women's economic empowerment across Pakistan. Divided into Grant Cycle 7A and 7B, sub-grants on five themes were awarded in Year Five (FY Oct. 2014 – Sept. 2015).

This section presents the overall progress of active GEP sub-grants during Year Five (FY Oct. 2014 – Sept. 2015) of the program. Efforts have been made to show the progress of active sub-grants in numerical outputs as well as outcomes. This progress of active sub-grants is captured by grant cycle as each is linked to a particular theme developed around a specific GEP objective.

2.1 Grant Cycle 7A

Grant Cycle 7A was launched in July, 2014. A total

of 27 sub-grants were awarded under this grant cycle out of which 14 completed their performance period on 30 September, 2015.

2.1.1 Promoting improved livelihoods for informal sector workers

A significant number of women are employed in the informal sector across Pakistan. While home based work constitutes a critical opportunity for women to earn incomes, the prevalent environment in which they function allows for limited empowerment. These 12 grants were in support of greater organization, enhancement of product and establishment of direct access to market.

The sub-grants enhanced women's existing work, their skills and their craft to improve their income generating abilities in the identified districts. They involved an initial mapping to identify the range of handicrafts and/or products being produced by women in these areas and an opportunity to rally these groups on their rights as well as link them with existing social security schemes.

An extensive skill development and product enhancement initiative was undertaken on marketing these improved products to break out of their existing niche and cater to a wider and better paying audience.

Trade Facilitation & Communication Centers (TFCC) have been established to cater to the ongoing needs of women home based workers. The TFCCs include a marketing space for display and sale of women's improved products as well as facilitating linkages with potential buyers. Furthermore, these TFCCs also function as women-friendly communication hubs, catering to the home based workers as well as other women, where all the necessary Information and Communication Technology (ICT) facilities are made readily available.

A total of 12 livelihoods sub-grants were implemented during Year Five (FY Oct. 2014 – Sept. 2015) of GEP. These were 15 months planned to be completed in September 2015. However, due to issues of USAID's requirement to secure GST exemptions, Ramadan and security

situation, 11 of these grants received a no-cost extension for another two months. These grants will now end in November 2015.

These grants were designed and implemented to improve livelihoods of informal sector women workers mainly home based workers. Thirteen mapping exercises were carried out to identify women artisan groups and existing skill base of these women home based workers. These mapping exercises were consolidated to identify and mobilize groups of women home based workers in districts and identify most marketable skills that can be further developed and translated into innovative products for improved livelihoods. More than 2300 women home based workers were identified and mapped through these surveys.

Table 2: Mapping Exercises

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
Mapping Exercise	04	03	03	01	01	01	0	13
Women Artisans Mapped	1134	210	490	200	80	200	0	2314

As a result of mapping exercises, a total of 1956 women home based workers were mobilised into 97 village level groups in their respective regions. Please see table below.

Table 3: Home Based Women Workers Groups Mobilized

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
No of HBWs Groups	34	14	21	10	08	10	0	97
No of Women Mobilized	696	330	450	200	80	200	0	1956

TOTs for Women Home Based Workers

About 308 selected women home based workers were trained as master trainers through a total of 30 Training of Trainers (TOTs). These women home based workers representing village level groups will further replicate these trainings for other home based workers. Table 16 shows that 37 replication trainings were conducted in which 1552 women home based workers were trained on product design and colour theories.

Table 4: TOTs for Women Home Based Workers

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
TOT for Product Ideation	04	02	03	01	0	01	0	11
TOT on Sample Production	03	02	04	01	0	01	0	11
TOT on Input Supplier	03	02	02	0	0	01	0	08

Table 5: Skill Development Workshops for Home Based Women Workers

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
Skill Development Workshops	05	12	01	0	12	07	0	37
Women Trained	822	259	11	0	96	304	0	1552

Linkages with Social Security and Benefit Schemes

In order to link women home based workers with social security and other benefit schemes, 36 meetings were conducted.

Table 6: Number of Meetings with Benefit Schemes

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
No of Linkages	04	05	06	13	01	07	0	36
No of Women Participation	43	29	35	217	08	0	0	332
No of Men	39	16	10	22	12	0	0	109

Advocacy Initiatives

Under three themes different advocacy initiatives were carried out including grant opening meetings, orientation meetings and workshops. These were conducted with key stakeholders including Chamber of Commerce (Corporate sector entities) and District Bar. Other stakeholders included Court Administration, Labor & Trade Union, and representatives of private sector industries, Civil Society Organizations (CSO) and representatives from media. These advocacy initiatives were focused and had the following purposes:

- Introducing project modalities to all stakeholders and sharing information and objectives of the sub-grants
- Creating awareness on requirements of women workers, gender sensitive work environments and policies, while sensitizing on practical measures that can be taken to address existing gaps

Table 7: Advocacy Initiatives for Women Workers

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
Total Advocacy Meetings Conducted	06	0	0	05	01	01	01	14
Women Participated	289	0	0	55	109	153	119	725
Men Participated	209	0	0	208	87	64	79	647
Total Participation	498	0	0	263	196	217	198	1372

During Year Five (FY Oct. 2014 – Sept. 2015) of GEP, a total of 14 advocacy activities were completed sensitizing a total of 1372 key stakeholders (725 women and 647 men).

Baseline Survey/Mapping Exercises

During Year Five (FY Oct. 2014 – Sept. 2015), a total of 5 baselines surveys and 2 mapping exercises were conducted under Cycle 7B. Two sub-grantees; Potohar Organization for Development Advocacy (PODA) and Soon Valley Development Program completed their mapping exercises while JOBS International Private Limited, Virtual University, Attitude Skills and Knowledge Development, COMSATS and Life Development Foundation completed its baseline survey.

The main purpose of these baseline surveys is to assess the socio-economic conditions of the trainees, awareness regarding their situation and willingness to change.

Establishment of Training Centers

PODA established four training centers in three Tehsils of District Chakwal located in Choa Saidan Shah, Kallar Kahar, Tehsil Chakwal and Chakwal City. The selected 120 artisans were divided into a group of 30 women; the trainings will commence in Year Six (FY Oct. 2015 – Sept. 2016).

Coordination Meetings with Empowerment thru Creative Integration

All sub-grantees under the IT theme have been conducting coordination meetings with Empowerment thru Creative Integration for development of IT training modules for the selected trainees as per respective identified skill. After the finalization of these training manuals, the sub-grantees will be conducting trainings in the next year.

2.1.2 Awareness-raising and Policy Advocacy on Women's Rights and Labor Laws for Women Workers

Grant Cycle 7A advocacy theme on enhancing women workers awareness on their rights and labor laws has 15 sub-grants across all regions and all these were active sub-grants during Year Five (FY Oct. 2014 –Sept. 2015) of GEP. These sub-grants have completed their activities and ended on 30th September 2015. The sub-grants were designed to:

- Analyze labor policies, women workers related legal provisions and lacunas in the existing legislation regarding women working in formal and informal sector of the economy
- Develop modules that encompasses concepts of women's rights and labor laws (distinct

information as applicable to formal vs. informal women workers)

- Carry out a range of district level trainings and orientations
- Hold provincial and national level consultations with policy makers and parliamentarians to share and discuss recommendations and enlist their support for the required amendments in the existing legislation related to HBWWs.

an important tool for 15 advocacy sub-grants under Grant Cycle 7A. These conventions provided a platform for the articulation of demands by women workers and ensured that their voices are heard. During Year Five (FY Oct. 2014 –Sept. 2015), 41 conventions were organized in 15 districts of Pakistan. These conventions have turned out to be a great platform for a huge number of grassroots women workers (6475) while 890 men workers also participated at these conventions.

Women Worker's Conventions

Women Workers Conventions (WWC) remained

Table 8: Women Worker's Conventions

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
No of WWCs	15	06	06	02	03	03	06	41
No of Women Participated	2260	745	1187	352	472	521	938	6475
No of Men Participated	364	72	164	58	142	07	83	890

Sensitizing Women Workers and Employers on Labor Laws and Anti Sexual Harassment Laws

These trainings were design to raise awareness on worker rights, build their understanding on related laws and women-specific provisions in these laws, as well as develop their leadership capacity. During Year Five (FY Oct. 2014 – Sept. 2015), a total of 62 trainings were organized by 15 GEP sub-grantees implementing advocacy grants. These trainings have reached out to 1762 women workers and 63 men workers.

Table 9: Sensitizing Women Workers

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
No of Workshop for Women Workers	25	05	10	05	05	05	07	62
No of Women Trained	822	154	169	130	171	128	188	1762
No of Men Trained	32	0	13	0	0	0	18	63

Orientation sessions for employers were aimed at creating awareness amongst employers on specific needs and requirements of women workers, gender sensitive work environments and policies, while educating on practical measures that can be taken to address existing gaps on this front. A total of 25 sessions were conducted in which 219 women employers and 268 men employers were oriented.

Table 10: Orientation Sessions for Employers

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
No of Sessions Conducted	11	01	05	0	02	03	03	25
Women Participants	71	05	88	0	10	15	30	219
Men Participants	174	05	0	0	39	30	20	268

Training Women Leaders

These trainings were focused on building leadership skills, sharing advocacy and activism methods and focusing on an advanced awareness on workers' rights situation. These women then serve as community leaders and advocates to take up the agenda of women workers' rights in their particular district during and beyond the sub-grant lifespan. The women workers leaders (WWL) are part of the regional and national networks of women workers formed by HomeNet Pakistan; national level GEP sub-grantee.

GEP has achieved its target as 15 trainings for WWLs were conducted 378 women leaders were trained to take forward GEP objectives beyond GEP.

Table 11: Leadership Trainings for Women Workers

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
No of WWL Trainings	05	03	02	01	01	01	02	15
No of Women Trained	130	56	47	20	32	24	69	378

As part of their leadership training and to implement learning for a wider audience, the WWL designed, planned and organized one session each catering to a group of women workers in their individual areas. This activity helped build momentum amongst the women workers' groups on the rallying of their rights and also helped the WWL establish as advocates and activists. These 378 WWLs have mobilized and reached out to 1898 women workers.

Table 12: Roll out Activities by Women Leaders

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
No of Sessions Conducted	25	05	10	05	05	05	11	66
Women Participants	690	51	454	91	123	98	391	1898
Men Participants	16	0	02	0	24	0	0	42

District Level Women Workers Networks

The participating WWLs, 5 in each district, collectively formed a district-level network to developed linkages with the Chambers of Commerce and Trade Unions in the districts. These district-level networks will then be brought together in provincial as well as national level networks which are overseen and managed by the National Advocacy Partner, HomeNet Pakistan.

GEP has achieved its target by establishing 14 district level networks in 14 districts of Pakistan. In addition, one District Women Protection Network was also established in Skardu, Gilgit Baltistan.

Table 13: Linkages Development Meetings

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
District Women Workers Networks	05	02	02	01	01	01	02	14

Strategic Engagements to Support Women Workers

Strategic engagements were designed in 15 advocacy sub-grants under Grant Cycle 7A to familiarize the district and provincial authorities on the efforts facilitated through the GEP initiative, build their buy-in on the women workers rights agenda and ensure their support where needed. A total of 24 district and 5 provincial level engagements were expedited. One of the important outcomes of this initiative is the participation of 328 women workers in these meetings and creating linkages with district and provincial labor departments. In addition, 9 meetings with labor unions were also held.

Table 14: Linkages with Provincial and District Labor Departments

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
District Labor Department	12	7	4	0	0	0	01	24
Provincial Labor Department	2	0	3	0	0	0	0	5
Meetings with Labor Unions	01	06	01	0	01	0	0	09
Women Workers Involved	197	43	73	0	0	0	12	328
Men Involved	88	51	56	0	0	0	04	199

2.2 Grant Cycle 7B

A total of 19 sub-grants were awarded under Grant Cycle 7B in Year Five (FY Oct. 2014 –Sept. 2015). Grant Cycle 7B was rolled out in mid-January 2015 and the sub-grantees were still in the process of signing the LoGs when they were informed of the GST directive. As a result, they had to be guided to plan activities whereby they would not lose time and still achieve some of the agreed deliverables. Please see below for the different themes of Grant Cycle 7B.

2.2.1 Advocacy Campaign for Allocation and Rehabilitation of Women Friendly Spaces

Under this theme, 7 sub-grants were awarded to increase women's empowerment by working towards the creation of women-friendly environments that facilitate mobility and economic participation.

The first component of the sub-grants was to undertake advocacy efforts with employers ranging from private companies, industries and chambers of commerce in selected districts. The second component focused on advocacy campaigns for the allocation of designated toilets and private waiting areas for women in court premises at the district level. The campaign targeted bar associations and councils in their capacity as representative bodies of the lawyers in the district.

2.2.2 Innovative approaches to promoting women's economic empowerment

Six 'open ended' sub-grants were awarded to support initiatives that facilitate women's economic empowerment through innovative, sustainable and creative ways. These sub-grants were not bound to specific geographical locations

or defined by activity/output expectations. Interested organizations were encouraged to submit applications that propose localized, context-specific, innovative and sustainable economic activities for women.

2.2.3 Supporting Women Graduates to Access Information Technology (IT) Sectors through Internship Programs

Information Technology (IT) has traditionally remained an untapped sector for women. GEP envisioned support to fresh women graduates by providing specialized training and internship placements. The value addition through these inputs is expected to capacitate women, provide relevant entry points into the job market and increase their chances of finding long-term employment in the sector. A total of 6 sub-grants were awarded under this theme.

2.3 Grant Cycle 9A

A total of 7 grants were active under Grant Cycle 9A which included 5 sub-grants of Lahore Hub, Women Development Department - Baluchistan and NCSW grant.

Through two seamless service hubs (Lahore and Baluchistan), a total of 83 women were provided shelter. Of the 83 women in shelters, 76 received psychosocial counselling followed by 65 receiving legal counselling and another 45 receiving legal aid. Mediation was provided to 40 women and 36 women were provided health services.

Of the total 83 women in shelters, 23 women received skill trainings supported by GEP. GEP supported helplines have provided following services to callers.

Table 15: Services Provided to GBV Survivors

Shelters	Psychosocial Counseling	Legal Counseling	Legal Aid	Mediation	Health Services
CLASS	11	19	9	11	14
DCT	36	17	17	5	15
Sibi	19	19	13	17	0
Khuzdar	10	10	6	7	7
Total	76	65	45	40	36

Table 16: Services Provided through Helplines

Shelters	Legal Aid	Legal Counseling	Psychosocial Counseling	Information Services	Referred
LRC	18	0	34	16	20
Quetta/Sibi	0	17	17	17	0
Total	18	17	51	33	20

Profile of GBV Survivors Seeking Shelter

A total of 45 women were provided shelter during Year Five (FY Oct. 2015-Sept. 2016) of GEP. The age of women in shelters varied between 13 to 52 years, with majority (52 percent) falling in late-twenties.

Table 17: Age of GBV Survivors

Age Groups	Beneficiaries	Percentage
13-18	11	13
19-30	43	52
31-52	29	35
Total	83	100

Most of the women were married (71 percent) as shown in the table below and some of them were also accompanied by children.

Table 18: Marital Status of GBV Survivors

Age Groups	Beneficiaries	Percentage
Married	59	71
Single	20	24
Divorced/widowed	4	5
Total	83	100

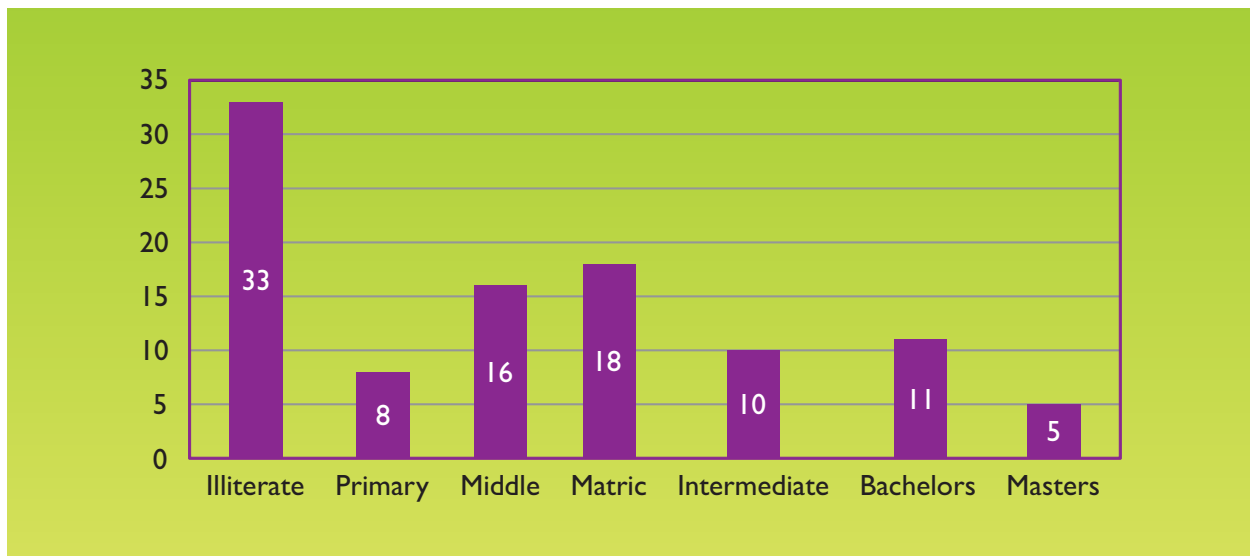
Furthermore, a quarter of the residents were illiterate while the educational background of the

rest ranged from Primary to Masters' degree. A comprehensive picture is visible in the figures provided on the next page.



Dr Masuma Hasan, President of Aurat Foundation, speaking at the GBV Seamless Service Delivery Lahore Hub Launch for Grant Cycle 9A on 27 March, 2015.

Figure 1: Education of GBV Survivors



The main reason forcing women to leave their homes and seek shelter is domestic violence reported by 59 percent of shelter beneficiaries. The rest of the 18 percent of GBV survivors reported forced conversions, blasphemy charges and community violence as reasons for seeking shelter. The main perpetrator of violence remained the husband as reported by a large majority (54 percent) of GBV survivors followed by community members (23 percent).

Figure 2: Types of Gender Based Violence

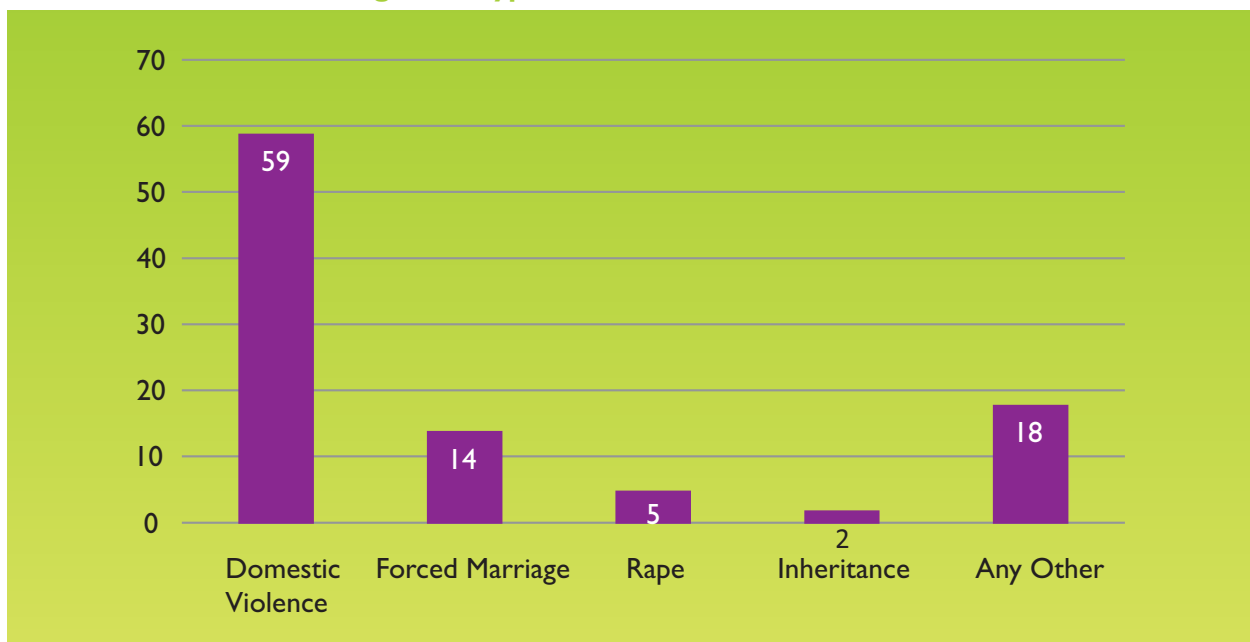


Table 19: Perpetrators of Violence

Perpetrators	Beneficiaries	%
Community Members	19	23
Male Member Family	16	19
Female Member Family	1	1
Husband	45	54
Strangers	2	2
Total	83	100

About 40 percent of GBV survivors seeking shelter were self-referred followed by 20 percent referred by lawyers.

Table 20: Referrals to Shelters

Referred By	Beneficiaries	%
Self	33	40
Helpline	4	5
Police	9	11
Lawyer	17	20
Friend	9	11
Any Other	7	13
Total	83	100

2.4 Grant Cycle 9B

Three public sector universities were approved by USAID under Grant Cycle 9B but had to be deferred to Year Six (FY Oct. 2015-Sept. 2016) due to lag in funding. Please see below for the names of these Universities:

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



Meeting held by GEP at Aurat Foundation to discuss the General Sales Tax Directive and Reporting Format on 10 April, 2015.

Section 3

Meeting Challenges and Creating Opportunities

Encountering challenges during the implementation phase of a program is inevitable. GEP divides these challenges into two categories. External challenges that indirectly hinder GEP work and are beyond the control of the program. Internal challenges are the programmatic, bureaucratic, financial and operational hurdles encountered during the implementation phase. There is also a segment on challenges articulated by sub-grantees in order to share the hurdles encountered by them during the day-to-day implementation of deliverables of Grant Cycles.

3.1 External Challenges

Unpredictable Security Situation

An unpredictable security situation in Pakistan throughout GEP Year Five (FY Oct. 2014 – Sept. 2015) forced staff members to work from home in many instances and delayed grant activities. In December 2014 following the sit-in by a political party, the Islamabad Head Office of AF had to close on two occasions as protests in Islamabad's red zone and the office's close proximity to Lal Masjid made it unsafe for employees to remain on the premises.

The Peshawar school attack further exacerbated the volatile security situation in the country forcing AF's Peshawar office to remain closed for consecutive days in December 2014.

In March 2015 disturbances in Karachi forced the Grants Unit (GU) to postpone its visit to the Sindh Judicial Academy (SJA) and security concerns in Karachi also brought a halt to sub-grantee activities during this period.

Floods from June to August 2015

The monsoon floods from June through August 2015 in Punjab and Sindh delayed the implementation of grant activities and brought a halt to routine monitoring visits. The Monitoring Evaluation and Research Unit (MER) of GEP had to postpone its monitoring visit to Social Corporation Initiative, a sub-grantee of GEP under Grant Cycle 7B.

3.2 Internal Challenges

Monthly Tranches instead of Quarterly Releases to Sub-Grantees

The release of monthly tranches instead of quarterly release of funds to sub-grantees further added to the workload of GEP. In addition to the monthly release of tranches, the Grants Unit of GEP now has the added responsibility of reviewing Financial Status Reports (FSRs) of sub-grantees every month. Furthermore, sub-grantees who were accustomed to planning activities on a quarterly basis are now faced with the task of planning their activities on a monthly basis.

USAID GST Directive

AF received a memorandum on interim guidelines from USAID on tax related matters during Year Five (FY Oct. 2014 – Sept. 2015). The impact of these interim guidelines affected and slowed down all planned activities by AF and its implementing partners. Comprehending GST exemption procedures was extremely confusing and time-consuming for sub-grantees. Since 12th February 2015, all activities have been suspended except those that are under USD\$ 500 (such activities can be undertaken while their exemption requests are sent to USAID for approval). Sub-grantees were also requested to carefully alter their work plans to include the 6-8 weeks waiting period for GST exemptions.

GEP had to spend a considerable amount of time handholding and giving inputs to Grant Cycle 7A sub-grantees, many of whom had not worked on USAID projects before and were thus unaware of its policies and regulations. This affected the regular work of GEP team members and caused delays. Although meetings were held with USAID's OAA colleagues along with a workshop on the GST exemption issues, sub-grantees required a great deal of guidance from GEP Director Finance, Accounts and Compliance as they contended with USAID's GST directive.

Lag in Incremental Funding

Lag in incremental funding from USAID for nearly a year now means that 32 sub-grants are waiting to be awarded and GEP has not been able to meet its target of grants for Year Five (FY Oct. 2014 – Sept. 2015). Given that key sub-grants have to be for at least 15 months (as stated in mid-term review and directed by USAID), those approved and waiting to be awarded will not be completed through Year Six (FY Oct. 2015 – Sept. 2016) and will run into Year Seven (FY Oct. 2016 – Sept. 2017).

Delay in funding and awarding sub-grants affected the ambit and impact of GEP. Grant Cycles 8 and

9 are of 15 months and it is quite unlikely for them to complete their activities within six years.

In addition to this, 11 sub-grants that were submitted to USAID in February 2015, still await approvals. Among these 11 sub-grants, two are crucial sub-grants; one proposes to undertake the trainings of sub-grantees of Grant Cycles 7, 8, 9 and 10 while the other is to plan the experience sharing workshops of the sub-grantees.

Engagement with Police

In early April 2015, USAID informed GEP that it could not engage with police even though the program had proposed and received USAID approvals under Grant Cycle 9A for NCSW and two seamless service delivery hubs. Through NCSW, GEP proposed to engage with police by capacitating the gender crime cell whilst through its seamless service delivery hubs, GEP proposed to engage with police through training the *Moharars* or first point of contact in police station.

USAID communicated to GEP that it needs a clearance in writing from its legal advisor(s) in this respect. The restrictions include providing training or materials to police/security forces, thus USAID wanted to be absolutely clear in describing the nature of work with police that falls within the parameters of USAID compliance.

On USAID directive GEP suspended all its proposed and approved engagements with police and informed respective sub-grantees including Insan Foundation Trust and Women Development Department-Baluchistan. The program was then posed with the challenge of making the necessary changes in seamless service delivery hubs. The time required to actualize the changes took 8-10 weeks and caused both time and cost extensions.

Engagement with police is essential for helping women affected by violence. Removal of this component from GEP means that the intent of seamless delivery hubs and other key grants with

government will not be fully met.

Re-shuffling of MOLJHR Officials

The Ministry of Law Justice and Human Rights (MOLJHR) is a National Grant of GEP under Grant Cycle 8. During the 19th quarter of GEP the Ministry underwent a reshuffling of officials. The Secretary who had served as the focal person for GEP was changed and an entirely new set of officials were given the responsibility of dealing with GEP. Given this new development, GEP struggled to get the project off the ground.

Post Grant Making Shift Challenges

The grant-making shift from TAF to AF substantially increased the work load for all GEP units. The volume of work and coordination with sub-grantees also increased.

The MER, Grants and CBE units put in a combined effort to revise grant-making steps, develop steps for release of tranches and introduced stricter reporting protocols for sub-grantees by shifting from quarterly to monthly reporting.

Loss of Key GEP Staff in TAF

Due to attrition in TAF, it has taken some time for the organization to strengthen and restructure its team to take on its agreed operations effectively, while AF-GEP team had to take additional responsibilities in initiating meetings for non-competitive sub-grants and in preparing summaries and Justification for Exemption from Competition (JEC).

3.3 Challenges Articulated by Sub-grantees

GEP sub-grantees also encountered a wide range of challenges during Year Five (FY Oct. 2014 – Sept. 2015) which included:

- GST Directive
- USAID Funding Lag
- Struggling with USAID documentation requirements



GBV Seamless Service Delivery – Lahore Hub Launch for Grant Cycle 9A on 27 March, 2015.



USAID
FROM THE AMERICAN PEOPLE



Aurat Foundat

Three Days Training Workshop of Women Workers on LABOR LAWS AND ANTI SEXUAL HARASSMENT ACT

Multan, May 06 2015



میکس میں سولیکسٹ ہوئی جائے
بہماری تنخواہ یہی جائے تہہ ملدا جائے
سال کا نوکریں بھی ملدا جائے
آج سے جائے کے لئے کٹاری کا اندازہ ہو جائے
بہم آج سے نوکریوں میں ملدا جائے
سولیکسٹ ہو جائے

Three-days training workshop for Women Workers on Labor Laws and Anti-Sexual Harassment Act held in Multan by Bedari under Grant Cycle 7A on 6 May, 2015.

Section 4

Grant Cycles in Year Five

4.1 Overall Progress on GEP Grant Cycles

By the end of Year Five (FY Oct. 2014 – Sept. 2015), 209 sub-grants have been awarded under GEP out of which 152 sub-grants were completed and closed successfully. 54 sub-grants were functional during Year Five (FY Oct. 2014 – Sept. 2015) under Grant Cycles 7A, 7B, 8 and 9A and 169 proposals were assessed for Grants Cycles 10, 10A and 11.

Furthermore, 21 sub-grants were processed under Grant Cycle 7A along with two consultancies awarded to support the 12 sub-grants designed under the theme of 'promoting improved livelihoods for informal sector workers. Twenty-two sub-grants were finalized for Grant Cycle 7B of which 19 were implemented during Year Five (FY Oct. 2014 – Sept. 2015).

Thirteen sub-grants of Grant Cycle 8 on “Strengthening District Bar Associations and Setting up Facilitation Kiosks in Courts” were deferred to Year Six (FY Oct. 2015 – Sept. 2016) due to non-availability of USAID funds. The Ministry of Law Justice and Human Rights (MOLJHR) was the only sub-grant rolled out under Grant Cycle 8 in Year Five (FY Oct. 2014 – Sept. 2015).

The National Commission on the Status of Women (NCSW) sub-grant was launched in Year Five (FY Oct. 2014 – Sept. 2015) and completed several of its activities successfully. These included two research studies on Women, Violence & Jirgas, Access to Justice for Survivors of Sexual Assault and a booklet on Standardized Indicators on Violence Against Women in Pakistan.

Two seamless service delivery hubs under Grant Cycle 9A started in Year Five (FY Oct. 2014 – Sept. 2015) and will continue into Year Six (FY Oct. 2015 – Sept. 2016).

Three public sector grants under Grant Cycle 9B were approved by USAID but have now been deferred to Year Six (FY Oct. 2015 – Sept. 2016).

**Table 21: List of Sub-Grants Operational during part of or all of Year Five
(FY Oct. 2014 – Sept. 2015)**

Operational Grants in Year Five			
Sr. No.	Objective No.	Grant Cycle No.	Sub-Grantee
1	Objective 4	Cycle-2	Strengthening Participatory Organization (SPO)
2	Objective 3	Cycle-6A	Association of Global Humanists & Ethics (AGHE)
3	Objective 2	Cycle-6B	Sindh Judicial Academy (SJA)
4	Objective 4	Cycle-6B	Provincial Commission on the Status of Women (PCSW), Peshawar
5	Objective 3	Cycle-6B	Social Welfare and Women Development Department (SWWDD), AJK
6	Objective 2	Cycle-7A	Community Support Concern (CSC)
7	Objective 2	Cycle-7A	Women's Rights Association (WRA)
8	Objective 2	Cycle-7A	Sahara Taraqati Tan zeem Dharema (STTD)
9	Objective 2	Cycle-7A	MOJAZ Foundation
10	Objective 2	Cycle-7A	Khwendo Kor (KK)
11	Objective 2	Cycle-7A	Pakistan Hoslamand Khawateen Network (PHKN)
12	Objective 2	Cycle-7A	Social Awareness and Development Organization (SADO)
13	Objective 2	Cycle-7A	Sindh Development Society (SDS)
14	Objective 2	Cycle-7A	Women Development Foundation (WDF)
15	Objective 2	Cycle-7A	Balochistan Environmental & Educational Journey (BEEJ)
16	Objective 2	Cycle-7A	Durawa Development Organization (DDO)
17	Objective 2	Cycle-7A	Mountain Areas Farmer Support Organization (MAFSO)
18	Objective 2	Cycle-7A	Bedari
19	Objective 2	Cycle-7A	Association of Women for Awareness and Motivation (AWAM)
20	Objective 2	Cycle-7A	Insan Dost Association (IDA)
21	Objective 2	Cycle-7A	Pakistan Rural Workers Social Worker Organization (PRWSWO)

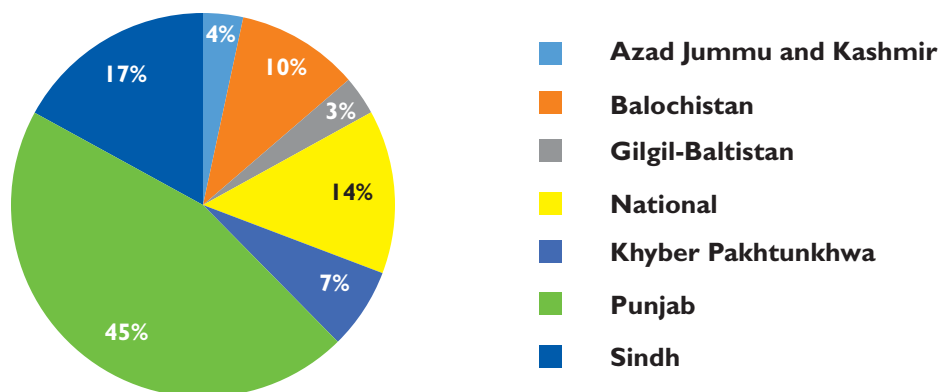
22	Objective 2	Cycle-7A	Human Resource Development Network (HRDN)
23	Objective 2	Cycle-7A	National Organization for working Communities (NOW Communities)
24	Objective 2	Cycle-7A	Legal Rights Forum (LRF)
25	Objective 2	Cycle-7A	Sewa Development Trust Sindh (SDTS)
26	Objective 2	Cycle-7A	Coastal Association for Research and Development (CARD)
27	Objective 2	Cycle-7A	Aware Girls
28	Objective 2	Cycle-7A	Rural Development Project (RDP)
29	Objective 2	Cycle-7A	Al-Shahbaz Women Organization (ASWO)
30	Objective 2	Cycle-7A	UKs
31	Objective 2	Cycle-7A	Sukhi Development Foundation (SDF)
32	Objective 2	Cycle-7A	HomeNet Pakistan
33	Objective 2	Cycle-7B	Pirabhat Women Development Society
34	Objective 2	Cycle-7B	Baluchistan Social Development Programme (BSDP)
35	Objective 2	Cycle-7B	Drugs and Narcotics Educational Services for Humanity (DANESH)
36	Objective 2	Cycle-7B	Community Initiatives for Development in Pakistan (CIDP)
37	Objective 2	Cycle-7B	College of tourism and Hotel Management (COTHM)-Karachi
38	Objective 2	Cycle-7B	Ghazi Social Welfare Association (GSWA)
39	Objective 2	Cycle-7B	Grass-root Organization for Human Development (GODH)
40	Objective 2	Cycle-7B	Social Cooperation Initiative (SCI)
41	Objective 2	Cycle-7B	Virtual University
42	Objective 2	Cycle-7B	Attitude, Skill, Knowledge (ASK) Development (Pvt. Ltd)
43	Objective 2	Cycle-7B	Potohar Organization for Development Advocacy (PODA)
44	Objective 2	Cycle-7B	Soon Va lley Development Program -SVDP

45	Objective 2	Cycle-7B	College of tourism and Hotel Management (COTHM)-Okara
46	Objective 2	Cycle-7B	AIDS Awareness Society (AAS)
47	Objective 2	Cycle-7B	Karakoram Area Development Organization (KADO)
48	Objective 2	Cycle-7B	COMSATS
49	Objective 2	Cycle-7B	Life Development Foundation (LDF)
50	Objective 2	Cycle-7B	Empowerment thru Creative Integration (ECI)
51	Objective 2	Cycle-7B	JOBS International Private Limited (JIPL)
52	Objective 1	Cycle-8	Ministry of Law Justice & Human Rights
53	Objective 3	Cycle-9 A	Centre for legal Aid and Assistance and Settlement
54	Objective 3	Cycle-9 A	DASTAK Charitable Trust
55	Objective 3	Cycle-9 A	Insaan Foundation Trust
56	Objective 3	Cycle-9 A	Labor Resource Centre
57	Objective 3	Cycle-9 A	Sudhar Society
58	Objective 3	Cycle-9 A	Women Development Department - Balochistan
59	Objective 3	Cycle-9 A	National Commission on the Status of Women (NCSW)

4.2 Provincial Distribution of Sub-Grants

The provincial distribution of grants awarded in Year Five (FY Oct. 2014 – Sept. 2015) is given below. As the chart indicates, Punjab received the highest number of grants 45%, followed by Sindh at 17%, National at 14%, Baluchistan at 10% and Khyber Pakhtunkhwa at 7%.

Figure 3: Grants Awarded in Year Five (FY Oct. 2014-Sept. 2015)



4.3 Sub-Grants by Objective

Table 22: Number of Grants Awarded by the End of Year Five (FY Oct. 2014 – Sept. 2015)

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	-	27	-	-	27
Cycle -7B	-	22	-	-	22
Cycle -8	1	-	-	-	1
Cycle -9A	-	-	7	-	7
	10	66	122	11	209

4.4 Break-up of Sub-Grants by Types of Institutions

In the last five years, 169 sub-grants have been awarded to civil society organizations, 17 to public institutions and 12 to public sector universities across the country. Please see below for details on these grants.

Table 23: 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 1	26	1	16	3	6
Cycle 2	16	3	7	3	3
Cycle 3	15	-	15	-	-
Cycle 4	23	-	23	-	-
Cycle 5	20	-	20	-	-
Cycle 6A	41	-	41	-	-
Cycle 6B	11	6	-	-	5
Cycle 7	27	-	27	-	-
Cycle 7B	22	2	15	5	-
Cycle 8	1	-	-	-	1
Cycle 9	7	-	5	-	2
Total	209	12	169	11	17

4.5 Sub-Grants Tracking

This section tracks sub grants in different stages of award process during Year Five (FY Oct. 2014 – Sept. 2015) of GEP. In addition, effort has been made to review active sub-grants by grant cycles, regions, tiers and financing instruments.

The table below tracks cycle wise progress of sub-grants.

Table 24: Cycle-wise Tracking of Sub-Grants

S. No	Progress	GC 7A	GC 7B	GC 8	GC 9A	GC 9B	GC 10	Total
1	Approval Received in Year Five		3	13	9	3		28
2	Grants Awarded							0
3	Grants Operational	27	19	1	7			54

During Year Five (FY Oct. 2014 – Sept. 2015), a total of 28 approvals of sub-grants were received from USAID whereas no grants were awarded due to unavailability of funds for FY 2014. USAID advised GEP to delay the awarding of grants.

Active Sub-Grants by Region and Grant Cycles

A total of 54 sub-grants were active under Grant Cycles 7A, 7B, 8 and 9A during Year Five (FY Oct. 2014 – Sept. 2015) of GEP. The table below shows the number of active grants by region and grant cycles.

Table 25: Number of Active Grants by Regions

S. No	Region	GC 7A	GC 7B	GC 8	GC 9A	Total
1	ICT / National	2	4	1	1	8
2	Punjab	9	6		5	20
3	Sindh	5	4			9
4	KPK	5	1			6
5	Balochistan	2	2		1	5
6	AJK	2	1			3
7	GB	2	1			3
	Total	27	19	1	7	54

Figure 4 shows that out of the total 54 active sub-grants, majority (20 sub-grants) are in Punjab followed by Sindh (9 sub-grants) and ICT/National (8 sub-grants). Figure 5 shows active sub-grants by cycles demonstrating that the highest number of sub-grants were awarded under Grant Cycle 7A (27 sub-grants) followed by 19 sub-grants under 7B.

Figure 4: Active Sub-grants by Regions

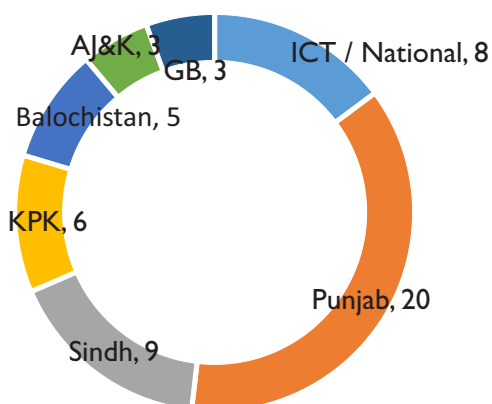
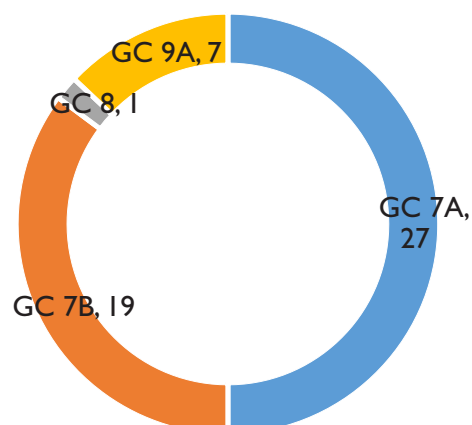


Figure 5: Active Sub-Grants by Cycles



Active Sub-Grants by Tier

Tier I awards are the most frequent (36 sub grants) followed by tier 2 (12 sub-grants). In terms of regional distribution, Punjab has received most tier I grants (22) followed by Sindh (9 sub-grants).

Table 26: Tier-wise Active Sub-Grants

	Punjab	Sindh	KPK	Baluchistan	GB	AJK	ICT	Total
Tier I Up to: \$75,000	16	07	05	04	02	01	01	36
Tier 2 Up to-\$150,000	04	01	01	01	01	01	02	12
Tier 3 Over \$150,000	02	00	00	00	00	00	04	06
Total	22	09	06	05	03	02	07	54

Active Sub-Grants by Objective

Combating GBV has remained at the heart of GEP during Year Five (FY Oct. 2014 – Sept. 2015). Of the 54 sub-grants functional, majority of sub-grants (46) were awarded to combat GBV across Pakistan. Punjab being the largest region received highest number of sub-grants (18) to combat GBV. Please see table 27 for details.

Table 27: Objective-Wise Active Sub-Grants

	Punjab	Sindh	KPK	Baluchistan	GB	AJ&K	ICT	Total
Objective 1	00	00	00	00	00	00	01	01
Objective 2	18	09	06	04	03	02	04	46
Objective 3	04	00	00	01	00	00	02	07
Total	22	09	06	05	03	02	07	54

Financing Instrument-Wise Active Sub-Grants

Per USAID guidelines for awarding the sub-grants, GEP is using three financing instruments.

Table 28: Instrument-Wise Active Sub Grants

	Punjab	Sindh	KPK	Baluchistan	GB	AJ&K	ICT	Total
1. Simplified Grants	13	06	05	05	02	01	03	35
2. Fixed Obligation Grants (FOG)	09	03	01	00	01	01	02	17
3. Expense on the Behalf of Grantee (EBOG)	00	00	00	00	00	00	02	02
Total	22	09	06	05	03	02	07	54

The simplified grant is the most common instrument used for GEP in Year Five (FY Oct. 2014 – Sept. 2015), followed by FOG awarded for 17 sub-grants. Only two EBOGs were administered for Ministry of Law, Justice and Human Rights (MoLJHR) and National Commission on the Status of Women (NCSW) under Grant Cycles 8 and 9A respectively.

4.6 Financial Progress

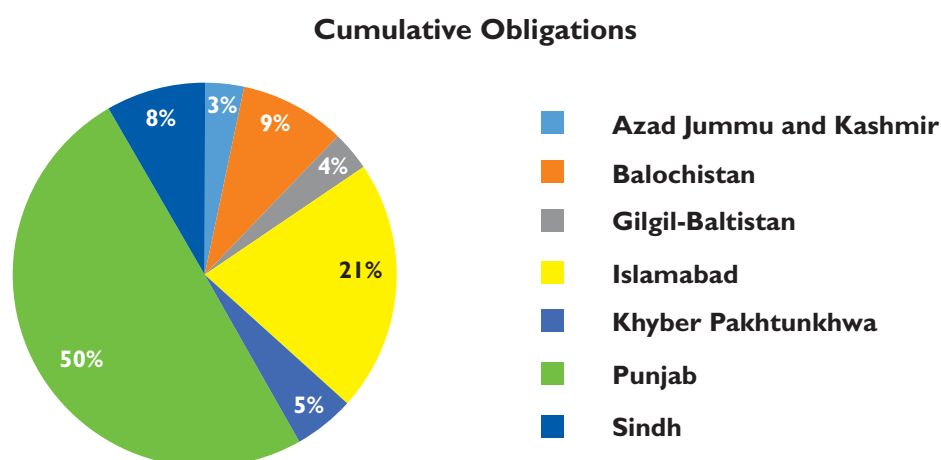
The financial progress of GEP in Year Five (FY Oct. 2014 – Sept. 2015) resulted in cumulative obligations of USD 11,476,824. As of September 20, 2015, the project had spent 68% of its funds.

Table 29: GEP Financial Progress as of 30th September, 2015 (in USD)

Objective	Obligation						Disbursement				Remaining	
	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative	Year 1	Year 2	Year 3	Year 3	Cumulative	Obligation
1	562,081	13,501	-	-	152,711	728,293	150,924	214,098	122,110	-	511,754	216,539
2	746,180	35,872	277,422	1,521,441	1,525,061	4,105,976	340,927	336,737	81,710	1,310,737	2,357,629	1,748,346
3	1,072,112	1,887,405	2,035,377	15,014	700,560	5,680,440	177,375	1,716,506	1,933,360	328,507	4,560,682	1,119,758
4	451,119	343,698	458,503	278,859	12,346	962,115	101,825	286,162	258,698	30,621	897,623	64,493
Total	2,831,492	2,280,476	2,771,302	1,227,302	2,365,986	11,476,824	771,051	2,553,503	2,395,878	1,669,865	8,327,688	3,149,136

The regional break-up of cumulative obligations of GEP up to the end of Year Five (FY Oct. 2014 – Sept. 2015) is provided below.

Figure 6: Regional Break-up of Cumulative Obligations – End of Year Five (FY Oct. 2014 – Sept. 2015)



During Year Five (FY Oct. 2014 – Sept. 2015), USAID informed AF that funds for FY2014 hadnot arrived. It was reiterated in several meetings that no dates were available about the time at which funds will be received and it was unlikely that these funds would be only be available in the GEP Year Five (FY Oct. 2014 – Sept. 2015). USAID advised AF to hold back all sub-grants until the arrival of funds and approval of AF's request for incremental funding. This way some funds were made available for operational costs.

AF shared a request for Incremental Funding on April 22, 2015, which was approved by the USAID on September 11, 2015.

It serves to complete the picture of a happy
smiling Pakistani woman



Lahore Hub launch ceremony in March 2015.

Section 5

What We Achieved in Year Five (FY Oct. 2014 – Sept. 2015)

GEP achievements comprise of more than the awarding of grants. This section focuses on GEP accomplishments during Year Five (FY Oct. 2014 – Sept. 2015) in context to the enhancement of MER databases, development of training modules by GEP sub-grantees, research outputs of universities supported by GEP under Grant Cycle 6A, the institutionalization of GEP publications and its strategy for combatting GBV and the program's research and reporting endeavors throughout Year Five (FY Oct. 2014 – Sept. 2015).

5.1 MER Databases

Program Management System (PMS) is an internal database that was designed and put into operation in 2011. Its methodology is similar to other software engineering methodologies, which incorporates the analysis, design, development, testing, and implementation phases of a project in various sprints. The application is divided into specific deliverables generated periodically.

However, the originally designed PMS was soon insufficient to deliver timely and comprehensive Monitoring and Evaluation (M&E) reports. The grant information also required manual entry of information which gave a high probability of data errors, streamlining the data entry process and orientation of PMS database to newly hired monitoring staff as well as grant holders. An overview of existing protocols of data entry into PMS was discussed, which reviewed the first level

of entries, user/edit rights and overall application permissions. Towards the last quarter the entire PMS design required revisiting which was primarily linked to the new M&E reporting formats and requirements.

Again, during the first quarter of 2015, it was decided that in light of the recent grant-making shift, the PMS required considerable enhancement. In addition, it was intended that PMS enhancement would help produce a range of data for external and internal sharing. The first deliverable of the enhancement package comprised of grant information, quarterly work plan and monitoring reports, which were installed on the web. The upgrades allowed the PMS to accommodate and reflect enhanced activities under GEP, and to generate new PMS and closeout reports. Data of 54 grants was uploaded on PMS, which included grant information, work plan, quarterly quantitative progress, quarterly program and financial monitoring and FSR.

In order to collect systematic and standard information from GEP Hubs under Grant Cycle 9A, GEP developed two databases which are applicable for all current and future hubs. These databases include one for GEP supported shelters and another for helplines. These databases capture detailed information on beneficiary profile including age, gender, education and marital status. The database also captures information on types of GBV violence, perpetrators, and services

provided through shelters as well as helplines.

A systematic process for quality of data reporting has been developed and sub-grantees are also trained on it. Frequency for reporting these databases shall be monthly as well as quarterly for the GBV hub partners. Upon quarterly submission of the database, MER regional teams shall review and provide feedback to the sub-grantee if needed. The final version of the quarterly database sheet shall be housed at the GEP Head Office, so that the changes are not made in previously reported information.

5.2 Training Modules

Objective four of GEP aims to build capacities of civil society organizations working for the development of women's rights. Building strong institutions that are able to provide services for women and advocate on their behalf is essential in ensuring that gender interventions result in meaningful change. During Year Five (FY Oct. 2014 – Sept. 2015), 17 training modules were developed, pre-tested amongst district partners and finalized after feedback. These modules have been widely disseminated amongst current GEP sub-grantees and can be used for future ones as well. The following trainings modules were developed by GEP sub-grantees:

Table 30: Training Modules Developed in Year Five (FY Oct. 2014 – Sept. 2015)

S No.	Grant Cycle	Module	Sub-Grantee
1	7A	Women's Rights and Labour Laws	HomeNet Pakistan
2	7A	Leadership Training for Informal Sector Workers	HomeNet Pakistan
3	7B	Gender, Sexual Harassment Labour Laws and Protecting a Women Friendly Environment	Empowerment thru Creative Integration
4	7A	Introduction to Business Concepts and Ideas	MOGH
5	7A	Product Development & Prototyping	MOGH
6	9A	Gender Sensitization for Medico Legal Officers	Insan Foundation Trust
7	9A	Sewing Module for Sewing and Cutting	Dastak Charitable Trust
8	9A	Information Kit - Handbook for Gender Based Violence Survivors	Sudhaar Society
9	9A	Business Skills	Sudhaar Society
10	9A	Jewelry Making	Sudhaar Society
11	9A	Beautician	Sudhaar Society
12	9A	Child Counseling	Sudhaar Society
13	7B	Graphic Designing	Empowerment thru Creative Integration
14	7B	Integration Web Development	Empowerment thru Creative Integration
15	7B	Mobile App Development	Empowerment thru Creative Integration
16	7B	Networking	Empowerment thru Creative Integration
17	7B	Soft Skills	Empowerment thru Creative Integration

5.3 Outputs of Universities

In the last five years, the program has not only commissioned a host of research, scoping and investigative studies, but has also supported universities, under Grant Cycle 6B, to conduct their own research. GEP believes that in order to combat GBV, research on taboo topics that are not included in the national discourse must be encouraged. These research studies add to the existing knowledge base on GBV and raise-awareness on the extent of violence against women (VAW) in Pakistan. These research studies are being uploaded on the e-portal of Universities Network so that academics and students alike have access to this resource pool. Please see below for the research studies conducted by public sector universities supported by GEP under Grant Cycle 6B:

- Gender Based Inequality of Opportunities in Sargodha – University of Sargodha
- Causes of Domestic Violence in District Sargodha – University of Sargodha
- Gender Based Violence in the Region of South Punjab - Bahauddin Zakariya University
- Issues and Problems of Women at Workplace: Case Study of Bahawalpur – University of Bahawalpur
- Sexual Harassment & its Effects on Female Nurses in Sindh – University of Sindh
- Attitudes of Working Women about Domestic Violence in Hyderabad – University of Sindh
- Gender Disparities in Assigning Household Chores and Field Work in Rural Areas – Gomal University
- A Study of Gender Discrimination in providing Education in Dera Ismail Khan – Gomal University
- The Customs of Vanni and Honor Killing in the Perspective of Basic Human Rights – Gomal University
- A Study of the Awareness of the Community regarding Gender Based

Rights of Inheritance – Gomal University

- A Study of Gender Based Discrimination in Treatment and Family Healthcare – Gomal University
- Attitude of the Community towards the Nuisance of Domestic Violence – Gomal University
- Status of Gender Based Financial Independence and Interdependence in Society – Gomal University

The seven research studies conducted by students at Gomal University have been combined into one volume.

Universities supported under Grant Cycle 6B were also expected to prepare a list of gender publications as their contribution to the e-portal. The following universities have consolidated a list on gender publications:

- Bahauddin Zakariya University
- University of Sargodha
- University of Punjab
- Shah Abdul Latif University

The list contains published and unpublished research work on different themes, gender related books and references of conferences and journals. University of Punjab, under Grant Cycle 2, has also collated a useful list on gender related research, books and journals. This list will also be uploaded on the e-portal.

5.4 Institutionalizing Training & Orientation Materials

Many materials prepared under sub-grants by universities have been standardized. These include:

- Manual on Gender Sensitization for non-teaching staff in both English & Urdu
- Module on Gender & Development
- Media products including *Mein Safar Mein Hoon* (I Am on a Journey), talk shows, cartoon serial social media CD

GEP is sharing these products with all universities under Grant Cycle 12, to be part of their sub-grants.

5.5 Institutionalizing Strategy for Combatting GBV

In Year Five (FY Oct. 2014 – Sept. 2015), GEP spent a considerable amount of time and energy on updating its strategy on combatting gender based violence. The program's strategy on GBV is a live document that is constantly being updated and shared with sub-grantees. This year the document was also shared with regional teams for their feedback.

The purpose of the GBV strategy is to approach the scourge of GBV in a practical and systematic manner. The different components of GEP's strategy for combatting GBV are as follows:

- Prevention
- Identification & Reporting
- Protection & Counseling
- Accessing Justice
- Rehabilitation & Self Fulfillment

5.6 Institutionalizing Seamless Service Delivery Hubs

Under Grant Cycle 6A on Combatting GBV, GEP supported 8 shelters, 4 crisis centers and 11 helplines in order to support the needs of GBV survivors from identification to rehabilitation. Grant Cycle 9A builds on the gains of Grant Cycle 6A, filling in the gaps in provision of seamless service delivery. The hubs supported under Grant Cycle 9A are designed as in-depth, long-term and systematic initiatives in selected focus district hubs. Each hub is based in one select shelter forming a consortium to provide linked services to other private/public shelters to



GEP demonstration along with other Civil Society Organizations in front of the Sindh Assembly on August 7, 2015 to protest against acid attacks on four girls.

work together for continued sustained services. GEP has taken a non-competitive route in awarding Grant Cycle 9A as it allows the program to work with its existing implementing partners for more extensive and focused service provision. Grant Cycle 9A consists of the following 7 seamless service delivery hubs:

- Lahore
- Baluchistan
- Khyber Pakhtunkhwa
- Azad Jammu and Kashmir
- Islamabad Capital Territory
- Southern Punjab
- Karachi

The hubs in Lahore and Baluchistan are functional at the moment as the others still await USAID approval. It is noteworthy that the Baluchistan hub is a direct intervention in collaboration with the Government of Pakistan. Thanks to GEP now the province has three helplines where none existed. Furthermore, medico-legal trainings and para-counseling are two important aspects of these hubs as they will enable sub-grantees to better cater to the needs of GBV survivors.

5.7 Research, Reporting and Publications

During the last four years there has been extensive research on core GEP objectives covering women empowerment, access to legal rights and justice and GBV issues. However, there were some underlying concepts that GEP intended to further explore. In this regard, GEP launched three research studies in Year Five (FY Oct. 2014 – Sept. 2015). Two studies were formative researches on femininity and masculinity in Pakistan. While understanding gendered norms for both women and men, the studies indirectly explored the socio-economic context and relations that shape women's lives, their subordination and change. The third study which was also formative in nature, investigated the vulnerabilities, consequences and challenges associated with the transgender community in

Pakistan. This research study highlighted specific advocacy initiatives towards realization of equal citizenship and dignity for transgender community.

GEP recruited experienced research based firms to conduct the three qualitative research studies. The research studies on femininity and masculinity in Pakistan were conducted with the purpose of enhancing the normative understanding of feminine and masculine identities and defining the impact of these concepts on women in Pakistan. The research studies explored the positive and negative aspects of these identities, their social impact, particularly on gender based violence and women's rights as well as attitudes to sexuality in this context.

The study on transgender communities was aimed at investigating the vulnerabilities, challenges, and their consequences faced by transgender women and *hijra* communities. In the primary phase, existing literature on transgender people was reviewed and in reviewing so, gaps in existing researches and their findings were identified. Based on the findings of the literature review, a second leg of the research was designed aiming to explore the issue previously unaddressed and identified. The major themes of exploration were access and response from justice awarding bodies, physical & sexual abuse and trauma, and avenues for economic opportunities. In addition to this, issues around identity, the third-gender National Identity Cards, social exclusion, and effectiveness of transgender organizations were also explored.

The study was carried out in the major cities of all the four provinces of Pakistan, in addition to the Federal Capital – Islamabad Capital Territory and the state of Azad Jammu and Kashmir. The desk review was carried out within the Pakistani context with some references to other literature from countries with a similar cultural landscape. The instruments employed for the study were focused group discussions (FGD), key informant interviews (KII) and in-depth interviews of

also published Case Studies Volume II consisting of five case studies:

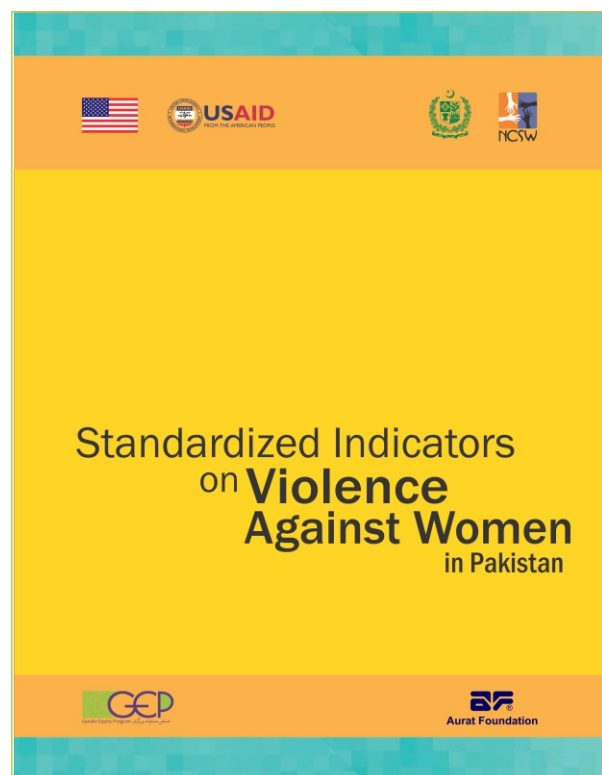
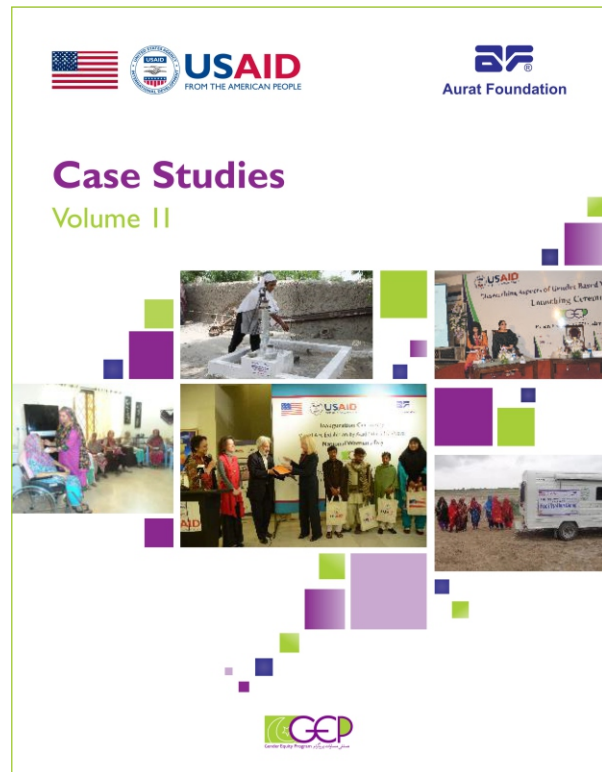
- Rapid Relief: GEP Support to Monsoon Flood Affectees in 2010
- CNIC Registration: Empowering Women in under Three Dollars
- Coming Home: A Private Shelter for the Elderly in Karachi
- Acid Violence in Pakistan: Rehabilitating Survivors and Engaging at the Global Level
- Punjab University: Striving to Promote Gender Studies in Academia

Although the five case studies cover a broad spectrum of topics they highlight how each GEP grant furthers the objectives of GEP. GEP support to flood affectees falls under objectives 1 and 2, the case study on CNIC registration furthers objective 3, GEP support to a private shelter in Karachi and the rehabilitation of acid attack survivors furthers objective 3 and the public sector universities supported by GEP fall under objective 4.

5.8 Standardized Indicators on GBV

GEP supported the National Commission on the Status of Women (NCSW) to develop standardized indicators on VAW. GEP reviewed four global surveys shared by NCSW to gauge the ones that focus on harmful customary practices. Once these surveys had been reviewed, GEP took the initiative to review an additional three surveys from Turkey, Nepal and The Reproductive Health Response in Conflict (RDRC) to further add to the knowledge base of NCSW. The results of this research were shared with members of NCSW's Working Group Committee for development of standardized indicators on VAW. During this meeting, four indicators on harmful customary practices were also developed.

The standardized indicators on GBV have now been developed and shared with key stakeholders in the country.



Victory for Hindu Women Workers

In November 2014, Bedari held a Women Workers Convention entitled "Current Situation of Worker Rights and Labor Laws" in Multan. Bedari is working with the Gender Equity Program of the Aurat Foundation (AF) under Grant Cycle 7A. The convention was to address the demands of women worker and sensitize the public and key stakeholders on effective implementation of labor laws. Chairman Multan Waste Management Company (MWMC), Mr Rai Munsab Ali Khan, attended the convention and acknowledged Bedari's endeavors of helping women workers who are in dire need of support. Witnessing Bedari's ceaseless struggle, he offered a proposal of signing a Memorandum of Understanding between his Waste Management Department and Bedari so that they may provide free trainings to women workers and facilitate with allowances of PKR 10,000 for them as sanitary workers under this department.

A series of follow up meetings were conducted with MWMC. These continued efforts came to fruition in the last meeting when Bedari was asked to nominate a few women for the posts of Sanitary Workers as per MWMC's commitment. The team of Bedari identified seven deserving and hardworking domestic workers from the Hindu community. At first women were unaware of their potential and hesitant to apply for the opportunity. However, Bedari's project team counseled them and helped with the processing of their applications.

Applying for permanent jobs for seven women workers has been a rewarding experience for Bedari and GEP especially since women workers seldom receive recognition especially if they belong to marginalized minorities such as the Hindu community.

BEEJ - Building Capacities and Market Linkages Via GEP

Established in 2001, Balochistan Environmental and Educational Journey (BEEJ) has worked with numerous international donors on various projects related to food security, hygiene and education. It was not until BEEJ become a sub-grantee of GEP under Grant Cycle 7A, that it commenced work in Quetta. Mr Gharshin, Chief Executive Officer of BEEJ, while speaking about Grant Cycle 7A commented that, *"The beauty of this project is that it has 100 percent women staff unlike any of our other projects."*

When BEEJ first commenced work with Home Based Women Workers (HBWWs) under Grant Cycle 7A, it had not fathomed the success that it would witness under this project. The Trade Facilitation and Communication Center (TFCC) built under this project has received women artisans who have traveled free of charge to BEEJ to have their products displayed there. In doing so, they have increased their client base. Furthermore, the Principal of the Girls College in Quetta and seven professors who visited the TFCC were so enamored by the products that they sought out the artisans in their residences to place orders. Furthermore, the Master Trainers trained under GEP will now be traveling to Musa Khel to train 2,000 women artisans working under a Deutsche Gesellschaft für Internationale Zusammenarbeit project.

While speaking about the artisans trained under GEP Grant Cycle 7A Mr Gharshin commented, *"I am so intrigued by the work being conducted under the GEP grant that I find myself devoting more and more time to it. Without asking for any travel expenses women artisans have been coming to our TFCC. It is heartening to see them take ownership of this project!"*



Women Workers Convention held by AWAM in Faisalabad under Grant Cycle 7A in March 2015.



Syeda Fauzia Saleem Abbas, Minister Education and Women Development Department - Gilgit Baltistan at Ninth NAF Meeting held in May 2015.

Section 6

Strategic Alliances and Networks

Building linkages between Pakistani public and private sector organizations ensures the maximum impact of the four objectives of GEP. GEP encourages linkages between Pakistani public and private sector organizations that in turn inspire gender empowerment during the implementation phase of the grant cycle and the sustainability of the program's interventions beyond the lifespan of the sub-grant. GEP also acknowledges the essential role of the federal and provincial governments and has for the past five years worked hand-in-hand with Government of Pakistan in context to women's empowerment.

6.1 National Advisory Forum (NAF)

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.

During Year Five (FY Oct. 2014 – Sept. 2015) the role of the National Advisory Forum (NAF) underwent a change with NAF members being introduced to PGC members to encourage future NAF' engagements at the provincial and regional level. Furthermore, during this year NAF has also been engaged in helping GEP design Grant Cycle

II on expanding women's access to justice.

NAF is currently focusing more on working for the rights of minorities in Pakistan. It is noteworthy that two NAF members, namely, Justice (rtd.) Kailash Nath Kohli and Mr Ramesh Singh Arora, Member of Provincial Assembly – Punjab belong to minority communities in Pakistan and thus have a valuable vantage point in context to the needs of the minority population. During the NAF 10 session held in Lahore in August 2015, a total of 6 action plans were highlighted. NAF members stressed the importance of reforming archaic laws and highlighted education and electoral issues faced by minorities in Pakistan. Please see below for these points outlined during the meeting:

- Legal reforms required for minorities family laws
- New legislation should be enacted on forced marriages and amendments to the blasphemy law
- Making marriage registration mandatory
- Reserving special funds for minority women
- Devising concerted advocacy campaign on creating awareness on laws related to minorities
- Equal right to education for minorities
- Making electoral reforms for better representation of minority women

National Advisory Forum (NAF) visit to Quetta

NAF delegation comprising of members and GEP colleagues went to Quetta to review the prevailing GBV situation in Balochistan on 28 November, 2014. Dr Abdul Malik – Chief Minister Balochistan, Mr Mir Izhar Khoso – Women Development Department Minister and Mr Haider Ali Shikoh – Secretary Women Development Department participated in a roundtable discussion organized by the AF-GEP team in Quetta on the occasion. Other participants included parliamentarians and civil society representatives along with a large presence from the media. Ms Roshan Bharucha, a member of AF's Board of Governors was also present. Ms Simi Kamal – Chief of Party (COP) gave a presentation on GEP. The ceremony of signing of Women's Development Department's grant was held in the presence of Dr Malik.

Ninth NAF Meeting

The Ninth NAF meeting focused on interaction at the Provincial/Regional level. The meeting was held from May 25-28, 2015 in Islamabad. The meeting provided an ideal opportunity to address the issue of continuity and to introduce GEP staff to NAF members. The role of NAF members has considerably been enhanced by involving them in planning grant cycles and grants. This interaction between NAF members and PGC contributed to a lasting relationship with AF-GEP of NAF members and arrange collaboration for execution of GEP grants and activities in its last two years.

During the 4-day meeting provincial ministers were given an opportunity to present on the measures they are taking in context to women's empowerment. Discussions also ensued on where each province requires the assistance of GEP. NAF members were also informed of the progress of GEP and the headway made on Grant Cycles 9, 10, 11 and 12. During the meeting a considerable amount of time was spent on explaining USAID's GST directives.

Tenth NAF Meeting Sessions

The Tenth National Advisory Forum (NAF) consisted of five NAF sessions held at the regional level in Lahore, Karachi, Peshawar, Quetta and Islamabad. Throughout Year Five (Oct. 2014-Sept. 2015), NAF has encouraged the building of linkages amongst its members and GEP regional teams; an initiative that was carried further with NAF 10. The purpose of enhancing this role is to build a lasting relationship between GEP and NAF members and ensure the smooth execution of GEP grants during the last two years of the program. The details of these sessions are given below.

NAF meeting 10A Karachi was held on July 27-28, 2015 at the premises of Aurat Foundation, Karachi. The primary objective of this meeting was to encourage interaction within the group of seamless service hub partners and university grants. Attended by GEP sub-grantees of Grant Cycles 9A and 9B and chaired by Ms Tauqeer Fatima Bhutto, former Provincial Minister Women Development Department (WDD) Sindh and Ms Ghazala Gola, Former Provincial Minister WDD Baluchistan, the first day of the meeting comprised of sharing GEP's seamless service delivery hub concept and further engagement with public sector universities. The second day of the meeting was chaired by Ms Shahnaz Wazir Ali, former Chair of NAF. Action plans and recommendations from the two breakout sessions were summarized and shared before the meeting concluded.



Provincial/Regional NAF 10A held in Karachi on 27-28 July 2015.

NAF meeting 10B was held at AF's Peshawar regional office on 18-19 August, 2015. During the meeting ministers and GEP sub-grantees were given a detailed overview of GEP's updated strategy for combatting GBV. A fruitful discussion ensued on the initiatives that can be taken by GEP's University Network to create awareness on gender issues amongst non-faculty staff, further promotion of gender studies in academia, utilizing law departments of universities to spread awareness on pro-women legislation and the need for GEP partner NGOs to build linkages with existing shelters and Dar-ul-Amans in Khyber Pakhtunkhwa (KPK) in the interest of strengthening them and spreading awareness on GEP supported helplines.



Provincial/Regional NAF 10B held in Peshawar on 18-19 August, 2015.

NAF meeting 10C was held in Aurat Foundation's regional office in Lahore on August 25-26, 2015. The meeting aimed to bolster ties between government organizations, academia and NAF as part of support to be extended to seamless service delivery hubs and others GEP sub-grants. Participants were briefed on the main objectives of the meeting, GEP work at the national and regional level, role of NAF members and the significance of PGC and its various networks. A session was also held on the instrumental role of Punjab NAF members in building relations and linkages for GEP. The second day focused on rights and issues of minorities and marginalized groups, GEP partner universities and the role of PGC in promoting and preserving women's rights in Pakistan. Several actions points were proposed

and shared with participants before the meeting ended.



Provincial/Regional NAF 10C held in Lahore on 25-26 August, 2015.

NAF meeting 10D was organized in Quetta on August 31, 2015 to incorporate the suggestions of NAF members and civil society members in formulating the women development agenda in Baluchistan. The meeting was also used to identify actions points for building linkages among seamless service delivery hub, universities partners, sub-grantees of Grant Cycles 7A and 7B, government and civil society organizations. The meeting discussed the WDD grant under which toll free helplines will be established in three districts of Baluchistan, the problems of home based workers, implementation of anti-harassment law in both government and non-government organizations, collection of data on the women labor force, amendments in labor policy, appointment of labor ombudsperson in Labor Department and other pro-women legislation.



Provincial/Regional NAF 10D held in Quetta on 31 August, 2015.

NAF meeting 10E was held on 29 September, 2015 at the Islamabad Club. The meeting was attended by Ms Melissa Rosser, Director – Office of Stabilization and Governance, USAID and Ms Farah Imran, Agreement Office Representative – USAID, NAF members and sub-grantees of Grant Cycle 9A and other PGC members. GEP's Seamless Service Delivery Hub for Islamabad was the focus of the session.



Provincial/Regional NAF 10E held in Islamabad on 29 September, 2015.

6.2 Pakistan Gender Coalition

The Pakistan Gender Coalition (PGC) is a platform to share best practices, innovative actions, lessons learnt and challenges & solutions. The network consists of former and current sub-grantees of civil society organizations (CSOs), academic institutions, research institutions and media organizations working towards gender equality and equity. Future sub-grantees will become PGC members as they come on board. This coalition is particularly important because of the strategic design of GEP, whereby each grant is a part of a larger synergistic whole – like a piece of a jigsaw puzzle, where each piece is of equal importance.

The PGC is seen as the ultimate 'custodian' of the mission and objectives of GEP, working in tandem with member organizations with the aim of utilizing their experience and resources for women's empowerment in Pakistan. PGC members are also expected to participate

voluntarily in three main international and national annual events related to women's rights. There are:

- 16 Days of Activism Against GBV – 25 November to 10 December
- National Women's Day – 12 February
- International Women's Day – 8 March

The linkages built under GEP sub-grants have formed the basis of five networks that have emerged. These PGC networks are being strengthened and consolidated so that they can work in complementarity with other interventions and sub-grants in the defined target areas. Enhanced capabilities and skills in volunteerism and fundraising of gender coalition network members are also being addressed.

Lawyers Network

The Lawyers Network consists of 135 lawyers supported via paid internships under Grant Cycle 2. This network is fostering linkages and design initiatives to increase awareness of GBV, its incidence, reporting and redress. Current Lawyers Network initiatives include:

- Linking GEP trained lawyers to GEP's seamless service hubs.
- Offering pro bono services by GEP trained lawyers to shelters and through helplines
- Linking judicial officers, media representatives, shelters and health facilities (both men and women)

Shelters and Helplines Network

The Shelters and Helplines Network includes shelters and helplines from Grant Cycles 6A and the 7 seamless service delivery hubs in Lahore, Quetta, Karachi, Islamabad, Peshawar, Muzaffarabad and Muzaffargarh under Grant Cycle 9A. Seamless Service integrates important and relevant linkages of key players within our society to support survivors of GBV. The shelters and helplines in these hubs have been linked into

a network and are doing the following:

- Collaborating in providing services to GBV survivors GEP supported private shelters, helplines, psycho-social support and economic rehabilitation
- Sharing information within the network to facilitate GBV survivors
- Raising awareness for prevention and identify types of GBV
- Collaborating with Lawyers Network

GEP Alumni Network

GEP Alumni network is a resource base for all PGC initiatives. The members of the alumni are individuals who have been connected with GEP in one way or another. They comprise of former and current NAF members, GEP staff, consultants and government representatives who have worked with GEP. This network provides linkages with government, CSOs and research institutions. GEP Alumni is supporting PGC by identifying opportunities of funding for sub-grants after closure of the GEP program.

Academia Network

The Academia Network includes public sector universities supported under Grant Cycles 6B and 9B. Through this network GEP is encouraging exchange of knowledge and mutual support among public sector universities and institutionalizing these as part of courses and teaching and reference materials. These include GEP Research Studies, GEP Scoping Studies, GEP Baseline Study, NCSW Investigative and Policy Studies.

NGO Network

The NGO Network consists of GEP supported Non-Government Organizations (NGOs) who work in coordination for advocacy and awareness on GBV and other issues connected to women's rights with particular emphasis on

commemorating the national and international women's days.

During Year Five (FY Oct. 2014 – Sept. 2015), PGC participated in the 2014 “16 Days of Activism against Gender Based Violence.” IEC material was distributed to 179 PGC members for use in their respective campaigns. Please see below for the IEC materials shared with PGC members:

- Social Media: A New Dimension of Violence against Women (DVDs) – 25 for each PGC member
- 3D Cartoon series *Main Aur Meray Dost* [Me and My Friends] – 25 for each PGC member
- Leaflet on the importance of 16 Days of Activism – stock of leaflets for each PGC member
- Surplus copies of GEP publications



USAID
FROM THE AMERICAN PEOPLE

BF
Aurat Foundat



TOWARDS WOMEN
De

Tom Wilkins, Charge d'affaires at the Embassy of the United States of America speaking at the Toward Women Friendly Policing event held on 9 December, 2015.

Section 7

Showcasing GEP Events in Year Five

Three GEP events were held in Year Five (FY Oct. 2014 – Sept. 2015). Please see below for a succinct description of each event.

7.1 Towards Women Friendly Policing

On December 9, 2014, GEP held an event entitled, “Towards Women Friendly Policing” on December 9, 2014. The purpose of the event was to discuss the hurdles women face when accessing justice in Pakistan via a panel consisting of representatives from the police and legal profession. The panel discussion focused on the countless reasons why women in Pakistan avoid the justice system and day-to-day challenges faced by the police. Some of the shortcomings on Pakistan's legislation were also discussed the foremost being adherence to an archaic justice system inherited from the British. At the end of the discussion panelists offered suggestions on how the current justice system can be made more women-friendly. An insightful Question & Answer (Q&A) session commenced once the panel discussion had ended during which university students asked questions related to police and legislation.

7.2 GEP Observes World Cancer Day

On February 4, 2015 GEP observed World Cancer Day in collaboration with Shifa Hospital. A free of cost Breast Screening and Cancer Awareness Session was held at AF's head office during which 42 women employees were examined. The session raised awareness on cancer, taught women to self-examine themselves and encouraged them to have regular check-ups done especially after the age of 40.

7.3 Pre-Grant Orientation Workshops for Grant Cycle II

GEP held five Pre-Grant Orientation Workshops for Grant Cycle II in Islamabad, Lahore, Quetta, Peshawar and Karachi in April 2015. The aim of these meetings was to introduce GEP to potential sub-grantees for Grant Cycle II. The session helped participants to understand the themes of Grant Cycle II which are strengthening district bar associations & setting up facilitation kiosks and engaging with minority groups on women's rights. These orientation workshops also helped participants comprehend the eligibility criteria and procedures for applying for the grant. Furthermore, they also clarified ambiguities regarding the procedures and objectives of the grants.

Examining the Legal and Implementation Gaps in the Global Framework on Violence Against Women

WEDNESDAY, FEBRUARY 4, 12:00 - 1:30 PM

Harvard Kennedy School, Rubenstein Building, Carr Center Conference Room



Moderator:

Vidya Sri, Human Rights Policy Fellow, Carr Center for Human Rights Policy, Harvard Kennedy School

Featured Panelists:

Simi Kamal, Chief of Party, Gender Equity Program, Pakistan

Ramona Boodoosingh, Center for Samoan Studies, National University of Samoa

Dr. Ruth Aura, Chairperson, Federation of Women Lawyers (FIDA)-Kenya

Marina Pisklakova-Parker, Director, Centre to Stop VAW, Moscow, Russia

Kelbie R. Kennedy, University of Oklahoma, College of Law, International Indigenous Human Rights Clinic

This program is free, open to the public, and refreshments will be served. This is an associated event of the Confronting Violence conference at the Radcliffe Institute for Advanced Study, April 9-10, 2015.

Panel discussion entitled, “Examining the Legal and Implementation Gaps in the Global Framework on Violence Against Women” in which Simi Kamal, Chief of Party – GEP participated in February 2015 via Skype.

Section 8

Anchoring GEP in Global Initiatives

Since Year Five (Oct. 2014 – Sept. 2015), GEP has been busy engaging with well reputed international and national entities to bring positive change in context to women's rights and empowerment on a global scale. To date GEP has had the opportunity to work with Harvard University's Carr Center to conduct research on VAW in Pakistan and the Asia Working Group to build a global binding treaty on VAW.

8.1 Research on VAW for Carr Center – Harvard University

GEP has been engaged with Harvard University's Carr Center for Human Rights since Year Four (Oct. 2013-Sept. 2014). The Carr Center is working on an international binding protocol on Violence Against Women (VAW). Ms Simi Kamal, COP – GEP, is 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 develop a treaty that is inclusive of survivors' voices. In this regard, GEP held a Focus Group Discussion (FGD) with nine acid attack survivors who were beneficiaries of GEP under Grant Cycle 6A and 11 survivors of GBV from Panah Shelter Home, a sub-grantee of GEP under Grant Cycle 6A. The FGD was held to gauge the barriers survivors encounter in their pursuit for justice in Pakistan. Detailed feedback from the FGD was shared with Harvard University's Carr Center. This research will be

instrumental in developing the treaty on VAW. The Final Policy Analysis Exercise developed by Carr Center includes this research. GEP is proud that it has played a pivotal role in enhancing the knowledge base of Harvard University in context to GBV in Pakistan.

8.2 Garnering Support for the Asia Working Group's Sign-on Statement

During Year Five (FY Oct. 2014 – Sept. 2015) GEP remained occupied with getting endorsements for the sign on statement on VAW developed by the AWG. The statement reads:

“I stand for the right to a life free from all forms of violence for everywoman, everywhere. I hereby join the global call for an international treaty on violence against women and girls worldwide.”

Although only two endorsements were required from each AWG member, GEP is proud to share that to date it has provided nine endorsements. This initiative of the Carr Center received recognition in the Washington Post as well. A two-page summary of GEP's collaboration with Harvard University's Carr Center was also shared by GEP for reporting purposes to USAID. The summary outlined the work GEP has undertaken with the Carr Center thus far on developing a binding treaty on VAW.



Filming of GEP Documentary *Dekh Zamana Mera Hai* or *The World at My Feet* in Peshawar.

Section 9

Making GEP Visible

9.1 GEP Documentary – *Dekh Zamana Mera Hai*

In Year Five (FY Oct. 2014 – Sept. 2015), GEP worked extensively on developing a documentary to highlight the inspirational success stories that have emerged through program interventions of GEP across Pakistan. The documentary entitled, “*Dekh Zamana Mera Hai*,” (The World at My Feet) aims to motivate other women to overcome their struggles and live with dignity. The 46-minutes documentary tells the story of GEP and showcases success stories of women in Punjab, Sindh, Baluchistan, Khyber Pakhtunkhwa and Sindh including shots of activities conducted under GEP, sound bites and interviews that narrate how GEP has positively impacted their lives.

The pre-production phase of “*Dekh Zamana Mera Hai*,” entailed the task of reviewing a total of 195 GEP success stories and shortlisting nine of them. The success stories chosen cover GEP interventions in Punjab, Sindh, Baluchistan, Khyber Pakhtunkhwa, Azad Jammu and Kashmir and Gilgit-Baltistan, and focus on the interventions of GEP such as support to monsoon flood affectees in 2010 under Grant Cycle 1, Computerized National Identity Card (CNIC) registrations of women in the remotest districts of Pakistan under Grant Cycles 3 and 5, support to survivors of gender based violence (GBV) under Grant Cycle 6A, promoting gender studies in academic

in public sector universities under Grant Cycle 6B and enhancing livelihoods on formal and informal sector women workers under Grant Cycle 7A.

The Assistant Director of BBS, Maria Patel, who was one of the key people to work on this documentary stated, ***“I travelled all across Pakistan, from north to south and from east to west and met the bravest of women who were an inspiration. It was great to hear their stories of empowerment – their laughter had confidence which echoes in you as a reassurance. To sum it all, it was great to see and experience women rising when given nothing but an opportunity. All hail to women. All hail to gender equity!”***

It is noteworthy that *Dekh Zamana Mera Hai* has been narrated by 3 known celebrities, namely, Ms Sania Saeed – Actor and Activist, Ms Farah Hussain – Television Anchor, and Mr Tauseeq Haider – Television Anchor. The lyrics for title song of the documentary were penned by Ms Aliya Mirza – writer, poet and activist and it was sung by Ms Humaira Channa.

The final version of *Dekh Zamana Mera Hai* and shorter clips covering the stories of the beneficiaries, will be ready by the end of October 2015.



A student of Gender Studies at the University of Khairpur, Sindh reading Case Studies Volume I.

Section 10

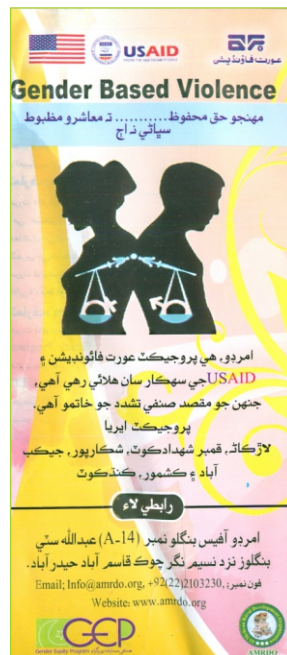
IEC Material prepared by GEP Sub-Grantees

Information, Education and Communication (IEC) materials developed under GEP are designed to spread awareness on women's rights, pro-women legislation and encourage a change in mindset regarding women's rights in Pakistan. Over the past five years GEP sub-grantees have prepared and published a string of IEC materials. This section of the Annual Report showcases the training modules, training manuals, leaflets, posters, newsletters and brochures that GEP sub-grantees have developed in the last five years from Grant Cycles I-9B. These outputs are in English, Urdu and regional languages. The IEC materials are divided into three sections - Advocacy Materials and Reports, Information and Advocacy on Laws and Training Modules and Manuals. Please see Annex B for a comprehensive list of IEC materials developed by sub-grantees.

Advocacy Materials and Reports



Brochure – Women's Struggle
GODH Grant Cycle 6A



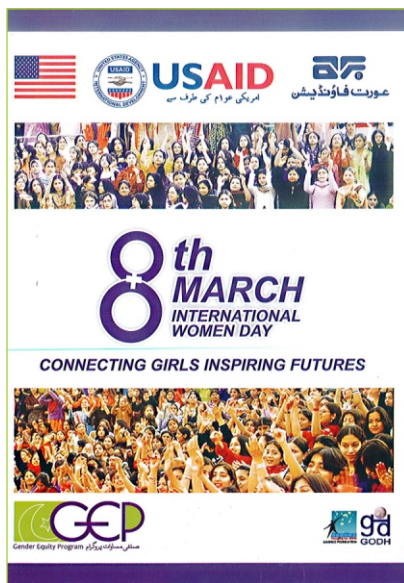
Brochure in Sindhi – Combatting GBV
Al-Mehran Rural Development
Organization Grant Cycle 6A



Brochure – Combatting GBV
Al-Mehran Rural Development
Organization Grant Cycle 6A



Calendar – GODH Grant Cycle 7B



Flyer – International Women's Day
GODH Grant Cycle 7B



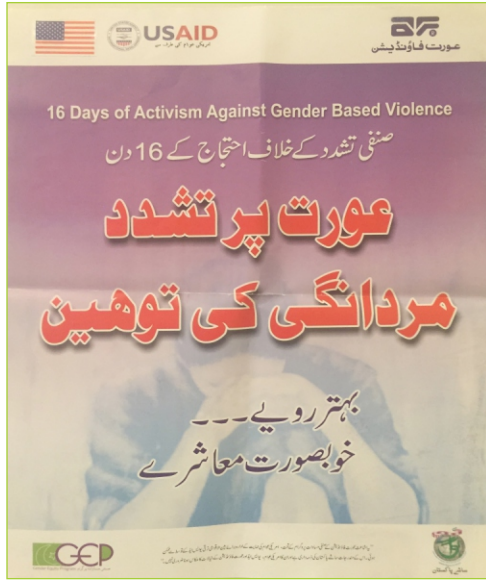
Flyer – Supporting Female IT Graduates
Empowerment thru Creative Integration
Grant Cycle 7A



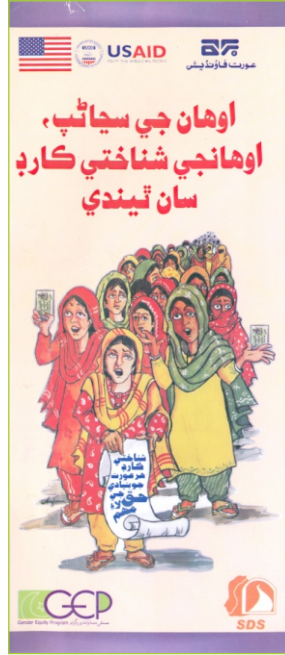
Brochure – Combatting GBV
HANDS Grant Cycle 6A



Poster – CNIC Registration
Youth Association for Development Grant Cycle 5



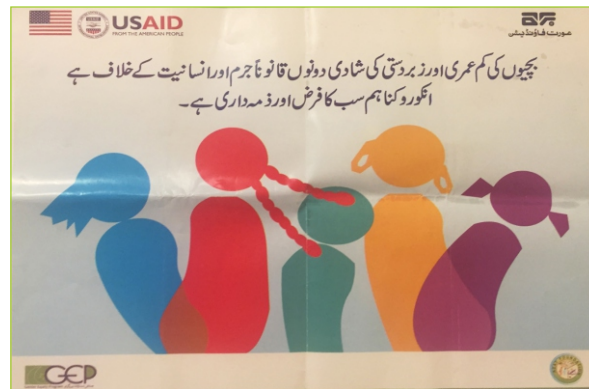
Poster – Combatting GBV
SACHET Grant Cycle 4



Brochure – CNIC Registration
Sindh Development Society
Grant Cycle 3

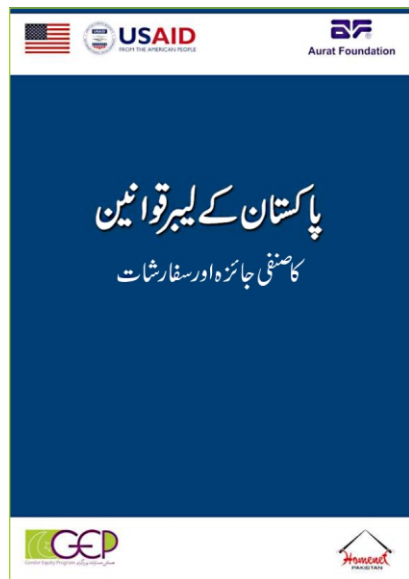


Booklet – Pictures of Handicrafts
Kainaat Development Association
Grant Cycle I

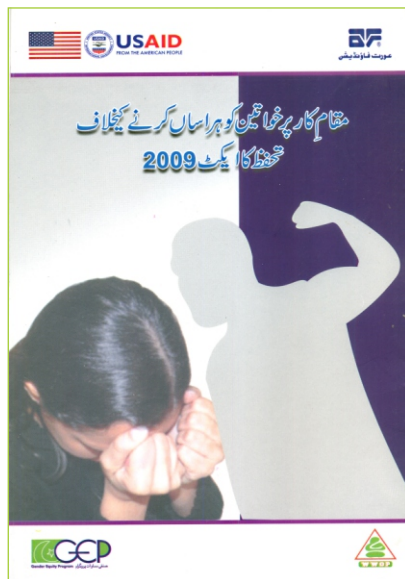


Poster – Early and Forced Marriages
SACHET Grant Cycle 4

Information and Advocacy on Laws



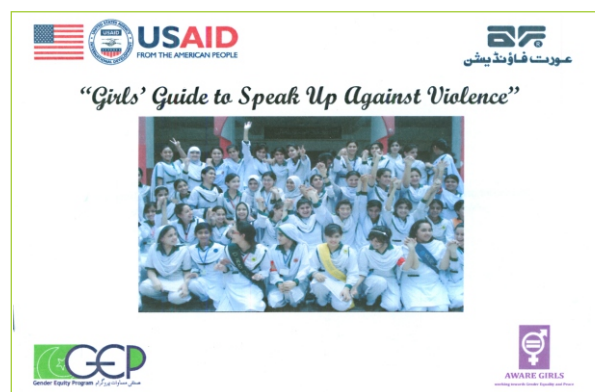
Booklet on Labor Laws for Women Workers
HomeNet Grant Cycle 7A



Booklet – Protection against Harassment at Workplace
Women Welfare Organization Poonch Grant Cycle 3



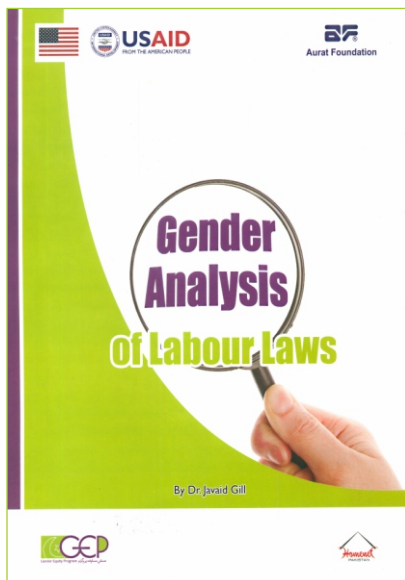
Brochure – Supporting Women Lawyers
Change thru Empowerment Grant Cycle 2



Booklet – GBV
Aware Girls Grant Cycle 7A



Booklet – Labor Laws for Women Workers
AKS Grant Cycle 7A



Booklet – Labor Laws for Women Workers
HomeNet Grant Cycle 7A



Brochure
Prevention of Anti-Women Practices
FIDA Grant Cycle 6A

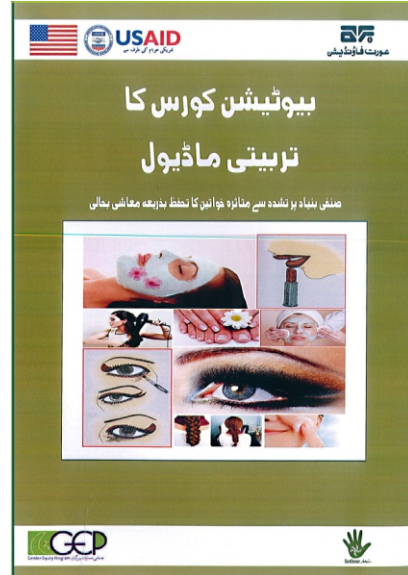


Newsletter
Azat Foundation Grant Cycle 4

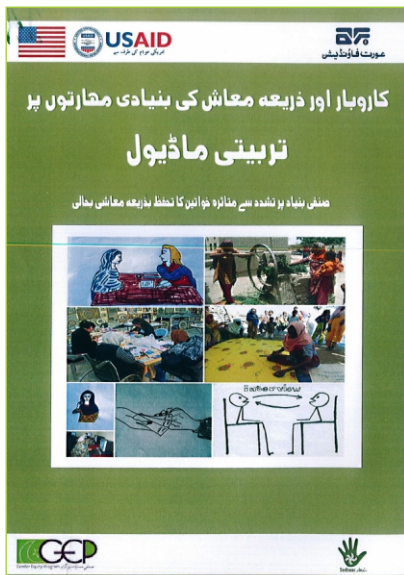
Training Modules and Manuals



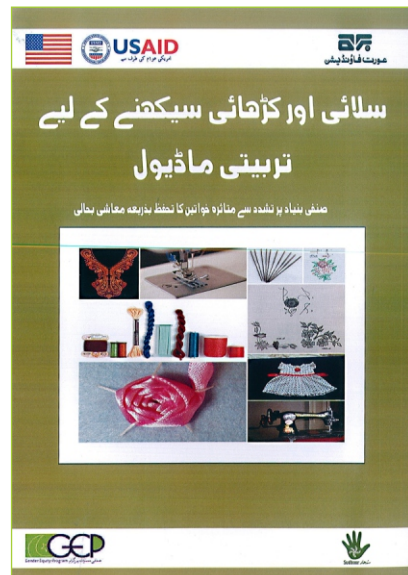
Beautician Course
COTHM Grant Cycle 7B



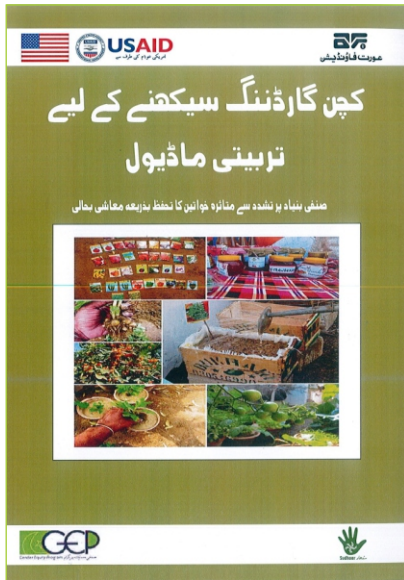
Beautician Course
Sudhar Society Grant Cycle 9A



Skills Development Training
Sudhar Society Grant Cycle 9A



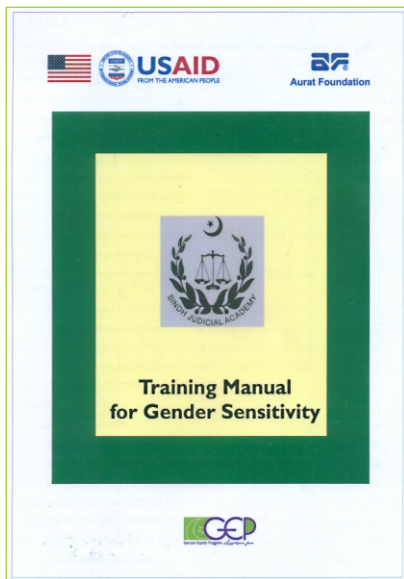
Stitching and Embroidery
Sudhar Society Grant Cycle 9A



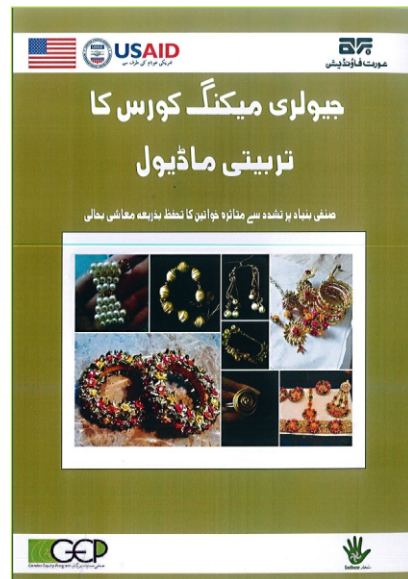
Kitchen Gardening
Sudhar Society Grant Cycle 9A



Professional Development
Sudhar Society Grant Cycle 9A



Gender Sensitivity
Sindh Judicial Academy Grant Cycle 6B



Jewelry Making
Sudhar Society Grant Cycle 9A



GEP team displaying products developed by Home Based Women Workers trained by MOGH under Grant Cycle 7A.

Annex A

List of all Sub-Grants to Date

Funds Control Sheet Consolidated as on September 30, 2015

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
Grant Cycle-I								
1	Cycle-I	National Commission on the Status of Women (NCSW)	219,512	1-Feb-11	15-Jun-12	219,512	-	Closed
2	Cycle-I	Ministry of Women's Development Shaheed Benazir Bhutto Center, Quetta	13,976	1-Feb-11	31-Dec-11	13,976	(0)	Closed
3	Cycle-I	Ministry of Women's Development Shaheed Benazir Bhutto Center, Sahiwal	23,841	1-Feb-11	31-Jan-13	23,841	-	Closed
4	Cycle-I	Ministry of Women's Development Shaheed Benazir Bhutto Center, Islamabad	19,447	1-Feb-11	31-Jan-13	19,447	-	Closed
5	Cycle-I	Individual and National Media Sensitization	95,444	1-Feb-11	30-Apr-12	95,444	-	Closed
6	Cycle-I	Sanjh Development Foundation (SDF)	21,548	1-Feb-11	11-Oct-31	21,548	-	Closed
7	Cycle-I	Karwan Community Development Organization (KCDO)	24,617	1-Feb-11	31-Oct-11	24,617	-	Closed

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
8	Cycle-I	Friends Foundation (FF)	24,397	1-Feb-11	31-Jul-11	24,397	-	Closed
9	Cycle-I	Young Man Society (YMS)	24,415	1-Feb-11	31-Jul-11	24,415	-	Closed
10	Cycle-I	Blue Veins	24,428	1-Feb-11	15-Feb-12	24,428	-	Closed
11	Cycle-I	Women's Association Struggle for Development (WASFD) District Charsadda	24,512	1-Feb-11	15-Feb-12	24,512	-	Closed
12	Cycle-I	Rural Development Organization (RDO)	23,252	1-Feb-11	31-Jul-11	23,252	-	Closed
13	Cycle-I	Governance Institutes Network International (GINI)	24,792	1-Feb-11	29-Feb-12	24,792	-	Closed
14	Cycle-I	Goth Sudhar Sangat Sindh (GSSS)	19,550	1-Feb-11	29-Feb-12	19,550	(0)	Closed
15	Cycle-I	Kainaat Development Association (KDA)	23,014	1-Feb-11	30-Nov-11	23,014	-	Closed
16	Cycle-I	Sewa Development Trust Sindh (STDS)	23,118	1-Feb-11	31-Oct-11	23,118	-	Closed
17	Cycle-I	Al-Mehboob Welfare Society (AMWS)Barkhan	22,709	1-Feb-11	31-Jul-11	22,709	-	Closed
18	Cycle-I	Youth Organization (YO) Naseerabad, Jaffarabad	24,670	1-Feb-11	29-Feb-12	24,670	-	Closed
19	Cycle-I	Masoom Rights Development Society (MRDS)	23,261	1-Feb-11	31-Oct-11	23,261	-	Closed
20	Cycle-I	National Educational & Environment Developmental Society (NEEDS)	24,194	1-Feb-11	29-Feb-12	24,194	-	Closed

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
21	Cycle-1	Department of Gender Studies, University of the Punjab	24,290	1-Feb-11	29-Feb-12	24,290	-	Closed
22	Cycle-1	Semiotics Consultants (PVT) Limited	18,604	29-Feb-12		18,604	-	Closed
23	Cycle	SEBCON (PVT) Limited	24,006	1-Jun-11	30-Sep-11	24,006	-	Closed
24	Cycle	Black Box Sounds	169,604	25-May-11	15-May-12	169,604	-	Closed
25	Cycle-1	Applied Economic Research Centre (AERC)	189,103	27-Jun-11	30-Jun-12	189,103	-	Closed
		Grant Cycle-1	1,150,304			1,150,304	(0)	
Grant Cycle-2								
1	Cycle-2	Development Human Resource Centre, IMS	82,427	1-Aug-11	30-Sep-12	82,427	-	Closed
2	Cycle-2	Four Corners Groups (Pvt) Ltd	84,885	1-Aug-11	30-Sep-12	84,885	-	Closed
3	Cycle-2	Interflow Communications (Pvt) Ltd	142,584	1-Sep-11	30-Sep-12	142,584	(0)	Closed
4	Cycle-2	Change Thru Empowerment	64,089	1-Aug-11	31-Dec-12	63,579	510	Closed
5	Cycle-2	Youth Resource Centre	63,557	1-Aug-11	30-Apr-13	63,557	0	Closed
6	Cycle-2	Women Social Organization	114,964	1-Aug-11	31-Aug-13	14,964	-	Closed
7	Cycle-2	Publishing Extension Network (PEN)	22,319	1-Sep-11	15-Apr-13	22,319	0	Closed
8	Cycle-2	Bargad Youth Organization	53,437	1-Aug-11	15-Apr-13	53,437	(0)	Closed
9	Cycle-2	Ministry of Women's Development Shaheed Benazir Bhutto Center Jacobabad	24,914	16-Dec-11	31-Jul-13	24,914	-	Closed

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
10	Cycle-2	First Women Bank Limited	139,545	1-Sep-11	31-Mar-14	139,545	-	Closed
11	Cycle-2	Creative Village-University of Lahore	163,199	1-Sep-11	30-Apr-13	163,199	(0)	Closed
12	Cycle-2	Legal Rights Forum (LRF)	56,435	1-Oct-11	31-Jul-13	56,435	-	Closed
13	Cycle-2	Department of Gender Studies, University of the Punjab	21,590	1-Nov-11	31-Dec-12	21,590	-	Closed
14	Cycle-2	Centre for Excellence for women's Studies. University of the Karachi	14,517	1-Nov-11	31-Dec-12	14,517	-	Closed
15	Cycle-2	Gender Development Studies Department-Quetta	18,385	15-Dec-11	28-Feb-13	18,385	-	Closed
16	Cycle-2	Ministry of Human Rights	119,092	2-Jul-12	30-Nov-13	119,092	-	Closed
17	Cycle-2	Strengthening Participatory Organization (SPO)	373,111	2-Jul-12	28-Feb-15	323,033	50,078	Closed
		Grant Cycle-2	1,559,049			1,508,460	50,589	
Grant Cycle-3								
1	Cycle-3	Today's Women Organization	7,155	16-Jan-12	15-Mar-13	7,155	(0)	Terminated
2	Cycle-3	Society for Human Assistance and Development (SHAD)	37,207	16-Jan-12	30-Sep-13	37,207	-	Closed
3	Cycle-3	The Needs	32,982	16-Jan-12	30-Sep-13	27,216	5,766	Closed
4	Cycle-3	Gul Welfare Organization (GWO)	30,812	16-Jan-12	30-Sep-13	30,812	-	Closed
5	Cycle-3	Al Asar Development Organization	29,105	16-Jan-12	30-Jun-14	29,105	-	Closed

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
6	Cycle-3	Pakistan Youth League (FOG)	33,197	1-Mar-12	28-Feb-14	33,197	-	Closed
7	Cycle-3	Saiban	32,208	16-Jan-12	31-May-14	21,024	11,184	Closed
8	Cycle-3	Sindh Development Society (SDS)	23,094	1-Sep-12	30-Nov-13	23,094	-	Closed
9	Cycle-3	Devcon-An Association for Rural Development	24,422	16-Jan-12	31-Oct-13	24,422	-	Closed
10	Cycle-3	Shah Sachal Sami Foundation, Sindh	23,926	16-Jan-12	31-Mar-13	23,926	-	Terminated
11	Cycle-3	Oasis Development Foundation (ODF)	20,902	16-Jan-12	31-Oct-13	20,902	-	Closed
12	Cycle-3	Step	29,019	16-Jan-12	30-Sep-13	29,019	-	Closed
13	Cycle-3	Dir Area Development Organization (DADO)	30,642	16-Jan-12	30-Sep-13	30,642	-	Closed
14		Shine	25,984	16-Jan-12	30-Sep-13	25,984	-	Closed
15	Cycle-3	Danesh	24,247	16-Mar-12	28-Feb-14	24,247	-	Closed
		Grant Cycle-3	404,902			387,953	16,949	
Grant Cycle-4								
1	Cycle-4	Devolution Trust for community Empowerment (DTCE)	107,829	1-Dec-11	15-Oct-12	107,829	(0)	Closed
2	Cycle-4	Association of Global Humanists & Ethics (AGHE)	22,935	12-Dec-11	15-Apr-13	22,935	0	Closed
3	Cycle-4	Grass-root Organization for Human Development	29,574	12-Dec-11	11-May-12	29,574	-	Closed
4	Cycle-4	Society for Advancement of Community Health, education & Training	32,231	12-Dec-11	11-May-12	32,231	-	Closed

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
5	Cycle-4	South Punjab NGO, Forum	25,187	12-Dec-11	30-Jun-12	25,187	-	Closed
6	Cycle-4	Women Welfare Organization Poonch (WWOP)	35,314	12-Dec-11	30-Jun-12	35,314	-	Closed
7	Cycle-4	AFAC	31,659	12-Dec-11	15-Jun-12	31,659	-	Closed
8	Cycle-4	AHSAS	30,675	12-Dec-11	11-May-12	30,675	-	Closed
9	Cycle-4	Aurat Association	27,319	12-Dec-11	11-May-12	27,319	(0)	Closed
10	Cycle-4	Azat Foundation	33,041	12-Dec-11	11-May-12	33,041	-	Closed
11	Cycle-4	SAAD	27,385	12-Dec-11	11-May-12	27,385	-	Closed
12	Cycle-4	Association Behavior for Knowledge Transformation (ABKT)	27,033	12-Dec-11	11-May-12	27,033	-	Closed
13	Cycle-4	Aware Girls	34,289	12-Dec-11	15-Jul-12	34,289	-	Closed
14	Cycle-4	Dehi Ijtamai Taraqati Social Welfare Council	33,643	12-Dec-11	15-Jul-12	33,643	-	Closed
15	Cycle-4	Foundation for Integrated Development Action (FIDA)	33,332	12-Dec-11	15-Jul-12	33,332	-	Closed
16	Cycle-4	SEHR	46,749	15-Dec-11	31-Aug-12	46,749	-	Closed
17	Cycle-4	Sindh Development Society (SDS)	31,069	15-Dec-11	31-Aug-12	31,069	-	Closed
18	Cycle-4	PEACE	32,967	15-Dec-11	14-Jun-12	32,967	(0)	Closed
19	Cycle-4	HWA Foundation	31,964	15-Dec-11	31-Aug-12	31,964	-	Closed
20	Cycle-4	HANDS	57,484	15-Dec-11	15-Sep-12	57,484	-	Closed
21	Cycle-4	Community Support Concern (CSC)	40,252	15-Dec-11	14-Jun-12	40,252	0	Closed
22	Cycle-4	Society for Uplifting Community (FOG)	26,573	16-Dec-11	15-May-12	26,573	-	Closed
23	Cycle-4	Kainaat Development Association (KDA)	35,266	11-Jan-12	15-Sep-12	35,266	-	Closed
		Grant Cycle-4	833,770			833,770	0	

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
Grant Cycle-5								
1	Cycle-5	Devolution Trust for community Empowerment (DTCE)	223,475	21-May-12	220-Aug-13	223,475	-	Closed
2	Cycle-5	Dehi Samaji Taraqiati Council (DSTC)	37,883	1-Aug-12	30-Nov-13	37,883	-	Closed
3	Cycle-5	Association for Gender Awareness & Human Empowerment (AGAHE)	36,566	1-Aug-12	31-Jan-14	36,566	-	Closed
4	Cycle-5	Roshan Youth Welfare Organization (RYWO)	17,025	1-Aug-12	31-Jan-14	17,025	-	Closed
5	Cycle-5	Community Support Foundation (CSF)	23,210	1-Aug-12	31-Mar-14	23,210	-	Closed
6	Cycle-5	Awareness on Human rights, Social development and Action Society (AHSAS-PK)	18,209	1-Aug-12	31-Jan-14	18,209	-	Closed
7	Cycle-5	Al Mehboob Welfare Society (AWMS)	18,349	1-Aug-12	28-Feb-14	18,349	-	Closed
8	Cycle-5	Makran Resource Center (MRC) Turbat	23,044	1-Aug-12	30-Sep-13	6,841	16,203	Closed
9	Cycle-5	Youth Association for Development (YAD)	18,144	1-Aug-12	31-Jan-14	18,144	-	Closed
10	Cycle-5	Youth Organization (YO)	18,487	1-Aug-12	31-Jan-14	18,487	-	Closed
11	Cycle-5	Agosh Welfare Society & Development Association (AWSDA)	14,633	1-Aug-12	28-Feb-14	14,633	-	Closed
12	Cycle-5	Aid Balochistan	18,414	1-Aug-12	30-Sep-13	18,414	-	Closed

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
13	Cycle-5	Balochistan Social Development Program (BSDP)	19,039	1-Aug-12	28-Feb-14	19,039	-	Closed
14	Cycle-5	Chagai Development Organization (CDO)	2,316	1-Aug-12	30-Sep-13	2,262	54	Terminated
15	Cycle-5	Masoom Rights Development Society (MRDS)	15,761	1-Aug-12	28-Feb-14	15,761	-	Closed
16	Cycle-5	Bhittai Social Welfare Association (BSWA)	32,117	1-Aug-12	28-Feb-14	32,117	-	Closed
17	Cycle-5	Management & Development Foundation (MDF)	29,409	1-Aug-12	28-Feb-14	29,409	-	Closed
18	Cycle-5	Sami Foundation (SF)	29,266	1-Aug-12	28-Feb-14	29,266	-	Closed
19	Cycle-5	Soofi Sachal Sarmast Welfare Association (SSSWA)	30,000	1-Aug-12	28-Feb-14	30,000	-	Closed
20	Cycle-5	Pak Women	13,192	1-Aug-12	30-Nov-13	13,192	-	Closed
		Grant Cycle-5	638,538			622,281	16,257	
Grant Cycle-6A								
1	Cycle-6A	Society for Advancement of Community Health Education & Training (SACHET)	33,418	1-Nov-12	30-Sep-13	33,418	-	Closed
2	Cycle-6A	Blue Veins (BV)	31,087	1-Nov-12	31-May-14	31,087	-	Closed
3	Cycle-6A	Youth Front Pakistan (YFP)	31,903	1-Nov-12	30-Sep-13	31,903	-	Closed
4	Cycle-6A	Foundation for Integrated Development Action (FIDA)	32,851	1-Nov-12	31-May-14	32,851	-	Closed
5	Cycle-6A	Pakistan Rural Development Organization (PRDP)	31,092	1-Nov-12	30-Sep-13	31,092	-	Closed

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
6	Cycle-6A	Centre (IRC)	131,382	1-Nov-12	31-Mar-14	114,804	16,578	Closed
7	Cycle-6A	Al-Mehran Rural Development Organization (AMRDO)	32,006	1-Nov-12	30-Sep-13	32,006	-	Closed
8	Cycle-6A	Sindh Community Foundation (SCF)	32,884	1-Nov-12	31-May-14	32,884	-	Closed
9	Cycle-6A	Association of Global Humanists & Ethics (AGHE)	26,224	1-Nov-12	30-Nov-14	26,224	-	Closed
10	Cycle-6A	Women Welfare Organization Poonch (WWOP)	29,348	1-Nov-12	30-Sep-13	29,348	-	Closed
11	Cycle-6A	Centre for Peace and Development (CPD)	27,704	1-Nov-12	30-Sep-13	27,704	-	Closed
12	Cycle-6A	Bali Memorial Trust (BMT)	61,112	1-Nov-12	31-Dec-13	61,112	-	Closed
13	Cycle-6A	Bint-e-Fatima Old Home Trust (BFOHT)	38,496	1-Nov-12	31-Dec-13	38,496	-	Closed
14	Cycle-6A	Dastak Charitable Trust (DCT)	70,365	1-Nov-12	31-Dec-13	70,365	-	Closed
15	Cycle-6A	Mukhtar Mai Women's Organization (MMWO)	53,331	1-Nov-12	31-Dec-13	53,331	-	Closed
16	Cycle-6A	Noor Education Trust (NET)	58,389	1-Nov-12	31-May-14	36,927	21,462	Closed
17	Cycle-6A	Panah Trust (PT)	62,967	1-Nov-12	31-Dec-13	62,967	-	Closed
18	Cycle-6A	Star Welfare Organization	55,334	1-Nov-12	31-Dec-13	55,334	-	Closed
19	Cycle-6A	Acid Survivors Foundation (ASF)	118,814	15-Jan-13	14-Mar-14	118,814	-	Closed

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
20	Cycle-6A	Basic Education for Awareness Reforms and Empowerment (BEFARe)	30,562	1-Nov-12	31-Dec-13	30,562	-	Closed
21	Cycle-6A	Farmers Friends Organization (FFO)	38,423	1-Nov-12	31-Dec-13	38,423	-	Closed
22	Cycle-6A	Health and Nutrition Development Society (HANDS)	44,799	1-Nov-12	31-May-14	44,799	-	Closed
23	Cycle-6A	Sudhaar Society (SS)	41,253	1-Nov-12	31-Dec-13	41,253	-	Closed
24	Cycle-6A	Youth Resource Centre (YRC)	28,549	1-Nov-12	31-Dec-13	28,549	-	Closed
25	Cycle-6A	WAR Against Rape (WAR)	19,604	1-Nov-12	31-Dec-13	19,604	-	Closed
26	Cycle-6A	Azat Foundation (AF)	20,260	1-Nov-12	31-Dec-13	20,260	-	Closed
27	Cycle-6A	Community Development Organization (CDO)	18,893	1-Nov-12	31-Mar-14	18,893	-	Closed
28	Cycle-6A	DAMAAN- Development through Awareness and Motivation	29,682	1-Nov-12	15-Aug-14	29,682	-	Closed
29	Cycle-6A	Fundamental Human Rights & Rural Development Association (FHRRDA)	24,840	1-Dec-12	31-Jan-14	24,840	-	Closed
30	Cycle-6A	Goth Sudhar Sangat Sindh (GSSS)	27,756	1-Nov-12	31-Jul-14	27,756	-	Closed
31	Cycle-6A	Human Dignity Society (HDS)	22,433	16-Nov-12	31-Jul-14	22,433	-	Closed
32	Cycle-6A	Health Environment Literacy Organization (HELO)	26,775	1-Nov-12	31-Dec-13	26,774	1	Closed
33	Cycle-6A	Initiative for Change (IFC)	14,340	1-Nov-12	31-Dec-13	14,341	(1)	Terminated

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
34	Cycle-6A	Kainaat Development Association (KDA)	29,640	1-Nov-12	31-Dec-13	29,640	-	Closed
35	Cycle-6A	Khwendo Kor (KK)	25,919	16-Jan-13	31-Mar-14	25,919	-	Closed
36	Cycle-6A	Labour Resource Center (LRC)	25,878	1-Jan-13	28-Feb-14	25,878	-	Closed
37	Cycle-6A	Roshni Research & Welfare Organization	26,002	1-Dec-12	31-Jul-14	26,002	-	Closed
38	Cycle-6A	Sawera Development Organization (SDO)	20,635	1-Nov-12	31-Dec-13	20,635	-	Terminated
39	Cycle-6A	Himalayan Rural Support Program (HRSP)	5,156	1-Apr-13	28-Feb-14	5,156	-	Terminated
40	Cycle-6A	Formation Awareness & Community Empowerment Society (FACES)	69,846	16-Mar-13	30-May-14	42,637	27,209	Closed
41	Cycle-6A	Insaan Foundation Trust (IFT)	49,764	1-Apr-13	31-Dec-13	49,763	1	Closed
		Grant Cycle-6A	1,599,715			1,534,465	65,250	
Grant Cycle-6B								
1	Cycle-6B	Bahauddin Zakariya University (BZU)	27,696	17-Dec-12	16-Feb-14	27,696	-	Closed
2	Cycle-6B	The Islamia University, Bahawalpur (IUB)	21,486	17-Dec-12	30-Sep-14	21,486	-	Closed
3	Cycle-6B	University of Sargodha (UoS)	24,806	17-Dec-12	16-Feb-14	24,806	-	Closed
4	Cycle-6B	Gomal University (GU)	28,264	17-Dec-12	30-Sep-14	24,754	3,510	Closed
5	Cycle-6B	Shah Abdul Latif University (SALU)	26,258	17-Dec-12	16-Feb-14	26,258	-	Closed
6	Cycle-6B	University of Sindh	24,352	17-Dec-12	16-Feb-14	24,352	-	Closed
7	Cycle-6B	Pakistan Broadcasting Corporation (PBC)	200,109	1-Jan-13	28-Feb-14	89,775	110,334	Closed

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
8	Cycle-6B	Sindh Judicial Academy (SJA)	266,120	15-Mar-13	14-Jan-15	135,481	130,639	Closed
9	Cycle-6B	Women Development Department (WDD), Sindh	70,547	11-Mar-13	30-Sep-14	60,457	10,090	Closed
10	Cycle-6B	Provincial Commission on the Status of Women (PCSW), Peshawar	49,319	11-Mar-13	30-Nov-14	38,414	10,905	Closed
11	Cycle-6B	Social Welfare and Women Development Department (SWWDD), AJK	50,526	1-Nov-13	31-Dec-14	29,353	21,173	Closed
		Grant Cycle-6B	789,482			502,832	286,651	
Grant Cycle-7A								
1	Cycle-7A	Community Support Concern (CSC)	46,575	1-Jul-14	30-Sep-15	38,417	8,158	Active
2	Cycle-7A	Women's Rights Association (WRA)	71,119	1-Jul-14	30-Sep-15	50,425	20,694	Active
3	Cycle-7A	Sahara Taraqiati Tanzeem Dharema (STTD)	64,548	1-Jul-14	30-Sep-15	26,398	38,150	Active
4	Cycle-7A	MOJAZ Foundation	65,426	1-Jul-14	30-Sep-15	57,233	8,193	Active
5	Cycle-7A	Khwendo Kor (KK)	50,777	1-Jan-15	31-Mar-15	15,766	35,011	Active
6	Cycle-7A	Pakistan Hoslamand Khawateen Network (PHKN)	61,171	1-Jul-14	30-Sep-15	44,568	16,603	Active
7	Cycle-7A	Social Awareness and Development Organization (SADO)	65,086	1-Jul-14	30-Sep-15	36,612	28,474	Active
8	Cycle-7A	Sindh Development Society (SDS)	67,863	1-Jul-14	30-Sep-15	51,206	16,657	Active
9	Cycle-7A	Women Development Foundation (WDF)	67,714	1-Jul-14	30-Sep-15	22,783	44,931	Active

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
10	Cycle-7A	Balochistan Environmental & Educational Journey (BEEJ)	68,476	1-Jul-14	30-Sep-15	64,751	3,725	Active
11	Cycle-7A	Durawa Development Organization (DDO)	61,571	1-Jul-14	30-Sep-15	46,630	14,941	Active
12	Cycle-7A	Mountain Areas Farmer Support Organization (MAFSO)	62,116	1-Jul-14	30-Sep-15	35,822	26,294	Active
13	Cycle-7A	Bedari	52,048	1-Jul-14	30-Sep-15	44,427	7,621	Active
14	Cycle-7A	Association of Women for Awareness and Motivation (AWAM)	50,095	1-Jul-14	30-Sep-15	41,600	8,495	Active
15	Cycle-7A	Insan Dost Association (IDA)	48,905	1-Jul-14	30-Sep-15	36,746	12,159	Active
16	Cycle-7A	Pakistan Rural Workers Social Worker Organization (PRWSWO)	50,619	1-Jul-14	30-Sep-15	48,673	1,946	Active
17	Cycle-7A	Human Resource Development Network (HRDN)	49,143	1-Jul-14	30-Sep-15	44,604	4,539	Active
18	Cycle-7A	National Organization for working Communities (NOW Communities)	51,810	1-Jul-14	30-Sep-15	16,675	35,135	Active
19	Cycle-7A	Legal Rights Forum (LRF)	87,286	1-Jul-14	30-Sep-15	58,048	29,238	Active
20	Cycle-7A	Sewa Development Trust Sindh (STDS)	52,828	1-Dec-14	30-Apr-16	19,526	33,302	Active
21	Cycle-7A	Coastal Association for Research and Development (CARD)	50,905	1-Jul-14	30-Sep-15	42,526	8,379	Active
22	Cycle-7A	Aware Girls	51,333	1-Jul-14	30-Sep-15	24,765	26,568	Active

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
23	Cycle-7A	Rural Development Project (RDP)	52,143	1-Jul-14	30-Sep-15	45,733	6,410	Active
24	Cycle-7A	Al-Shahbaz Women Organization (ASWO)	50,524	1-Jul-14	30-Sep-15	30,815	19,709	Active
25	Cycle-7A	UKs	53,524	1-Jul-14	30-Sep-15	32,554	20,970	Active
26	Cycle-7A	Sukhi Development Foundation (SDF)	49,738	1-Jul-14	30-Sep-15	44,890	4,848	Active
27	Cycle-7A	HomeNet Pakistan	153,381	1-Jul-14	30-Sep-15	144,861	8,520	Active
		Grant Cycle-7A	1,656,724			1,167,054	489,670	
Grant Cycle-7B								
1	Cycle-7B	Pirabhat Women Development Society	43,838	16-Jan-15	15-Apr-16	7,405	36,433	Active
2	Cycle-7B	Baluchistan Social Development Programme (BSDP)	46,010	1-Feb-15	30-Apr-16	18,537	27,473	Active
3	Cycle-7B	Drugs and Narcotics Educational Services for Humanity (DANESH)	44,899	1-Feb-15	30-Apr-16	18,067	26,832	Active
4	Cycle-7B	Community Initiatives for Development in Pakistan (CIDP)	40,657	16-Jan-15	15-Apr-15	8,697	31,960	Active
5	Cycle-7B	College of tourism and Hotel Management (COTHM)-Karachi	48,889	16-Jan-15	15-Apr-16	8,515	40,374	Active
6	Cycle-7B	DEVCON-An Association for Rural Development	91,111				91,111	Cancelled
7	Cycle-7B	Ghazi Social Welfare Association (GSWA)	40,657	16-Jan-15	15-Apr-16	5,518	35,139	Active

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
8	Cycle-7B	Grass-root Organization for Human Development (GODH)	49,646	16-Jan-15	15-Apr-16	13,299	36,347	Active
9	Cycle-7B	Social Cooperation Initiative (SCI)	45,353	16-Jan-15	15-Apr-16	22,152	23,201	Active
10	Cycle-7B	Virtual University	92,020	16-Jan-15	15-Apr-16	20,166	71,854	Active
11	Cycle-7B	BARGAD-Organization for Youth Development	91,313				91,313	Withdrawn
12	Cycle-7B	Attitude, Skill, Knowledge (ASK) Development (Pvt. Ltd)	91,263	16-Jan-15	15-Apr-16	12,285	78,978	Active
13	Cycle-7B	Potohar Organization for Development	54,455	16-Jan-15	15-Apr-16	22,224	32,231	Active
14	Cycle-7B	Soon Valley Development Program -SVDP	62,929	1-Feb-15	30-Apr-16	33,077	29,852	Active
15	Cycle-7B	Asasah	58,136	16-Jan-15	15-Apr-16		58,136	Withdrawn
16	Cycle-7B	College of Tourism and Hotel Management (COTHM)-Okara	47,172	16-Jan-15	15-Nov-15	6,247	40,925	Active
17	Cycle-7B	AIDS Awareness Society (AAS)	45,025	16-Jan-15	15-Apr-16	19,636	25,389	Active
18	Cycle-7B	Karakoram Area Development Organization (KADO)	91,566	1-Feb-15	30-Apr-16	9,040	82,526	Active
19	Cycle-7B	COMSATS	91,263	16-Jan-15	15-Apr-16	16,649	74,614	Active
20	Cycle-7B	Life Development Foundation (LDF)	88,434	16-Jan-15	15-Apr-16	14,105	74,329	Active
21	Cycle-7B	Empowerment thru Creative Integration (ECI)	93,333	1-Feb-15	30-Apr-16	18,398	74,935	Active

Sr. #	Grant Cycle	Sub-Grants	Obligated	Start Date	End Date	Disbursed	Balance	Grant Status
22	Cycle-7B	JOBS International Private Limited (JIPL)	86,465	16-Jan-15	15-Apr-16	42,380	44,085	Active
		Grant Cycle-7B	1,444,434			316,397	1,128,037	
Grant Cycle-8								
1	Cycle-8	Ministry of Law Justice & Human Rights	216,029	15-Dec-14	15-Aug-16	-	216,029	Active
		Grant Cycle-8	216,029			-	216,029	
Grant Cycle-9A								
1	Cycle-9A	Centre for legal Aid and Assistance and Settlement	118,670	1-Dec-14	31-Jul-16	42,178	76,492	Active
2	Cycle-9A	DASTAK Charitable Trust	216,225	1-Dec-14	31-Jul-16	57,510	158,715	Active
3	Cycle-9A	Insaan Foundation Trust	262,733	1-Dec-14	31-Jul-16	42,417	220,316	Active
4	Cycle-9A	Labor Resource Centre	132,405	1-Dec-14	31-Jul-16	11,881	120,524	Active
5	Cycle-9A	Sudhar Society	128,016	1-Jan-15	31-Aug-16	35,087	92,929	Active
6	Cycle-9A	Women Development Department-Balochistan	149,910	15-Dec-14	15-Aug-16	35,210	114,700	Active
7	Cycle-9A	National Commission on the Status of Women (NCSW)	175,918	1-Nov-14	31-Dec-15	79,889	96,029	Active
		Grant Cycle-9	1,183,877			304,172	879,705	
		Grand Total Grant Cycles 1 to 9A	11,476,824			8,327,688	3,149,137	



Registration desk at NAF 10 with Information Education and Communication Material displayed on it in Peshawar in August 2015.

Annex B

IEC Material - GEP Sub-Grantees

Table 3 I: IEC Materials developed by Punjab Sub-Grantees

S.No.	Name of Grant	Name of Sub-grantee	IEC Material
1.	Enhancing Women Workers' Awareness of their Rights and Labor Laws	Awareness & Motivation Pakistan (AWAM) Faisalabad	<ul style="list-style-type: none"> • Posters • Booklet "Aurat B'hasiyat Worker"
2.		Human Resource Development Network (HRDN) Sialkot	<ul style="list-style-type: none"> • Posters • Booklet : "Aurat B'hasiyat Worker" • Booklet: "Labor Qawaneen aur Sinfi Jaeza" • Booklet: Gender Analysis
3.		Bedari Multan	<ul style="list-style-type: none"> • Posters • Booklet : "Aurat B'hasiyat Worker" • Booklet: "Labor Qawaneen aur Sinfi Jaeza" • Booklet: Gender Analysis
4.		Insan Dost Foundation (IDA) Sahiwal	Posters
5.	Promoting Improved Livelihood for Informal Sector Workers	Community Support Concern (CSC) Lahore	<ul style="list-style-type: none"> • TFCC Brochure • TFCC Flyer
6.		MOJAZ Foundation Sialkot	TFCC Brochure

Table 32: IEC Materials prepared by AJK Sub-Grantees

S.No.	Name of Grant	Name of Sub-grantee	IEC Material
1	Supporting Female Graduates Access into Information Technology Sectors Through Internship Programs - Muzaffarabad	Life Development Foundation	<ul style="list-style-type: none"> • Brochures • Facebook Page • Booklet • Backdrop • Banner • Standee • Newspaper Ads

Table 33: IEC Materials developed by KPK Sub-Grantees

S.No.	Name of Grant	Name of Sub-grantee	IEC Material
1	Enhancing Women Workers Awareness on their Rights and Labor Laws	Rural Development Organization (RDP)	<ul style="list-style-type: none"> • Booklets (Aurat Bahasiyatee worker) Pakistan's Labor Laws • Posters • Stickers • Standees • Radio Campaign
2	Promoting Improved Livelihood of informal Sector	Pakistani Hoslamand Khawateen Network (PHKN)	<ul style="list-style-type: none"> • Base line survey • Form • Skill level test forms, banners, • Bill board, brochures
3	Promoting Improved Livelihood of informal Sector	Khwendo Kor (KK)	Only Banners are published

S.No.	Name of Grant	Name of Sub-grantee	IEC Material
4	Enhancing Women Workers Awareness on their Rights and Labor Laws	Aware Girls (AG)	<ul style="list-style-type: none"> • Radio Campaign
5	Promoting Improved Livelihood of Informal Sector	Social Awareness and Development Organization (SADO)	<ul style="list-style-type: none"> • Posters
6	COMSATS University Abbottabad	Supporting female fresh IT graduates to access into IT sector through internship program.	<ul style="list-style-type: none"> • Banner for Opening Ceremony • Flyer for Opening Ceremony • COMSATS Opening ceremony invitation card • Standee for Opening Ceremony • Banner for Workshops on Women Rights, Labor Laws, Sexual Harassment Act, & Promotion of Women Friendly Spaces • Training Material for Workshops on Women Rights, Labor Laws, Sexual Harassment Act, & Promotion of Women Friendly Spaces • Banner for Training on IT Skills • Training Material for Training on IT Skills • Training Material for Employers Workshops on Women Rights, Labor Laws, Sexual Harassment Act, & Promotion of Women Friendly Spaces • Banner for Training on IT Skills • Banner for Training on IT Skills • Website

Table 34: IEC Materials prepared by Baluchistan Sub-Grantees

Name of Grant	Name of Sub-grantee	IEC Material
Promoting improved Livelihoods for informal sector workers	Balochistan Environmental & Educational Journey (BEEJ) Cycle 7-A	<ul style="list-style-type: none"> • Posters • Pamphlet • Tool Kit Stickers
Advocacy Campaign for Allocation and Rehabilitation of Women Friendly Spaces	Balochistan Social Development Program (BSDP) Cycle-7B	<ul style="list-style-type: none"> • Booklets • Leaflets • Brochure

Table 35: IEC Materials prepared by Sindh Sub-Grantees

S.No.	Sub-Grantee Name	Name of Grant	IEC Material
GRANT CYCLE 7A			
1	Sindh Development Society	Promoting improved livelihoods for informal sector workers	<ul style="list-style-type: none"> • Posters • Stickers • Brochures • Web Page
2	Women Development Foundation	Promoting improved livelihoods for informal sector workers	<ul style="list-style-type: none"> • Web Page
3	National Organization for Working Communities	Awareness-raising and policy advocacy on women's rights and labor laws for women workers	<ul style="list-style-type: none"> • Radio Campaign • 3 booklets on Labor Laws & Gender Analysis • 4 posters
4	Legal Rights Forum	Awareness-raising and policy advocacy on women's rights and labor laws for women workers	<ul style="list-style-type: none"> • Radio Campaign • 5 Newsletters • 4 posters • 3 booklets on Labor Laws & Gender Analysis
5	Coastal Association for Research and Development (CARD)	Awareness-raising and policy advocacy on women's rights and labor laws for women workers	<ul style="list-style-type: none"> • 3 booklets on Labor Laws & Gender Analysis • 4 posters • Radio Campaign

S.No.	Sub-Grantee Name	Name of Grant	IEC Material
GRANT CYCLE 7			
6	Sewa Development Trust Sindh	Advocacy	<ul style="list-style-type: none"> • 3 booklets on Labor Laws & Gender Analysis • 4 posters • Radio Campaign
7	College of Tourism and Hotel Management (COTHM)	Innovative approaches to promoting women's economic empowerment	<ul style="list-style-type: none"> • Brochure • Training Module on Office Skills • Training Module on Culinary Skills
8	Community Initiatives for Development in Pakistan (CIDP)	Advocacy campaign for Allocation and Rehabilitation of Women Friendly Spaces	<ul style="list-style-type: none"> • Brochures, Posters, Leaflets • Booklets on Harrassment Law • Manual on Gender Sensitive HR policies • Guidelines on women-friendly spaces in Courts
9	Ghazi Social Welfare Association (GSWA)	Advocacy campaign for Allocation and Rehabilitation of Women Friendly Spaces	<ul style="list-style-type: none"> • Brochures and Posters • T-Shirts & Keychains • Guidelines for Court premises • Manual on gender-sensitive HR policies including Sexual Harrasment Act
10	PIRBHAT Women Development Society	Advocacy campaign for Allocation and Rehabilitation of Women Friendly Spaces	<ul style="list-style-type: none"> • Mugs, Diaries, ball pens, stickers, posters • Training Module on Women Friendly-Spaces and Day Care Centers • Manual on Gender Sensitive HR Policies



**www.af.org.pk/gep
info.gep@af.org.pk
PO Box No. 1105 , Islamabad, Pakistan**