

ANNUAL REPORT 2013-14



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This two year annual report is dedicated to Ms Naheed Mushtaq and Ms Nageen Malik. Their spirit of volunteerism and their unflagging support and commitment to the vision and mission of Rozan has been and continues to be a source of strength and inspiration for us.



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سُنا ہے

سُنا ہے جنگلوں کا بھی کوئی دستور ہوتا ہے

سُنا ہے شیر کا جب پیٹ بھر جائے

تو وہ حملہ نہیں کرتا

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تو کسی لکڑی کے تختے پر

گلہری، سانپ، چیتا اور بکری

ساتھ ہوتے ہیں

سُنا ہے جب کسی ندی کے پانی میں

بنے کے گھونسلے کا گندی سایہ لرزتا ہے

تو ندی کی رو پہلی مچھلیاں اس کو

پڑوسی مان لیتی ہے

ہوا کے تیز جھونکے جب درختوں کو ہلاتے ہیں

تو مینا اپنے گھر کو بھول کر

کوئے کے انڈے کو پروں میں تھام لیتی ہے

سُنا ہے جنگلوں کا بھی کوئی دستور ہوتا ہے

خداوند اعلیٰ و معتبر، دانا و بینا مصنف و اکبر

ہمارے شہر میں اب

جنگلوں کا ہی کوئی دستور نافذ کر

زہرہ نگاہ

Rozan Family



ROZAN IN BRIEF

About Us

Rozan is a non-governmental and non-profit organization committed to strengthening the emotional and mental health of all people, especially the most vulnerable segments of society in order to improve their lives for a brighter, healthier tomorrow.

While the head office of Rozan is located in Pakistan's federal capital Islamabad, our work extends to all four of the country's provinces, with sub-offices in Rawat and Karachi.

Find out more about Rozan at: www.rozan.org

Our Mission

'To work with all people, especially vulnerable groups, to collectively strive for a society that is violence free, self aware and accepting of itself and others'.

THE ROZAN STORY

An Organization dedicated to Advancing Mental and Emotional Health

**Ambreen
Ahmad
Rozan Advisor**

Rozan born in 1998 through a realization of the impact of violence on individuals and society, a will to overcome it and a belief in the potential of all people to improve their lives. This realization is the driving force behind all our work and is as relevant today as it was nearly two decades ago, when the organization with the help of both staff and volunteers, embarked on this journey.

Individuals as well as societies that live in denial of their problems cannot progress. To move forward requires coming to terms with the most difficult of situations like domestic violence, rape, Child Sexual Abuse (CSA) and boldly facing them, no matter how taboo or controversial. The price of denial is high and paid generation after generation by a perpetuation of unhappiness and injustice. However, we know that once people decide to work on an issue, to challenge the status quo, to join with others towards improving their own as well as the lives of others, they can make possible what seems impossible.

Rozan has been fortunate that in the 17 years since its inception, it has seen some of these changes. This has strengthened our determination to continue the work that we do.

Emotional health is the bedrock on which all of Rozan's interventions are based. We believe that formal education and economic prosperity alone do not necessarily lead to happier, healthier societies. Reflecting on and

being aware of one's values, attitudes and behavior, realizing their impact on others, respecting oneself as well as others, having the capacity to be good listeners, to empathize, be compassionate, aware of one's own biases and prejudices, to use one's power thoughtfully and responsibly are the essential ingredients that we as individuals and as a society must inculcate if we are to move towards a more just and humane society. It is self-awareness and the capacity to accept one self and others that allows individuals to have the courage to take on the long and difficult task of struggling for positive change in society that may not even be possible in one's lifetime. But for these individuals, as well as for us in Rozan, it is the journey and the collective faith in a better future that counts!

Fighting the Epidemic of Violence – Together

Rozan's focus on the issue of violence when there are multiple serious issues in our society that require immediate attention often causes skepticism. While there is no denying the importance of other problems, we believe that to ignore the issue of violence is a serious miscalculation. This is because violence when left unaddressed penetrates and erodes the very fabric of society.

Violence spares no one - not the rich nor the poor; not the ones who may be urban dwellers nor those living in the peri-urban or rural parts. It does not spare the men and, as is the case in our country, certainly does not spare women and children. All individuals who are witness to violence, whether directly or indirectly are affected. Many become insecure, anxious, angry or distrustful.

Society suffers.

Prejudice, hostilities, divisions and a development of an 'us' and 'them' culture takes root much more easily in cultures where there is a high incidence of violence.

Violence in violent societies becomes cyclical.

Inevitably, the people who suffer most are the ones who are most vulnerable – those marginalized historically – on the basis of gender, caste, class, religion or age. Society has a moral and ethical obligation to look out particularly for these groups.

Rozan's painstaking work at the grassroots level with communities and with those occupying the corridors of power has seen both success and failure – and there have always been important lessons to learn from these. These lessons have shaped some of the directions that our interventions have taken.

Today, our work includes working with institutions and organizations instead of only working with individuals. We recognize that to sustain the changes that individuals undergo during behavioral change workshops, the environment they work in or interact with must also be conducive and encouraging of such change.

We have also learnt that it is within the culture and practice of 'institutions' that values and attitudes are shaped and thrive and thus, they must also be a focus of critique and intervention. Our work with the Police started out as an intervention with individual police men and women, but over the years has deepened into institutional and long-term engagement.

Similarly, although men have always been partners in our work at Rozan, a need was felt to focus and create spaces exclusively for them. This, along with the emerging new body of knowledge on Masculinities, led to the addition of a new program HumQadam in 2008.

For any organization working on social issues, it is imperative that it stays closely connected to circumstances and events in the society it is working with. The rising tide of extremism and intolerance in our country has been frightening for all of us. We are moving further and further away from the Pakistan that was envisioned by our Quaid Mohammad Ali Jinnah where all Pakistanis have the same rights, irrespective of their religion, sect or ethnicity.

As we look towards the future, there is a foreboding sense that obstacles are increasing and our destination seems further than ever before. Yet history tells us that other nations have also been faced with such trials and tribulations. Now, more than ever before, we as a nation need to stay steadfast, work together and believe in a just and humane Pakistan for all Pakistanis. And no matter how small our contribution may be, Rozan

intends to play its part with sincerity and diligence.

Rozan's Core Programs

Aangan - Children and Youth's program works as a Resource Centre on the emotional health of children and youth, focusing on Child Sexual Abuse (CSA).

Zeest - Women's program provides female survivors of violence psycho-social support, builds resources and work towards gender mainstreaming and equity at the institutional level to effect wider social change.

Rabta - Police Program works with the Police to create capacity and ownership to deal with issue of violence against women (VAW) and children.

Humqadam - Men's program conducts action research on Masculinities, works with men and boys in the community to mobilize them against GBV and VAW and provides space for self-reflection and growth.

Rozan's supporting Units

Rozan Helpline (RHL) - Offers counseling services telephonically, in-person, via email and at free counseling camps to children, youth and women.

Munsalik - Coordinates all Rozan advocacy campaigns and initiatives; and networks with the electronic and print media to make it gender responsive and ethical.

ROZAN'S STRATEGIES FOR CHANGE



**SECTION I:
MAIN PROGRAMS**

A close-up photograph of a pair of hands, likely belonging to a child, gently holding a small, vibrant green seedling with three leaves. The seedling is planted in a mound of dark, rich soil. The hands are positioned around the base of the plant, with fingers slightly curled to support it. The background is a vast expanse of the same dark soil, creating a sense of being in a garden or field. The lighting is soft and natural, highlighting the texture of the skin and the soil.

AANGAN

Childhood Is Worth Fighting For

AANGAN Driving Change for Children

For the past 21 years, AANGAN has been working to enhance their emotional health and improve the lives of children. It does this by providing them, their families and communities the support, information, skills and tools needed to foster their potential and reclaim their rights.

Realizing the serious impact, that violence especially sexual violence has on the development of children, Aangan initiated it's war against the then taboo subject of child sexual abuse .

In a country like Pakistan, it is very difficult to talk about sexual violence and even more difficult to acknowledge that sexual violence against children of all ages including infants now happens more frequently. While a certain degree of openness to this issue has taken place over the past few years, the actual number of reported incidents still remains low. According to some reports, from January - June 2013, there were 1, 204 cases of child abuse in Pakistan – with 68 percent of the victims being girls and 32 percent boys.¹ In 2013 and 2014, a spate of cases of child rape from Lahore (the Human Rights Commission of Pakistan reported 113 incidents of child rape in Lahore alone in 2013²), Karachi, Kasur, Gujranwala and Faisalabad made media headlines.³ However, the way these cases were reported by the media (e.g. with names and even faces of some survivors and their families shown in bold news headlines) and the fact that none of the culprits have to date been brought to justice makes the conditions for CSA survivors in our country even more frightening.

One of the limitations inherent in any attempt to document violence against children is what it leaves out: the (presumably) large numbers of children unable or unwilling to report their experiences.

Awareness Raising - Breaking the Silence

Stop Child Sexual Abuse Campaign

Children, families and communities are autonomous agents and acknowledging them as such is crucial to raising awareness and breaking the silence surrounding the issue of Child Sexual Abuse (CSA). It is not easy to talk about CSA, but the more open we are with our communication and awareness; the more we can accomplish to end abuse once and for all. In 2013, Aangan initiated its month-long 'Stop Child Sexual Abuse Campaign'. It was designed as a contest in which students could earn points by participating at different levels of the Campaign including readings on CSA and taking a quiz based on it. The quiz was comprised of 20 questions, revolving around the necessary information regarding CSA. 13 orientations were conducted in the Campaign and it reached out to 3,190 adults at Dhok Munshi, Rehmatatabad, Quaid-a-bad and Rawat⁴ in Punjab and also students at Bahria University in Islamabad.

Starting the Conversation with Parents on Child Sexual Abuse

To a parent, his/her child is the most precious thing in the world. As parents, we want them to grow up in a safe and loving environment and become happy, confident adults. To get there, they need to be surrounded by positive influences, good advice and the knowledge that if they ever need help and support there will be someone to talk to. Considering that in most Pakistani households, it is the mother who is a child's first and primary caregiver, it is in fact, often up to mothers to talk to their kids when they might need a nudge in the right direction or to share news or information which is going to affect their lives.

In 2013, **38 awareness raising orientations on CSA** were conducted

¹ The News International 2013, 'Rape and rot', Editorial, 27 September; <<http://www.thenews.com.pk/Todays-News-8-204621-Rape-and-the-rot>>, accessed on 1 July 2015.

² Jehangir, M. 2013, 'Blog: Who cries in Pakistan for 5-year-old raped in Lahore?', 3 October; <<http://www.ndtv.com/world-news/blog-who-cries-in-pakistan-for-5-year-old-raped-in-lahore-536579>>, accessed on 1 July 2015.

³ The News International 2013, 'Rape and rot', Editorial, 27 September; <<http://www.thenews.com.pk/Todays-News-8-204621-Rape-and-the-rot>>, accessed on 1 July 2015.

⁴ Rawat is a semi/peri urban area of Islamabad where Rozan has been exclusively working for several years now. It consists of nearly 1, 075 households with an approximate population of 6, 875 (1, 972 women, 1, 928 men, 1, 466 girls and 1, 509 boys).

with **479 mothers** from Rawat. Initially, there was community resistance to this sensitive and never-discussed topic, but with regular orientations, one-to-one meetings with community stakeholders, Aangan built trust. Once the CSA sessions began, mothers found them to be very valuable, not just in understanding what CSA is, but also how to create the right situation to talk to their children about it, about body protection and learn how to really listen to their kids as well. One of the mothers shared:



Awarness raising orientation with mothers

When I joined these sessions I never had the courage to utter a single word or converse with my husband. I used to request my mother-in-law to talk on my behalf. But now I feel I can easily talk to my husband as I have realized that our communication is a key for strengthening our role as parents.

Another young mother remarked:

I feel I am lucky that I received such helpful information in the very beginning of this journey. My fears as a parent have been reduced.

In 2014, the intervention carried on with mothers was expanded and structured to include both fathers and mothers. A series of sessions with parents on different types of child protection issues were also conducted. They not only helped to sensitize parents about the elements and

behaviors that are harmful for children, but also introduced them to the myths and realities with regards to CSA. Parents were also given information about positive communication skills to gain the trust of their children. In these sessions, facilitators emphasized parents' joint responsibility for child protection and development and providing them a safe and healthy environment. After these parent sessions, many fathers allowed their children and other family members, especially wives, to attend Aangan activities. In fact, one father invited us to arrange the women's meeting at his home.

Corporal Punishment - From Prohibition to Elimination

Corporal punishment of children breaches their fundamental human rights, including human dignity and physical integrity (Global Initiative to End All Corporal Punishment of Children). However, there are only 46 states worldwide where children are protected by law from corporal punishment in all settings, including the home. Pakistan is NOT one of these states.⁵

Many Pakistanis, especially in the rural and peri-urban areas, approve of corporal punishment. Beating children is a depressingly familiar practice especially in rural schools and families. In fact, many who try to 'correct' children's behavior with corporal punishment claim that beatings somehow make children 'better people' - a sad and bleak justification for the continuation of this practice in this day and age, without acknowledging that it is really child abuse dressed up as 'acceptable punishment'. The truth is that what hurts far less than a cane or belt and what has more profound impact is the loving correction of our children's misbehavior so they become healthy adults who speak against violence wherever they find it.

In Pakistan, the Sindh Provincial Assembly passed a resolution against corporal punishment both in government and private schools in 2013. However, there exists only a weak 'administrative notification' for the same for schools in Punjab, and none in Balochistan and Khyber

⁵ Global Initiative to End All Corporal Punishment of Children n.d. 'States which have prohibited all corporal punishment', <<http://www.endcorporalpunishment.org/progress/prohibiting-states/>>, accessed on 1 July 2015.

Pakhtunkhwa (KPK). The Prohibition of Corporal Punishment Act 2014 was tabled in the National Assembly and even unanimously approved, but it could not be sent to the Senate for further discussion and approval due to some technical reasons, so it lapsed.⁶ To discuss these issues and build the capacities of parents and teachers towards positive disciplining, Aangan organized a **seminar on ‘Positive Disciplining Techniques’** for parents.

Visions and Young Voices for Change

Through art, we can challenge many of society’s deepest misconceptions. Towards this end, Aangan organized a Children Art Competition on the theme of ‘Beautiful Rawat’ in which 42 children (25 females and 17 males) from four private and government schools participated. Ten of the best sketches were awarded certificates of appreciation.

Theatre is another form of artistic expression which can be used to promote participatory engagement; work with young people and adults in diverse settings; and for social and personal change. In 2014, Aangan remained heavily invested in a Theatre Campaign in which 4 theatre performances were organized around the core messages of child protection, men and masculinities as well as girls’ education and restrictions on their mobility. While selecting the issues to be portrayed through theatre, an 11 year old girl pointed out the restriction on girls’ higher education as violence against girls and emphasized the need to address this in the Campaign. The scripts of the plays were written by the facilitators and children at the three Child Friendly Centers (one for boys and two for girls)⁷ in Rawat.

These theatre performances were a powerful tool for gathering community members and discussing focused issues, raising their awareness and also their level of power – they saw how the smallest act towards change can lead to another change and how each person, regardless of their role in an oppressive situation has a role and the power to make a difference. More than 450 people attended these performances.

Resources and Trainings - Building a Chain of Institutional Change

Child Protection: From the Bottom Up

In 2013, Rozan established the first **Child Protection Committee** in Rawat with seven representative members from the community. In 2014, membership of the Committee was reviewed and two young members were also included. During the same year, **three Adolescent Friendly Centers** were formed as a stepping stone for the implementation of activities with boys and girls in the community. The objective of setting up these Centers was to provide a safe space for children and youth where they can learn and enhance their emotional health and life skills through fun, since these basic issues are not covered in regular academic curriculum.

In a constantly changing environment, having life skills is an essential part of being able to meet the challenges of everyday life. In everyday life, the development of life skills helps children to Find new ways of thinking and problem solving, Build confidence both in spoken skills and for group collaboration and cooperation and develop a greater sense of self-awareness and appreciation for others. The overall intervention of life skills contributes to transform into more responsible citizens and individuals having strong cultural awareness and citizenship makes international cooperation easier. They are more likely to respect diversity which allows creativity and imagination to flourish developing more tolerant society. Life skills are important because they give children and young people more control to improve their lives

To achieve this objective, Rozan developed a training module on life skills for adolescent boys and girls. This module contains the content for delivering trainings to the Center facilitators and the boys and girls coming there. It covers three main areas: life skills; issues (e.g. Gender Based Violence, Masculinities, Body Protection) and Civic sense. In order to promote peer-to-peer education, each Center is supported by four facilitators and one in-charge for the execution of activities and facilitation of sessions. The facilitators are recruited on their desire to

⁶ Mubarik, I. 2014, ‘Corporal punishment: A curse’, *Pakistan Times*, 21 September; <<http://www.pakistantoday.com.pk/2014/09/21/comment/corporal-punishment-a-curse/>>, accessed on 1 July 2015.

⁸ Details about the Centers shared ahead.

emerge as change agents; aspiration to be role models; availability to meet weekly; confidence to facilitate group work; minimum level of literacy like matriculation/FA, and a desire to gain new skills through trainings. After coming on board, a Training of Trainers was conducted with them based on the newly designed module. As a result of the TOTs, they actively participated in raising awareness about child protection issues in the centers and conducted orientations for children.

Working with Teachers

Through a series of Child Abuse prevention and basic life skills curriculum, Aangan has been working with school teachers in Rawat. A **six-day Life Skills Workshop** was conducted with **15 teachers (13 women and 2 men)** from four schools. The workshop focused on self-growth, Child Sexual Abuse and practice sessions from the life skills module. With appropriate classroom materials, teachers were informed how they can approach sensitive issues with children such as what kind of physical touch is appropriate and what isn't; what to do if a child doesn't like the way someone touches him or her; how one shows respect, what is not respectful, what a child can do if someone treats his/her body in a way that is not respectful and that everyone, including children, deserves respect for themselves and their bodies. At the end of the workshop, a Future Action Plan was developed that included conducting life skill sessions with students in their classes.

The sessions made me realize the significance of looking at the cause of problems, before addressing their symptoms.

---Male Teacher

Working with the National Child Protection Centre (NCPC)

In 2007, the National Commission for Child Welfare and Development (NCCWD) initiated the National Child Protection Centre (NCPC) for providing daycare services, temporary shelter and child protection helpline for children in difficult circumstances in Islamabad and Rawalpindi. During 2014, Rozan first worked directly with NCPC for its capacity building around child protection, monitoring and referral building. Then, Rozan worked in communities in Islamabad from where children were coming to the NCPC. Some of our work with them included the following:

1. Organizational Development for Child Protection

Staff Learning

Awareness raising and team building of NCPC staff was one of the core components of this project aimed to sensitize the latter about child protection and dynamics linked to this issue; and recognizing the need for Standard Operating Procedures (SOPs) and interagency protocols not only at NCPC but all over Islamabad which would result in enhanced quality care of children.

Monitoring and Referral Building

NCPC's referral systems were strengthened and a Referral Sheet was designed and shared seeking recommendations from referral partners about how, when, and whom to contact in case of emergency. A one-day consultation was also organized by NCPC, in collaboration with Aangan and Save the Children in December 2014 aimed towards the formation and strengthening of a **Child Protection System in Islamabad** which led to drafting an **Inter-Agency Protocol** for government departments and non-government organizations.

Building Capacity

Fifteen intensive trainings were also organized with the health department, school management committees and teachers to create a stronger network for child protection in the capital:

- a. Five **trainings were held with health faculties** of different health departments with 78 participants (42 females and 36 males). These trainings not only helped in raising awareness, but also enabled the signing of an **MOU between Rozan and Islamabad's Federal Health Department**. Government doctors ensured their availability for free health camps and support to the communities in case of need.
- b. Five trainings with **School Management Committees** were held in five different schools with 74 representatives (11 males and 63 females). The participants had an opportunity to discuss in detail the social, psychological and physical aspects of vulnerabilities of

children. The need for better coordination and stronger referral mechanisms was also highlighted.

Five trainings were organized with different schools on child protection, positive disciplining and the Juvenile Justice System Ordinance. 93 participants (58 females and 35 males) took part in these trainings. Alternative, positive discipline strategies were shared through personal experiences. Teachers were quite amazed to learn that Pakistan has a Juvenile Justice System Ordinance and found the session's eye opening.

2. Community Empowerment for Child Protection (CP)

Forming CP Committees

Aangan also worked with the communities from where street children were coming to the NCPC for non-formal education. Child Protection Committees in four adjacent communities were established:

Sabzi Mandi: Committee formed with 6 members (4 males and 2 females).

- I-9 Sector: Committee formed with 15 male members.
- I-10 Sector: Committee formed with 11 members (4 females and 7 males).
- I - 9 T-Cross: Committee formed with 8 members (5 males and 3 females).



Recreational and awareness tour for street children of Islamabad Zoo

Duties and responsibilities of each Committee were developed in consultation with the members to report and monitor child rights violations and related material was provided. Introductory

sessions were also conducted with 152 community members (including 62 females and 92 males) involving the Health and education department. These sessions were very productive since community members started sending their female children for informal education to the NCPC and parents took more interest in Parent Teacher Meetings (PTMs)

Giving Back to Vulnerable Street Children

A two-day **recreational and awareness tour for street children** NCPC has been working with was also organized by Aangan during which children visited the Pakistan monument, the Islamabad Zoo and were also engaged by a volunteer in mural painting to express their feelings about the kind of society they want to have. The importance of Universal Children's Day was highlighted and the kids were given the space to express themselves.

A series of **Health and Hygiene and Body Protection sessions** were also organized with 129 children who come to NCPC for informal education, and with their 144 parents (57 females and 78 males) in the communities with the help of the four committees to develop ownership about these issues. Body protection was the main focus during these sessions providing children with knowledge members as well giving them awareness about abuse, exploitation, and violence. NCPC teachers later shared that the children were dressing up more neatly after these sessions and also eating more healthy foods instead of junk food.

Impact of Aangan's Work

Aangan's interventions in Rawat resulted in generating discussion about child rights among males at their work place. This can lead to raising more awareness and with consistent efforts change the overall community environment towards child protection. In fact, openness to discuss and urgently address CSA was observed after several incidents were reported by the children.

Working simultaneously with children and parents resulted in producing change in general in the life of a family. It's in the experience of Aangan that children who have gone through life skills have developed stronger negotiation skills and the ability to network and empathies which can help to build resolutions. Children are able to express their feelings in healthy

way and have better emotional health. These children were able to protect themselves from risky situations and developed positive communications with their teachers, guardians and parents. Teachers and facilitators have shared incidents when children were more vocal and confident.

As shared by a girl coming to the Child Friendly Center in Rawat. She and her mother stopped their father from taking decisions regarding property matters without consultation. The latter began to include them in such matters after participating in sessions for fathers and other Rozan activities.

Community dialogues under NCPC's umbrella raised awareness e.g. about keeping the home and neighborhood environment hygienic; and finding the best available health care solutions through the relevant health departments. The importance of female education was also recognized following extensive and in-depth interactive community gatherings. In fact, due to the involvement of parents, participation, attendance and presence of female students increased not only in classrooms, but also in extracurricular activities.

Challenges Faced

Recruitment process for the staff of the Child Protection Centers in Rawat was difficult due to hostilities between various biradaries (castes) and lack of religious tolerance towards minorities. Several meetings were conducted by the Child Protection Committee and Aangan staff with parents which eventually resulted in their agreement and now the staff comprises of children from various ethnic and religious backgrounds.

The security situation in the capital city of Pakistan was intense over long periods during 2013 and 2014. This disrupted routine affairs of the Center/s in Rawat since the twin cities were cordoned-off and Centers remained closed for one week.

Hold up and delay also occurred in planned activities of NCPC due to Islamabad's political situation. Activities that were planned with the health and education departments were postponed due to extended summer vacations because of dharnas (political sit-ins) which led to unavailability of teachers and parents. Due to declaration of state of emergency in hospitals, doctors and health professionals were unable to

commit to other activities.

The need of forming a Child Protection Coordination Council (CPCC) in Islamabad was clearly put forward by the National Child Protection Centre (NCPC) with the explicit purpose to provide street children with an effective and efficient referral mechanism for better service delivery. However, dissent within civil society partners about its need and agenda, given the presence of an active movement regarding protection of children at the national level, created hurdles in its formation. Clearer and more precise objectives for the CPCC were devised in order to deal with these concerns.

Re-Visioning for the Future

AAangan spent a major part of 2013 redefining its goals and approaches using SWOT (Strengths, Weaknesses, Opportunities, and Threats) Analysis. Feedback was also taken from organizations Aangan has worked with in the past, as well as from Rozan's entire staff. In light of this exercise, Aangan decided to expand the scope of its work to include other areas of child abuse like neglect and gender discrimination within children. Moreover, we expanded our work with street children to build their capacity, provide informal education, life skills and improve their nutrition.

The rising number of reported CSA cases in Pakistan during 2013 and 2014 also shows that this is an issue that cannot be left on the back burner. Aangan will continue to highlight it and demand formulation of effective policy mechanisms for the protection and welfare of children, including lobbying and advocacy for the enactment of pending laws such as the Child Protection Bill; Criminal Law Amendment Bill; Juvenile Justice System Ordinance and Child Marriage Restraint Act.

The Program will also continue its work for the enhancement of children's emotional health so that children are not only able to better protect themselves, but learn healthy life skills to be able to live happy and full lives. We will strive to create Adolescent Friendly Spaces so that young adults can emerge as change agents and hope to continue work with the NCPC and street children.

The Boundaries of Love

That you love me, there is no doubt.
You have promised to provide for me
My daily bread, clothes, a roof over my head.
You have pawned my life instead,
You have given me all the freedom which
can be confined
Within the paradise of home,
But you have forbidden me
To go in the direction
Where the tree of thought
Bears the fruits of knowledge.
The sun comes up daily
Urging me to step forward.
I have tasted the fruit and I am unbound today,
I feel suffocated in your paradise.
I want the freedom to make my own decisions

The fruit of thought has given me the power,
Bread, clothes and home are not stars in the sky
Which only you can get
And I can never touch.
Traditions. Law and belief.....
Don't make mountains out of them,
Holding the hands of my thoughts
I can cross these mountains too.
That you love, there is no doubt
But don't turn this love into a slave-ring
To stifle me.
Yes, you also eat the fruit of knowledge
From the tree of thought.
Let our love be flowers and fragrance.

ZEEST

Taking on Violence against Women (VAW) in Pakistan



ZEEST Taking on Violence against Women (VAW) in Pakistan

VAW: No Boundaries and Rooted In Culture

Violence against Women (VAW) has now earned a new epithet – ‘a global epidemic’. This term was recently used by the special envoy to the United States High Commission for Refugees Angelina Jolie:

There is a global epidemic of violence against women - both within conflict zones and within societies at peace - and it is still treated as a lesser crime and lower priority.

Gendered violence really doesn't come better phrased than this. Indeed, Violence against Women knows no boundaries of geography, culture or wealth. It goes beyond beatings and includes forced marriage, dowry-related violence, marital rape, sexual harassment, intimidation at work and in educational institutions, forced pregnancy, trafficking and forced prostitution. It is perhaps the most shameful and pervasive human rights violations which causes trauma, injury and even death.

Abusers of women tend to view violence as the only way to solve family conflicts. In fact, perpetrators typically have a history of violent behavior, grew up in violent homes and often use drugs and even alcohol. However, VAW is not just about the brutalization of women by individuals. In Pakistan (and many other countries), the prevalence of this global epidemic cuts across economic and social situations and is deeply embedded in culture and tradition, so much so that a great majority of women, consider it a way of life. These cultural norms put women in subservient positions in relation to their husbands and other males. It makes them disrespected, undervalued and prone to violence by their male counterparts.

ZEEST

Who We Are and What We Stand For

Zeest, which is a Persian word meaning ‘life’ works on Violence against Women by raising awareness, providing services to survivors and delivering trainings to professionals and organizations in an effort to strengthen their capacity on gender issues, understanding and dealing with VAW and psychosocial support. Since 1998, Zeest has grown into a reputable **Resource Hub** which has developed modules on gender, VAW, self-awareness and counseling skills for survivors of violence.

How Does Zeest Work?

Using a multi-pronged strategy Zeest is involved in:

- **Institutional strengthening:** Offering information, training, resources and guidance to women organizations/centers and activists fighting to stop Violence against Women.
- **Capacity building:** Providing **demand-driven training and skills development** to increase women's awareness of their legal status as well as their life, entrepreneurship and communication skills.
- **Knowledge sharing and advocacy:** Providing women with a platform for sharing ideas, learning and creating linkages to build a secure future for themselves, their families/children and society.

INSTITUTING CHANGE

Strengthening SOPs and Technical Skills of Women's Centers and Shelters in Pakistan

Lack of sensitive and effective support from the state vis-à-vis services (such as shelter, police protection, legal aid, psychological counseling or sensitivity) and the lack of understanding and sensitivity on part of the larger community are formidable barriers in providing useful services to women survivors of violence. Effective service provision in this area continues to be a challenge due to lack of coordinated efforts and is further fraught with ethical dilemmas due to the vulnerability of the survivor, the low level of awareness around issues of violence in Pakistani society and the lack of trained and sensitized caregivers and professionals (police, medico-legal staff judiciary and shelter staff).

Confronting conflicts in their homes, women turn to Darul Amans (DuAs)/ government-run shelter homes to seek refuge and recourse. They are safe havens, despite their low standards of living and services, and critical institutions that provide security when there is threat to a woman's life and to her accompanying children. Although DuAs have been established in many cities in Pakistan, these institutions are unable to provide quality services to the survivors of violence. This is mainly because DuAs lack trained staff, infrastructure and solid governance mechanisms for monitoring & accountability. There is a lack of coordination & sharing within DuAs and among other relevant government structures (health, police, judiciary etc)

After successful endorsement and implementation of Standard Operating Procedures (SOPs) for state-run Women Centers (drop ins) by the Ministry of Women Development all over Pakistan, Zeest, in partnership with Shirkat Gah and Dastak strived towards the same model for shelter homes i.e. Darul Amans:

1. Improving the operations of DuAs to make them more women-responsive.
2. Increasing district level visibility and community awareness of the laws, DuA facilities and services, and responsibilities of duty-bearers accompanied by developing effective referral pathways to access rights and services.
3. Reducing the state-citizen gap by expanded networking that is interlinked amongst government stakeholders, service providers and civil society actors in the community.

During 2012-2013, Zeest worked tirelessly with its consortium partners for the notification of Standard Operating Procedures (SOPs) for DuAs in all four provinces:

- As a result, in the province of Khyber Pakhtunkhwa (KPK), GIZ involved Zeest in planning future work with the KPK Social Welfare Department and also in different capacity building and advocacy initiatives.
- In Punjab, however, Zeest's efforts for collaborative work with

Médecins du Monde (Mdm) on database development for DuAs could not move forward.

- Despite persistent efforts, consultations with the Ministry of Human Right's (MOHR) to discuss and advocate about the status of Women Centers in Punjab and re-notification of SOPs could not prove fruitful due to constant shuffling of concerned government officials and subsequent devolution of MOHR to the Ministry of Law and Justice as a wing under the new Government in 2014.

Work in Sindh - The First Steps

A baseline study was conducted by Rozan and Shirkat Gah (a leading women's rights organization in Pakistan) with all three Darul Amans (DuAs) of Sindh in Hyderabad, Sukkur and Larkana to assess their existing administrative strengths and gaps. **The Sindh provincial government not only adopted the Standard Operating Procedures (SOPs)⁸ for its provincial DuAs, but also introduced the Domestic Violence Act, 2013** as a result of intensive advocacy efforts by the civil society in which Shirkat Gah was at the forefront. The launching ceremony for the SOPs was arranged in Karachi which was attended by almost 60 participants, including parliamentarians and civil society. The results of the baseline study were also shared with the Minister of Women Development and Social Welfare through which gaps and challenges found in DuAs with reference to the minimum standards of living was highlighted.

One of the major issues (besides others) was the gap in quality reporting and documentation for which Zeest proposed the development of database software for better documentation of cases registered and for generating provincial level statistics of VAW cases in DuAs. A consultation and then training about particulars of the database with the DuAs and Social Welfare Department (SWD) staff was conducted in December 2013. The existing forms were reviewed and the standard definitions sorted out. 22 staff members (8 women and 4 men) from DuAs, SWD and civil society, including the Minister participated in the consultation and the latter approved the proposed database. This training aimed to help staff ensure quality response and to orient them about the

8 Notified [Ref no. SO(C-IV) SGA&CD/3-14/13].

developed database. An expert on gender protocols was also part of this training and delivered a detailed session on ‘Information Sharing Protocols related to Documentation of Survivor Cases’. After the session, the in-charge of DuA, Sukkur remarked:

The forms developed will complement our work and help us in advocacy for support in staff as well as infrastructure needs.

Reforming Darul Amans

Towards 2014, Zeest opted for a more holistic approach in its work with the DuAs and initiated the **Darul Aman Reforms Project** in Sindh bringing together the diverse strengths of three civil society organizations (Rozan, Shirkat Gah and Indus Resource Centre); the National Commission on Status of Women (NCSW); and the Sindh Social Welfare Department (SWD).

From the inception phase, it was decided to involve the SWD in each step to ensure sustainability. In this context, **advocacy with SWD on DuA reforms** was done through different meetings, support visits to DuAs and formation of a Steering Committee in which the Minister of Social Welfare Department, prominent members of the SWD, donor and partner representatives were included.

A Launching Ceremony was arranged in Karachi (in collaboration with SWD) with senior civil society members, activists, media representatives, public officials and parliamentarians. All participants worked in groups for giving recommendations on the SOPs. Around 150 participants (70 males and 80 females), including the former Minister Rubina Kaimkhani and current Minister of SWD Mr. Zia ul Hassan Lanjhar attended the event.

To create in-depth understanding of the notified Standard Operating Procedures of DuAs, a two-day training was also held in Karachi with 16 participants from SWD and DuAs in which sessions were conducted on understanding the rationale and sections of the SOPs. The participants actively participated in all session discussions and also shared very valuable process level points. For example, a participant shared:

It is vital that the SOPs are adopted and implemented as per the document...it would ensure protection of the rights of residents of DuA.

To raise awareness and build capacity of DuA residents in Sindh, a series of sessions were also conducted in each Darul Aman to provide an opportunity to them to understand the concept of self-awareness and to become more self-aware; learn basic life skills; and understand the reasons and different dynamics of violence prevailing in society. Around 150 female participants attended these interactive sessions that included lectures, skits, role plays and movie screening.

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Series of session with Dua residents

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Demand-Driven Capacity Enhancement

Workshops

Due to Zeest’s previous experience of trainings with the Social Welfare Department, GIZ Governance Pakistan Programme consulted us for module-based trainings on sensitized dealing with GBV survivors/residents. On the basis of needs shared by GIZ, a six-day training on ‘**Sensitized Dealing of Staff with Female Victims/Survivors of Violence**’ for Social Welfare, Special Education Officers, representatives from Women Development Department, District Officers and shelter staff was conducted. The training enhanced the knowledge of participants on the role of personal attitudes and self in supporting

survivors of violence and gender concepts. 15 participants (8 women and 7 men) attended the complete training.

Considering the needs of DuA staff in Sindh, the database was further strengthened through capacity building of staff, orientations and report generation. A **basic IT training** was also designed for the staff of each DuA in Sukkur, Larkana and Hyderabad to implement the SOPs and the database effectively.

Considering the issues Darul Aman staff and other partner organizations are working on, it was felt that capacity building on stress management was also needed. In this regard, a two-day **Workshop on Stress Management** was conducted with staff from all three DuAs, SWD and from partner organizations. The workshop covered introduction of stress, its signs and symptoms and types of stressors. It focused on stress coping techniques, role of feelings, cognitions and behaviors. Different techniques were also practiced which included breathing, body scanning, muscular relaxation exercises with visualization etc. 16 participants (7 men and 9 women) attended the workshop.

Orientations

a) With Darul Aman Staff

In 2013, orientations on '**Guidelines for Protection of the Rights and Dignity of the Survivors of Violence**' were conducted with staff and residents of nine DuAs in Punjab (Bhakkar, Mianwali, Sargodha, Mandibahudin, Narowal, Sialkot, Lahore, Kasur and Sheikhpura). These orientations reached out to 79 staff members (30 women and 49 men) and 125 survivors. Self-care and stress management were also made part of the orientations which proved very fruitful and residents took keen interest in them.

b) With Lady Health Visitors (LHVs)

One orientation was done with 24 Lady Health Visitors (LHVs) on request from a peripheral community of the capital i.e Rawat where Rozan's interventions have been taking place. This orientation provided an

opportunity to build good rapport with the group and also provided the latter a forum to share their experiences. Many of the participants committed to personally support Rozan's work in the long-run.

c) With Lawyers

Orientations with two groups of 16 lawyers (8 women and 8 men) were also conducted. This resulted in extension of Zeest's legal volunteer panel, which supports us in dealing with crisis cases. Out of these two orientations, three advocates became panel members and actively took cases referred by Rozan. One of the participants shared:

Though as lawyers, we are also aware of some ethics that should be kept under consideration while working with vulnerable groups, but there are chances that due to work burden, important steps are missed which consequently may result in backlash or harm the dignity of the survivors. This document⁹ is very important for self-reflection and also to check ourselves at each step.

d) With Organizations

Three organizations (Cavish, Bali and Word) were given an Orientation on Ethics attended by 22 participants (17 women and 5 men). The orientation at Cavish gave their field and non-field staff members the opportunity to communicate more openly and frankly about each other's work and related issues.

e) With Survivors of Violence

Orientations were also conducted with 57 former clients of women centers in Islamabad and Rawalpindi; and residents of a Darul Aman in Rawalpindi. The main objective of these orientations was to build capacities for ensuring ethical handling of survivors of violence with increased knowledge about self-growth and rights of survivors among stakeholders and community.

f) With Sindh Civil Society

In 2014, in order to generate debate and increase sensitivity regarding survivor's vulnerabilities in Sindh, day long orientations on '**Ethical**

⁹ Guidelines for Protection of the Rights and Dignity of the Survivors of Violence.

Considerations while Working with Survivors of Violence' were held in Hyderabad, Sukkur, Larkana and Karachi. More than 300 M/W participants attended and benefitted from these orientations. The participants included lawyers, case workers, shelter managers, media professionals, social activists and psychologists from various organizations within the districts that work on women issues. In these orientations focus was on the importance of personal attitudes while dealing with survivors of violence and to give in-depth orientation about the Code of Ethics booklet on the Protection of the Dignity and Rights of Survivors of Violence. Due to integration of multidimensional stakeholders, these orientations also provided opportunities to create linkages and stronger networking

Besides these, seminars on **'Ethical Challenges while Dealing with Survivors of Violence: Reversing the Lens'** were also conducted in Hyderabad and Karachi. The panelists of the seminars included respected and renowned professionals from media, human rights, law and NGOs. These seminars were attended by around 200 M/W participants and discussions revolved around understanding challenges faced by service providers and how there is an increasing need to ensure the protection of survivors' dignity. It was also emphasized that for effective and ethical handling of survivors, a coordinated and integrated system of multi-sectoral services is a must.

IGNITING HOPE

Re-Integration of Survivors of Violence

In Pakistan, women survivors of violence who flee from abuse usually have limited options, and end up either reconciling with their abusive husbands/ families or seeking refuge with relatives.

In 2013, Zeest was able to work very closely with the staff and residents at a shelter home in Islamabad and a Darul Aman in Rawalpindi on reintegration of survivors of violence. This was done through consistent and monitored meetings which provided support to the women at each step of the reintegration process. Based upon feedback, a criteria for clients to be supported under this intervention was developed. Since majority of women who need reintegration support are not formally

literate, two types of interventions were planned:

1. Place as an intern in Rozan's internship cycle.
2. Support skilled survivors by raising their socio-economic status.

Financial support was given for a small period of time to enable the selected women to start sustainable economic activities. The financial support given was in the form of house rent for few months to allow her to gain sustainability to a level where she can start paying rent on her own; or as fee for a skill's training if any survivor needed to enhance her skills through which she could start earning. Few survivors who had some skill in hand but were unable to afford their own business setup were supported to set up shop for tailoring or parlour work. The action plan of this whole process was finalized with survivors and expectations/objectives behind this support were clarified to each survivor from the very beginning so that no false hopes are raised.

In 2013, **Zeest re-integrated five women** to start an independent and self-sustained life. Four of them had particular skill sets and interests which they wanted to pursue; while one woman who had Bachelor's degree was inducted in Rozan's internship cycle for six months.

MAINTAINING ACTIVE PARTNERSHIP LINKAGES AND ADVOCACY

Zeest was given Chairpersonship of the Shaheed Benazir Bhutto Centre for Women (SBBCW), Rawalpindi as part of NGO Management Committee from October 2013-April 2014 and has been involved in various activities with the Center including financial oversight and event management.

As a member of the tri-partner alliance between Rozan, Shirkat Gah and Dastak, Zeest has remained very active in its meetings to discuss future work in the DuAs, funding opportunities as well as interactions with Mdm focused on sharing updates, collaborative actions among partners and supporting Mdm's activities.

Apart from this, Zeest was involved in organizing and coordinating events and meeting/s of the Tolerant Pakistan Campaign initiated by Insaani Huqooq Ithehad (IHI) in response to religious discrimination against

certain groups; and to discuss the consequent impacts of such acts from the women's perspective at Quaid-e-Azam University in Islamabad.

The team participated in demonstrations, rallies and vigils held against human right violations in the country, especially protests against the rape of minor girls which have increased over 2013-14. Zeest was also part of consultations, events and activities related to One Billion Rising Justice Campaign (2014); which was a sequel of the One Billion Rising Campaign 2013 (i.e. a global campaign towards uniting people to end rape and rape culture).

IMPACT OF ZEEST'S WORK

One volunteer lawyer shared:

I was always keen to support social causes and play my role as a responsible member of society other than my job, but did not know any avenue for this. Now after volunteering with your organization, I feel that I will be able to offer my services in a more productive manner.

A client going through reintegration remarked:

I learnt to network with offices and institutions for supplying food and generating income. I came to know how important it is for a woman to earn to save her future, even if I get married again, I will continue it and more importantly now I have awareness about child sexual abuse and I am vigilant about daughter's protection.

In the series of orientations with DuA residents, many participants appreciated the sessions and shared that for the first time they had found the opportunity to develop their skills as well as a forum for sharing. One participant from the Larkana DuA shared:

No one in my home ever gave me such space to share my feelings and opinions as I have received in this training.

A shy participant from Sukkur remarked on the last day:

It is the first time in my life that I have spoken in front of so many

people and received appreciation, which is both overwhelming and joyful for me.

In Hyderabad, a participant said:

I feel I am a changed person after attending sessions on communication where I learned that besides verbal communication, body language and tone is equally important and can hurt another person's feelings and destroy relationships.

Of the women, Zeest helped in their journey towards reintegration, views of two are shared below:

Case Study-1

A 30 year old woman, with a five year old daughter, had expertise and interest in cooking: With support from Zeest-Rozan, she built her profile as a professional cook and began to work as a cooking vendor with different offices and organizations. She was supported and encouraged to start communal living. Her knowledge about social issues, specifically body protection of children, with special focus on Child Sexual Abuse, was also developed.

Case Study-2

Rukhsana and Alia¹⁰ established beauty parlours at their residences since both were certified beauticians. Rozan-Zeest supported them in the set-up and marketing of their business to increase client intake. Moreover in future, they both plan to train other survivors of violence referred by Rozan.

CHALLENGES FACED

Bureaucratic Hurdles

Continuously changing scenarios, needs and priorities of the Social Welfare and Women Development department in the provinces posed a constant challenge to ensure implementation of work plans. Unexpected deadlock with regards to the approval of SOPs by the Social Welfare

¹⁰ Fictitious names to ensure client confidentiality.

Department, lack of required support from SWD Sindh affected the overall timeline of activities. Building ownership of staff of DuAs on SOPs and database was hard due to their reluctance on changing systems and adopting new technology.

Re-integration Problems

High expectations associated with the Reintegration Initiative became a challenge in cases when many clients developed hope, but only a few could be supported, especially in cases where there was the ethical dilemma of empowering the clients or putting them in further danger. Indecisiveness and lack of employment/work options for clients, especially for those who were not formally literate or had limited skill set, made the process more arduous. While the Zeest team was very vigilant in exploring non-traditional options for women, like driving or IT-related courses, most chose to opt for tasks which they were comfortable doing such as cooking or beautician work.

Coordination Hassles

While working in partnership with others is hugely rewarding since there is always strength in unity, the widespread geographical locations of implementing partners and remote management was challenging, as was following the vigorous formats and monthly reporting from the donors.

WAY FORWARD

Zeest has succeeded in increasing its visibility in the Social Welfare and Women Development Departments of Sindh. Working with the Government within a broader alliance on Women Centers and shelters increased Zeest's credibility and provided opportunities for further short term and long term funding options. Zeest will continue its work with shelters/centers through partnerships or other advocacy forums where it will provide support through building capacity of SWD and staff of DuAs on improving reporting and effective dealing with survivors of violence.

In future, Zeest is also aiming at social reintegration of survivors through effective and strong referral pathways in Sindh. Zeest foresees strong networking with management committees which have the role to oversee

and also develop connections with women parliamentary caucus to advocate for minority women rights etc. Besides this, Zeest will be involved in other projects such as capacity building of adolescent girls and Data Base development in KPK and other advocacy initiatives around women issues.

ابنِ آدم

میری کوکھ سے جو جنا گیا

میری گود میں جو پلا بڑھا

وہ ابنِ آدم

میری ذات بے اماں کرے

مجھے ذرہ بے نشاں کرے

کبھی خطا کبھی بھول کہے

کبھی اپنے پاؤں کی دھول کہے

میری قدر شاید وہ جانتا نہیں ہے

اس کو یہ بھی پتا نہیں ہے

کہ اُسکی رگوں میں لہو سے پہلے

میرے وجود کی مہک رچی تھی

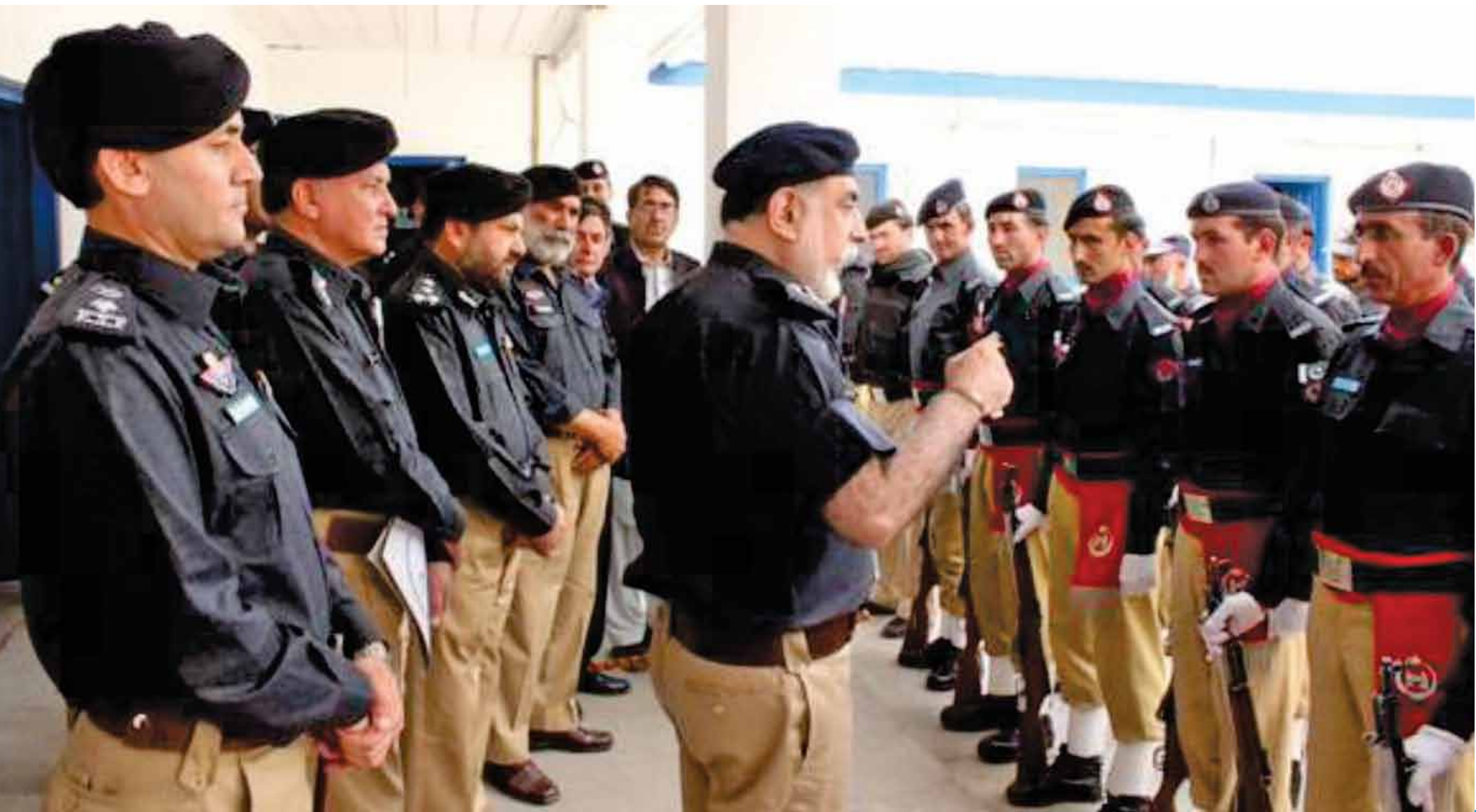
وہ کچھ نہیں تھا جو میں نہ ہوتی

کہ اس کے ہونے کو میں بنی تھی

تزیلہ مظہر

RABTA POLICE PROGRAM

Working from the micro towards the macro



RABTA POLICE PROGRAM working from the micro towards the macro

THE POLICE ROLE—AN ANOMALY

What is the social purpose of the police? Why does any country even have police? What purpose do they serve? What do we, as the general public, want them to do? What do they do that other law enforcement agencies do not do? How do we want them to do these things?

Too often the answers to these questions are vague and simplistic. People say the police should ‘serve and protect’ or ‘enforce the law.’ Such answers, however, avoid an important caveat: Policing, especially in a country like Pakistan, is extremely complex, often involving difficult questions about police role; fair treatment of citizens; addressing the specific needs of women, children and other vulnerable groups; training; and accountability of police officers etc.

The police, by the very nature of their function, are an anomaly in a free society.

---Herman Goldstein

For the past 16 years, Rabta’s Police Program has been working to foster positive and sustainable change in police attitudes and, consequently their behavior in order to create capacity and ownership to deal with job stress as well as with issues such as violence against women and children. Since its inception in 1999, Rabta has directly trained over 4000 Police Trainers/Instructors/Officers and over 70,000 police officials indirectly through sensitized Police Instructors at 20 Police Training Colleges/Schools in all four provinces of Pakistan.

STRENGTHENING THE INDIVIDUAL

Pakistan’s dysfunctional criminal justice system, compounded by lack of gender responsiveness, ensures that perpetrators of violence are seldom held accountable. Few survivors of Gender Based Violence go to the police; when they do, many cases are either not registered or women complainants are put in harm’s way by officers trying to mediate. The police are ill-equipped to handle gender-violence cases, particularly due to an inadequate number of sensitively trained officers.

In 2010, Rabta developed a manual on **Interviewing Women and Child Victims of Violence** which is now part of the official National Police Academy (NPA) curriculum.

During 2013/14, Rabta in collaboration with NPA, trained 19 Investigation Officers, including three female officers on the above manual and also carried out a Training of Trainers (ToT) for



19 Instructors of Police Training College (PTC) and Recruitment Training Center (RTC), Quetta, Balochistan. Two workshops were held on **Gender Responsive Policing** including sessions on gender sensitization and attitudinal change communication; one was held on **Community Policing** that focused on bridging the gap between police and community promoting shared values of policing and one on **Victims Support Strategy** was also carried out for staff of the newly established Model Police Stations in Peshawar.

REFORMING THE INSTITUTION

Pakistan Forum for Democratic Policing (PFDP)

Rabta also recognizes that strengthening individual police capacities must

be part of the larger political process—psychosocial assistance on its own is insufficient and even at times impractical without overarching reforms. Ironically, the Police Act of 1861 (along with the Police Rules of 1934), a colonial legacy that was meant to control and suppress people rather than serve them, remained applicable in Pakistan as a central law (with very minor modifications) until 2002, when a reform-oriented Police Order 2002 replaced it. Unfortunately, the Police Order 2002 could not be implemented in its true sense and its 54 articles got amended in 2004 which ruined the essence of the new law and regressed it back to the Police Act 1861. The autocratic and oppressive nature of the old law negatively affected police culture and professionalism of the force.



Group Photo of Discussion Forum in Hyderabad

Emotional health and attitudinal change within the police service cannot be improved in isolation; in order to make policing citizen-centric and service oriented structural reforms are needed. Therefore, in order to make police reforms a priority public policy agenda, in 2011, Rabta took the initiative to establish the Pakistan Forum for Democratic Policing (PFDP) - an alliance of other likeminded non-government organizations, media personnel, social and human rights activists and lawyers. The core objectives of the Forum include:

- To initiate dialogue amongst key stakeholders and build pressure on policy makers in order to make the police organization in Pakistan politically neutral and citizen-centric.
- To discuss a course of action for reform of police laws; and if required revise/reconstruct them followed by implementation.

- To strengthen the PFDP at the national level so that it can advocate the agenda of people-friendly policing in Pakistan.

Rozan is the Secretariat of PFDP, other notable members include Strengthening Participatory Organization, Aurat Foundation, Shehri-CBE, Center for Peace and Development Initiatives, Human Rights Commission of Pakistan, Consumer Rights Commission of Pakistan, Hamdard School of Law, Shirkat Gah, Khwendo Kor, and Legal Aid Office etc. At present, there are around 100 individual and organizational members of the PFDP.

Draft Sindh Police Bill 2014

During 2013, the PFDP, under the supervision of Justice (r) Nasir Aslam Zahid and his team of experts, drafted the Sindh Police Bill 2014¹¹ to meet the needs and challenges of policing in the present era. The Draft is based on recommendations of civil society gathered through a series of extensive public consultations on the subject of police reforms, held in urban and rural Sindh, Balochistan and Islamabad. This is a first of its kind advocacy and policy tool for which there has been no precedence in the region wherein a civil society forum drafted a police law for the state.

In order to create momentum for the Bill, Rabta, under PFDP's umbrella organized three Discussion Forums in Karachi, Hyderabad and Sukkur with Members of the Sindh Provincial Assembly (MPAs) along with participants from the civil society, media, academia, traders, lawyers, students, businessmen/women etc. The objectives of these Discussion Forums were to:

- Introduce the legislature and civil society to the Draft Sindh Police Bill 2014.
- Take stakeholder input to further improve the Draft Bill.
- Push the legislators to take the Bill to the Provincial Assembly for legislation.

There was a panel of speakers at each DF, comprised of legislators from the Sindh Assembly and civil society representatives, who shared their

¹¹ The Bill can be downloaded from Rozan's website: [http://rozan.org/sites/default/files/Police%20act%20draft%20bill%20\(Sindh\)%20Edited%20Draft.pdf](http://rozan.org/sites/default/files/Police%20act%20draft%20bill%20(Sindh)%20Edited%20Draft.pdf), accessed 18 June 2015.

perspective about the Bill. The panelists from civil society urged legislators to move away from the legacy of the colonial era and enact a Police Law that ensures operational autonomy, gender neutrality, accountability and evaluation mechanisms, quality services and resourcefulness of Sindh Police. They expressed grave concerns over the vulnerabilities of poor people, women, children and minorities due to the inefficient and unaccountable policing system in the province of Sindh. Legislators belonging to Muttahidda Qaumi Movement (MQM), Pakistan Tehrik-e-Insaf (PTI) and Pakistan Muslim League-Functional (PML-F) who attended these Forums acknowledged the efforts of the PFDP and extended their support to table the draft Bill in the Sindh Assembly. During these three Discussion Forums (DFs), approximately 100 new civil society organizations and individuals joined PFDP and expressed their commitment to further the agenda of police reforms.

In order to achieve broader political consensus, a delegation of PFDP members including Rabta also held one-on-one meeting/s with the Minister for Law and Justice Dr. Sikandar Mandhro of Pakistan Peoples' Party (PPP) and MPAs of Pakistan Muslim League-Nawaz for furthering the agenda of police reforms in Sindh. The meetings gave an opportunity to the PFDP members to understand the point of view of various parties about the Draft Bill.

We have been able to revitalize the coalition by getting in touch with the core coalition members through emails and telephone on regular basis and by calling a re-union meeting in 2014 of the PFDP which was attended by the members from across Pakistan. The meeting regenerated the feeling of oneness amongst all the members and gave everyone a chance to give their input on the Draft Sindh Police Act 2014. It also provided the core members with an opportunity to think of way forward for strengthening the coalition. It was encouraging for us that despite a long break all the members were interested in working together on the platform of the PFDP.

DEVELOPING POLICE-COMMUNITY TRUST

It is easy to talk about dramatic changes in policing. For example, the Draft Sindh Police Bill 2014 could usher in a new era in policing for the

province. However, translating ideas into practice is extremely difficult. Elinor Ostrom (2009 Nobel Laureate in Economics) and her colleagues introduced the concept of 'co-production' in the 1970s recognizing that services – in this case policing – rely as much upon the unacknowledged knowledge, assets and efforts of service 'users' (citizens) and the expertise of professional 'providers' (the police). Their research articulated that it is the informal understanding of local communities and on-the-ground relationships they develop with police officers that often keeps crime levels down. In short, the police needs the community as much as the community needs the police.

Community-police interactions are, therefore, another attempt by Rabta to restore and develop the role of citizens as 'co-producers' of police services. At the root of this plan is the idea that the police should become intimately involved with the community and vice versa. For example, officers assigned to neighborhoods should enhance their knowledge about the community in which they work and officers and the neighborhood residents should get to know one another on a personal level. Strengthened police-community relationship is also beneficial in identifying and addressing issues of vulnerable groups e.g. women, children, minorities and differently-abled people, whose concerns are not dealt with effectively otherwise. Vulnerable groups feel encouraged to raise their problems more openly if their local police understand them well.

In this regard, Rabta held *khuli kachehri* (open courts) in collaboration with the local Station House Officer (SHO) in Rawat¹² where Rozan has been working for the past 3 years, to discuss law and order problems facing the community and to develop strategies to solve them. Community members also visited their local police station in order to familiarize themselves with the process for lodging a complaint/FIR and other functions of a police station. Subsequently, the SHO was invited to various community events, e.g. as a judge in a school drawing competition, and as a guest of honor at a local award distribution ceremony. An Eid Party was also organized for the Police and the local citizens at the police station.

While there are a number of obstacles to implementing such interactions

¹² Rawat: A semi urban area in the Islamabad Capital Territory (ICT), Pakistan.

on a regular basis, research has shown that such a strategy has been successful in reducing social disorder and fear of crime in marginalized communities and is successful in building a stronger relationship between the police and community.

Rabta also held orientation sessions at the local police stations on gender sensitivity and interpersonal communication skills so that police officers can deal with all kinds of complainants, especially vulnerable groups, in a more professional manner.

BUILDING RESEARCH AND KNOWLEDGE BASE

Action Research

The past two years also saw Rabta embark on a comprehensive field study titled **Policing Challenges and Opportunities in Post-Conflict Swat: Needs of Women, Children and Minorities**. The research was carried out jointly by Rabta, COMSATS Institute of Information Technology, Abbottabad and HUIRA (Holistic Understanding for Justified Research and Action), Swat. The need for conducting this study was first felt during a regional conference in 2010 on Gender and Policing organized by Rozan. During the conference, the then Deputy Inspector General (DIG) of Malakand Division highlighted the challenges of policing in Swat and the impact of militancy and armed conflict on the general public. A subsequent review of literature on conflict zones and the role of the police from South Asian countries like Nepal and Sri Lanka; Nigeria and Sierra Leon in West Africa; also underscored that policing needs, issues, challenges and ethics during and after conflict situations are different. Rabta, therefore, took on its first field-based action research to assess the:

- issues of vulnerable groups such as women, children and religious minorities;
- key challenges of post-conflict policing faced both men and women;
- perceptions regarding conflict resolution mechanisms; and
- police-community relations.

The study was undertaken in four areas/villages Landicus and Gumbad Mera in Mingora (one of the largest cities of Swat) and Dari and Kabal located in Kabal (one of the most attractive yet worst conflict hit rural towns) of district Swat. Qualitative tools were used to conduct the study and data collected through Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs).



Focus Group Discussions with the community influential and Police Officers from across Swat

The four areas were selected on the basis of direct and indirect impacts of conflict on communities living there. More than 50 KIIs were conducted with community members, police officers and minority representatives. Seven Focus Group Discussions (FGDs) were conducted with academics, journalists, and members of the Jirgas (community elders) at the provincial and district tiers. The research report is due to be launched in April 2015.

Rozan also published another research titled *“Quest for Democratic Policing: Politics of Police Reforms in Pakistan”* authored by Dr. Ehsan Sadiq, DIG Police. The study aims to promote a better understanding of the context in which discourse on police reforms in Pakistan should evolve. The findings of the research provide insightful clues to the treacherous nature of the challenges that lie in the path of police reforms. The report traverses an incredible stretch of nearly two hundred years in which the subcontinent witnessed the emergence of modern police. The report also sheds light on post partition attempts to reconcile this colonial policing model with emerging challenges of an independent country.

Curriculum Revisions

One of the key achievements of Rabta's work with the police over the years has been the incorporation of the *Attitudinal Change Module (ACM)* and as mentioned earlier the *Interviewing Women and Children Victims of Violence Module* into the National Police Academy's training curriculum. The AC Module aims to transform attitudes of the police and increase their knowledge and sensitivity to key social issues, namely violence against women and children, and gender disparity. In November 2013, the implementation of the ACM was officially handed over to the Police in a seminar jointly organized by the NPA and Rabta. Police officials and instructors from all four provinces participated in the event and shared their commitment to take the ACM forward in letter and spirit.

In response to feedback from police management and instructors, Rabta also reviewed the ACM during 2012-13 the methodology and layout was refined so that it could be understood and implemented more effectively and efficiently. The language was also simplified; examples from daily life and more exercises based on real experiences were incorporated.

ASSESSING IMPACT

Rabta is not naïve, we realize that the obstacles on the path of police reform in Pakistan are potent and entrenched. There are multiple vested interest groups which do not want change in the police. However, through the efforts of the PFDP both civil society and legislature are slowly realizing that there is a group of concerned Pakistani citizens who are not ready to accept the prevailing policing system and are committed to improving policing in the country. The PFDP is now being taken more seriously by the concerned legislature especially after the development of the Draft Sindh Police Bill 2014 through a participatory process. Similarly, academia, traders/businessmen/women, lawyers, media, NGOs, human rights activists are also welcoming the initiative of PFDP and supporting the agenda of police reforms. This initiative is likely to generate productive debate on making police reforms a priority public policy agenda.

Many old allies of Rozan and police officers/personnel whom Rabta trained 7-8 years ago are now holding strategic decision making positions and are positively influencing the police force in Pakistan by being more gender-sensitive individually and by taking progressive steps to make the whole force gender-sensitive. We are hopeful that Rabta's old and new trainees/allies will continue creating spaces for discourse on the role of police to curb violence against women in the country. Some of the thoughts shared by participants at the handing over ceremony of the ACM make us believe we may be right:

Being a female instructor, I gained confidence by attending Rozan's workshops. It was not easy for me to face male police trainees in my class, but the ACM has made me assertive and a better communicator. I admire the joint venture of the police and Rozan for attitudinal change.

---**Ms. Benazir Shah, Assistant Sub Inspector/Instructor PTC¹³ Shahdadpur, Sindh**

Partnership between the police and organizations like Rozan can be a good way forward for developing a cordial relationship between the police and the public, especially women and children. Being Training Coordinator, I have introduced the topic of gender sensitivity as a cross cutting theme in almost all the trainings of Sindh Police.

---**Mr. Naeem Zeeshan, Training Coordinator, Sindh Police**

Before attending the training on the ACM, I used to teach my class with less interest and used to take my job as a burden but after getting trained on the ACM, I have become more energetic and try to deliver my best to the trainees with zeal and interest.

---**Mr. Raja Zia, Inspector/Instructor PTS¹⁴ Multan, Punjab**

From the ACM, I have learned about the detrimental effects of bias and prejudice, not only on myself but also on victims of

¹³ PTC: Police Training College.

¹⁴ PTS: Police Training School.

¹⁵ RTC: Recruit Training Center.

prejudice and society at large. I have learned how to deal with prejudice and this has positively affected me.

---**Mr. Khalid Habib, Sub Inspector/Instructor RTC¹⁵**
Kach Morh, Quetta, Balochistan

Training programs arranged by Rozan from time to time were great in making the recruits think about their attitudes whenever they deal with vulnerable groups. Such trainings should continue. Rozan's initiative of Police Reforms will open new horizons for the police and community as well.

---**Mr. Qazi Nisar, Sub Inspector/Instructor Recruitment**
Training Wing, Kohat, KPK

WORKING WITH THE POLICE: A ROAD LESS TAKEN

Police officers are not super humans. Rozan's work with the Police has shown that role conflicts between the job — serving the public, enforcing the law, and upholding ethical standards — and personal responsibilities as spouse, parent, and friend act as constant stressors. While the general public may like to think otherwise, police officers are greatly affected by the daily exposure to human indecency and pain; dealing with a suspicious and sometimes hostile public takes its toll on them; long periods of boredom, and the ever-present danger that are part of police work cause serious job stress. Their 24-hour availability gives them an extremely heavy, underpaid, understaffed workload. They are expected to be generalists: able handle a wide range of situations from traffic disputes to catching kidnappers and rapists, but with only limited training and expertise in forensics, family problems, mental illness, or abuse.

The obstacles to building a gender responsive, citizen-centric, effective, balanced and more robust police force in Pakistan are numerous:

Lack of Ownership and Persistent Civil Society Demand of Police Reforms

In Pakistan, there are only a handful of organizations working with police in the country which is an indicator that majority CSOs do not consider police reforms a priority policy agenda. Given this, Rabta needs to constantly cajole the Pakistan Forum for Democratic Policing (PFDP)

members to actively participate in the Forum by making them realize that this is also an area which needs our immediate attention. Lack of financial resources to carry out advocacy related interventions for Police reforms in the country has also been a challenge in order to keep the momentum of activities and the connection amongst the member organizations of PFDP alive. In fact, keeping in regular contact with legislators and other stakeholders through meetings and seminars has been increasingly difficult given budgetary constraints.

Instability of Human Resources

The sudden departure of a senior member of the Rabta team affected the efficiency of the overall program. Despite numerous rounds of interviews, a suitable candidate could not be selected which naturally put extra pressure on the other team members.

Frequent transfers of the Station House Officers (SHOs) of Rawat's local police station also created hurdles in the implementation of the Police-Community activities. Every time a new SHO took charge of the police station, he had to be briefed about Rabta's history and work in Rawat for curbing Gender Based Violence (GBV) related issues and enhancing the relationship between the police and the local community. Building and sustaining rapport with the SHOs of police stations took a lot of time.

Environmental and Security Stressors

Police as an institution is ultimately only as good as the broader justice system in which it is embedded. Because politicization and clientelism are largely responsible for the current state of Pakistan's police, it becomes challenging for us to persuade police trainees to work on improving their attitude and behavior when they share that doing so is not possible until and unless basic legislative and policy level changes such as de-politicization and increase in police budget are not undertaken.

Frequent court appearances, long duty hours also interfere with police officers' regular assignments, personal time, sleeping schedules and the overall quality of their performance. Further stress arises from perceived lack of support and negative attitudes towards police from larger society. Stress also stems from distorted and/or unfavorable news accounts of

incidents involving police.

In Pakistan, an understaffed, underequipped and under-budgeted police force is increasingly called on to manage rising insecurity and militant violence. Pakistan has suffered more than 50,000 casualties in the War on Terror so far. While those under fire are chiefly politicians associated with progressive political parties, and innocent civilians, the police are increasingly being targeted as a symbol of the state. Terrorists understand well that the military and the police are their most important enemies. Given these harsh realities, it often gets difficult for Rabta to execute its planned activities due to poor law and order situation in the country.

FUTURE DIRECTIONS

The police are one of the least effective institutions in Pakistan and a police officer often seen by the weak and vulnerable as a threat to be avoided. But our police system is by no means too flawed to fix. If Pakistan is to shed its image as a country where the law is weak and security patchy, reforming the police is a crucial place to start. There is a real know-how and a willingness to reform the institution within the police itself and Rabta plans to build on this through its engagement with the police, civil society and policy makers. Starting a national dialogue about this in newspapers, on television and radio programs can help create the necessary pressure for changing the colonial laws and policies governing police at the moment.

Rabta will also continue to invest in enhancing overall law enforcement capacity on issues of GBV, attitudinal change and interpersonal communication. We hope that Rabta's research findings from Swat feed into our 2015 interventions in areas such as coping with trauma, stress management and women police leadership development.

A closer working relationship between the community and police could someday lead to a focused approach to appropriately dealing with violence in communities and so Rabta will remain focused on gender sensitization and strengthening community-police relations.

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نہ ہی انگلیوں میں قلم رہے

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تو صحن حرم ہی اس کا مقام ہے

یہی حکم ہے یہ کلام ہے

کشورناہید

HUMQADAM

Boys and Men: Important Catalysts in
Combating Gender Based Violence Against Women



HUMQADAM

Boys and Men: Important Catalysts in Combating Gender Based Violence Against Women

According to the United Nations Development Programme (2013), Pakistan ranked 127th in the Gender Inequality Index (GII)¹⁶ and 145th in the Gender Development Index (GDI)¹⁷ out of 187 countries. For the same year, 85% of domestic violence cases including physical (75%), sexual (66%) and psychological violence (81%) in six districts of Pakistan involved men, where violence was perpetrated by an intimate partner. Our country ranks one of the highest in the world in domestic violence (Rutgers WPF 2013). It is estimated that as many as eight women – half of them minors – are raped every day, while a quarter of all reported cases of Gender Based Violence (GBV) are murders or honor killings. These alarming figures confirm that men are an untapped, yet critical, resource in gender initiatives, especially in combating GBV.

Humqadam: Its Genesis and Vision

Pakistan is a signatory to almost all international conventions and agreements on violence and GBV. But while laws and guarantees may exist on the books, there is weak social and political will to promulgate them. One of the reasons for this may be because even though GBV is a systemic and endemic problem, we have been viewing and trying to combat it from a rather myopic lens i.e., **blaming men rather than engaging them**. After all:

If social change is to be sustained it is essential to engage the whole community, (not just one half, namely women), including the most influential power brokers.

In November 2008, Rozan pioneered the Humqadam initiative of working with boys and men in particular to explore the social construction of masculinities and social norms related to manhood as key entry point to address the growing epidemic of violence, especially Gender Based Violence and Violence against Women in Pakistan. Although the majority of violent acts against women are committed by men, the vast majority of prevention efforts (such improving state accountability and responsiveness, empowering and enabling women with quality services and support), are directed at women. Rozan wanted to shift the responsibility of deterring harm away from women by promoting **healthier and non-violent models of masculinities**.

Humqadam's vision is:

Prevention that includes proactive and practical solutions to engaging boys and men as allies, reflecting on their own lives, inspiring them to feel motivated and capable of ending men's Violence against Women.

In this context, it is important to ask:

Do men even realize that they commit violence and that when they do so, they deprive the other person of his/her basic rights?

What factors push men towards violence?

Do men's own lives actually improve when they embrace non-violence?

Are men aware of our country's existing laws and policies on Gender Based Violence?

Humqadam seeks to find answers to such hard and certainly controversial questions because all too often conversations like this which are so fundamental to creating an inclusive and equitable society simply do not take place in our country. In its engagement with men, Humqadam helps

¹⁶ Gender Inequality Index: A composite measure reflecting inequality in achievement between women and men in three dimensions: reproductive health, empowerment and the labour market.

¹⁷ The new GDI measures gender gap in human development achievements in three basic dimensions of human development: health, measured by female and male life expectancy at birth; education, measured by female and male expected years of schooling for children and female and male mean years of schooling for adults ages 25 and older; and command over economic resources, measured by female and male estimated earned income.

them to reflect on their attitudes and behaviors, understand the process of their personal construct, create safe spaces for debate, discussion and dialogue so that men use their power in creating a violence-free culture, not only for women but also for themselves.

HOW DOES HUMQADAM WORK?

1. Awareness, Reflection and Realization

Make masculinities, gender and power dynamics visible at the community/grassroots level; and start the right kind of dialogues that enable boys and men to reflect on their behavior and realize where the roots of their (violent) actions lie.

2. Support, Enable and Act

Provide spaces to and for boys and men to work through their fears, change their behavior and challenge the dominant notions of being men by enabling transformation and action through transfer of learning, social-awareness and self-growth.

3. Research

Build evidence and expand the resource and knowledge base about masculinities and male involvement in the context of Pakistan.

4. Collaborate

Engage and work inclusively with local, national and regional partners, including the state and private sector to promote networks/alliances of non-violence.

1. AWARENESS, REFLECTION AND REALIZATION

Men are not born violent; they become violent as a result of socialization systems rooted in beliefs and norms about what it means to be a man. Work with men and boys can change these beliefs and norms and support men in rejecting violence (UNICEF 2005). Common outcomes of debates and discussion about masculinity, gender and power often cause negative feelings and touch sensitive nerves. due to not having enough information or not being fully heard. On the other hand, dialogue turns encounters with people who differ from us into positive, compelling experiences. In turn, these positive feelings engender empathy, perspective-taking, and a

desire for more interaction across difference.

Through its awareness raising, dialogue and community engagement initiatives, Humqadam has been supporting boys and men in challenging the strict gender divisions – at home, at work, in the community. Too often we fail to grasp the reluctance of men to become involved due to fear of losing respect, power or even identity within their families and larger society, given how socially conditioned notions of traditional masculinity limit and inhibit male participation. Additionally, we fail to articulate the negative effects on men of perpetuating a gender unequal world and the potential positive ramifications—for men—of gender equality. Men pay significant costs in terms of their health, stress and work pressure. Ideologies that promote unequal power relationships, such as patriarchy limit men’s capacity to not only care and love others but also be genuinely cared for; and narrow their experience of what it is to be fully human.



Orientation session on Men, Masculinities and Gender Justice

During 2013/14, Humqadam continued to work in Rawat (a peri-urban town located 32 kms away from the capital city Islamabad, connecting the two provinces Khyber Pakhtunkhwa (KPK) and Punjab). The program conducted 14 interactive awareness sessions, with four groups of boys and young men (45 participants in total), focused on exploring masculinity and healthy society; gender and socialization; power and patriarchy; as well as sharing life skills strategies for anger and stress management; communication and conflict resolution. Becoming aware of and getting comfortable with one’s motivations, needs, and feelings is not easy, especially not for males, therefore, thinking about the ‘Self’ was central.

Changing Boys and Young Men

During 2013/14, Humqadam continued to work in Rawat (a peri-urban town located 32 kms away from the capital city Islamabad, connecting the two provinces Khyber Pakhtunkhwa (KPK) and Punjab). The program conducted 14 interactive awareness sessions, with four groups of boys and young men (45 participants in total), focused on exploring masculinity and healthy society; gender and socialization; power and patriarchy; as well as sharing life skills strategies for anger and stress management; communication and conflict resolution. Becoming aware of and getting comfortable with one’s motivations, needs, and feelings is not easy, especially not for males, therefore, thinking about the ‘Self’ was central.

Different techniques such as documentary screening and football, cricket and badminton matches were also organized to enhance knowledge, foster trust and build camaraderie.

Men's Participation as Fathers

Is resistance to violent and rigid views about masculinity even possible in a patriarchal society? In our sessions, with boys, we found that most 'talked the talk and walked the walk' of their fathers (or grandfathers) in their desire to follow the traditional hegemonic masculine role. It was this observation that led us to conclude that having family members who present alternative, non-violent views about gender roles such as a father who is involved in the care of his children or one who helps his wife in the kitchen is a possible avenue for intervention and change.

Initially, Humqadam planned a series of sessions with fathers in Rawat on Fatherhood in early 2014. However, we were able to conduct seven sessions, with only eight fathers on average taking part. These sessions included discussions around self-awareness, importance of fatherhood, qualities of an ideal father, Child Sexual Abuse, how to talk to children about sensitive issues, and acceptance of diversity. Despite having limited sessions, we found that most fathers are not ready to recognize the importance of fatherhood beyond their role as a 'provider', 'bread winner'. They saw teaching kids important life lessons and socialization skills as the mother's responsibility. Also, in the beginning, we were viewing 'fathers' as a homogenous group. However, after a couple of sessions, we realized that different fathers have different expectations from their children, and ultimately see their role in different ways. There were fathers whose children had grown up. They clearly shared that their role in socialization of children was over. Therefore such sessions were not useful for them. On the basis of such observations, we divided fathers into two broader categories:

1. Young Fathers: with children aged between 2-18 years.
2. Old Fathers: with children who are above 18.

Sharing Pain

Pick up any newspaper or turn on any news channel and it is the men who are on the front lines of civil unrest, riots and warfare worldwide. The principle cause of this is how boys are socialized. Because they are trying

to live up to certain rigid models of masculinity they are, literally, dying to be men and in doing so, quite a few of them become traumatized for life. In order to provide space where boys and men could seek individual, psychological counseling/guidance, five counseling camps were also set up in Rawat.

Dialogue with Parents

To discuss how parents can contribute to enhance the activities of the Center so that more children are involved in its activities, two orientation sessions with parents were organized.

2. SUPPORT, ENABLE AND ACT

Towards Action through Social and Self Awareness

Violence can have devastating impacts on boys and men too. Male gender norms — and the actual or threatened violence often used to enforce them — create fear and anxiety for men

and boys who question whether they are 'man enough.' Many men grow up with the idea that they have to be tough and aggressive to be a 'real man.' While



recognizing that men are responsible for gender norms that damage the lives of women and men, they also suffer under these norms in different ways. If men truly want to live in a more just and more peaceful world, they have to challenge all forms of violence and oppression, including those based on gender. Everyone gains from living in a world with less violence. 11 boys were enabled through extensive workshops to carry Humqadam's message further within their homes and the Rawat community. They went on to conduct sessions with 44 children (between 10-18 years of age) on social and self awareness, masculinities, forgiveness, Child Sexual Abuse and safety. A trip to Khewra Salt Mines was also arranged for these boys and children. Four out of this group of

boys, became facilitators and conducted sessions with a new group. They displayed keen understanding of the subject and exhibited strong training skills.

Local Activism

Humqadam is not just about the impact men can have on reducing GBV and creating a more gender-fair country, it is also about transforming young lives by involving them in diverse and creative programs and activities where they can come together and be peers amongst each other. For this purpose, two *interactive theatre performances* were organized at Rawat. The performers included children, young boys and men from the community. The plays highlighted the role of men in traditional family settings and at the community level; linkages between masculinity and violence; and the impacts of Child Sexual Abuse. They were followed by dialogue/s with the audience about the social, emotional and financial burdens of violence on society as a whole and on the family.

Essay Writing and Poster Competition, on the role of the alternate¹⁸ boy in the community; masculinity; and Child Sexual Abuse, was also arranged in the Child Friendly Center at Rawat. 47 boys, aged between 8-18 years, took part in the Poster Competition; while 9 boys took part in Essay Writing. Winners were awarded certificates in front of their peers and parents.

More than 50 boys continued to voluntarily work with Humqadam in various capacities and participated in activities to mark International Women's Day (8 March) and in the 16 Days of Activism against Gender Based Violence Campaign from 25 November, the International Day for the Elimination of Violence against Women, to 10 December, Human Rights Day.

3. COLLABORATE

Enabling Partnerships

¹⁸ *Alternate boy is the one who defies traditional masculine roles. He believes that men and women are equal, and no one has right to violate anyone's rights. He does not commit violence against women, children and other men. Rather, he stands against any such heinous practice.*

¹⁹ *Trocaire is an international organization supporting people in the developing world to improve their lives, meet their basic needs and ensure their human dignity. Rozan has been working in collaboration with Trocaire since 2010.*

Working with men about Gender Based Violence, their power and privilege is still a conceptually difficult challenge for development sector organizations in Pakistan. Change cannot happen in a vacuum and so began Humqadam's partnership with Trócaire¹⁹ in 2012 aiming at capacity building of four non-governmental organizations:

From Khyber Pakhtunkhwa:

1. Pakistan Village Development Program (PVDP)
2. Noor Education Trust (NET)

From Sindh:

1. Sindh Development Society (SDS)
2. Association for Betterment and Development of Human Being (ABAD)

As part of this alliance, we conducted three workshops in 2013 on:

Gender and Masculinities

First in the series of trainings with Trócaire partners, this five-day generic workshop introduced 19 participants (9 men and 10 women) to the concept of masculinities and its significance for a gender-just society; and understanding that gender relations are ultimately power relations. Related topics included alternative masculinities and identifying strategies for engaging boys and men in combating GBV in the context of Pakistan.

Working with Boys and Men to end GBV

This customized workshop aimed at capacity enhancement of 12 social mobilizers and project managers of the four organizations. The participants were given an in-depth theoretical background about masculinities and gender as well as the conceptual, structural, organizational, and personal constraints of involving men to end VAW. The training module on 'Working with Boys and Men' was shared with participants who planned and practiced sessions in order to run the module with groups of men and boys in their respective communities. They also

developed a detailed six-month implementation plan.

Engaging with Men to end GBV

A three-day refresher and follow-up workshop aimed at reflecting and critically reviewing progress was held in October 2013. Sessions looked at fostering flexible models of masculinity and developing social abilities and soft skills (e.g.

emotional intelligence, communication, language, etc) especially amongst young males. 11 participants learnt various strategies (such as mobilization and peer-to-peer communication) to engage boys and



3-Day Refresher on Reflection of Progress in Rawat Community

men to end GBV and integrate it into their on-going work. As follow up to the trainings, a mentoring process was initiated that included direct meetings with field staff. Community visits were conducted for on-site technical support in this regard.

Power of Partnerships

Partnerships allow us to achieve things that we could not achieve alone and so networking is central to the way Humqadam works, and key to our work having impact.

Men Engage Alliance: MenEngage is a global alliance of more than 400 non-governmental organizations and UN partners that seek to engage men and boys in reducing gender inequalities and promoting the health and well-being of women, men, and children. In Pakistan, the Alliance was hosted by the AMAL Development Network till 2013 with 37 national member organizations, including Humqadam.

South Asian Network to Address Masculinities (SANAM): As part of

regional group South Asian Network to Address Masculinities (SANAM), Humqadam contributed in developing the South Asian Curriculum on Masculinities and is an active member of the steering committee of the network. One program member also completed SANAM's Second Fellowship Cycle. SANAM aims to enhance knowledge of practitioners and members from academia on the issues of patriarchy, masculinity and gender. For this, SANAM ran Fellowship Cycles in which individuals from South Asian countries were chosen and extensive 15-day training was imparted, followed by project assignments for each of the Fellows/trainees.

IMPACT: FROM TALK TO TRANSFORMATION

While it is too early to assess the impact of Humqadam's work with fathers, a few fathers allowed their children and other family members (especially wives) to attend Rozan activities. One father allowed women to congregate at his home for an orientation session; while some started discussions about child rights at their work place.

As far as young boys in Rawat are concerned, they are becoming more gender sensitive individuals who are not only taking affirmative action to end violence against women, but also spreading this message in their respective communities:

- Two boys became members of the Justuju Community Committee (a voluntary community action group).
- Five boys have been selected as trainers who are now imparting trainings on GBV.
- Four young male volunteers facilitated 16 sessions and four sports activities in the Child Friendly Center at Rawat.
- 43 young boys planned activities for the 16 Days of Activism Campaign and carried them out in their community.

CHALLENGES FACED

Lack of Communication Material in Local Languages

In Pakistan, not only is there limited research on the role of men, masculinities and their direct link to GBV, there is hardly any communication material on the subject in Urdu and regional languages. Translating technical terms from English to Urdu, therefore, proved to be

a test, but in the end it was very rewarding.

Sustaining Motivation and Maintaining Interest

Conducting a series of training sessions with boys and young men kept the team on its toes since we were constantly thinking of new ways to keep them interested, motivated and involved.

Due to lack of literacy, fathers who attended the orientations organized for them, were not able to read or write and thus, lost their interest in activities that involved any kind of reading or writing. Moreover, some fathers were simply reluctant to be part of any kind of physical activity. They preferred to sit and listen. The program, therefore, changed its strategy and screened a series of Rozan documentaries/ video animations on Child Sexual Abuse and Accepting Diversity. These sessions were received more favorably.

Lack of Human Resources

By the end of 2013, the Community Mobilizer whom Humqadam had been relying on for its work in Rawat, had to leave. Finding a suitable replacement proved very difficult and mobilization work in 2014 had to be carried out by the program team.

Also, due to the non-availability of a full-time community mobilizer and due to job/work responsibilities, it was not possible to sustain the sessions with the same group of fathers throughout. Strict religious and biraderi (caste) divide also posed a challenge for involving individuals from the community.

LOOKING AHEAD

Evidence-Based Interventions

Humqadam's research 'Will The Real Men Please Stand Up? Stories of Five Men and their Affirmative Action against Sexual Violence' which was published by Rozan in June 2012 will inform our specific interventions in Sindh and Khyber Pakhtunkhwa provinces while furthering work around masculinities with local NGOs.

Sustaining Community Momentum

Humqadam hopes to keep the boys and young men with whom we have

been working involved in community activities, as well as bring new peers into the fold, under the Justuju Committee (a voluntary community action group). We are confident that members from Rawat will play an active role in campaigns like the White Ribbon Campaign and will continue to raise their voice for gender equality and curbing GBV. HumQadam also plans to maximize the number of fathers in Rozan activities, and to run a series of sessions with them on topics like self-awareness, parenting and masculinity.

Capacity building of CBO/ NGOs

Based on its previous experiences Humqadam will continue building capacities of other CBO/ NGOs interested to work on engaging men and boys to address GBV and issues of masculinities.

**SECTION II:
SUPPORTING PROGRAMS**

The image features a bright blue sky with a sun in the upper left corner, creating a lens flare effect. Two hands are shown reaching towards each other from the bottom left and top right, with a gap between them. The background is filled with soft, white clouds. A purple banner is positioned in the top right corner, containing the text 'ROZAN HELPLINE' and 'No one should Face their Problems Alone' in white.

ROZAN HELPLINE

No one should Face their Problems Alone

ROZAN HELPLINE

No one should Face their Problems Alone

HELPLINE SERVICES

A Global Perspective

In the developed world, telephone ‘helplines’ are part of the overall mental health care services provided to the general public, including youth, men, women and even children, and are supported by governments, professionals and the public. The UNICEF ‘Implementation Handbook for the Convention on the Rights of the Child’ provides a child protection checklist against which countries can consider the adequacy of their child protection measures. The checklist identifies the need for states to establish and support confidential helplines providing advice and counseling for child victims of violence, abuse or neglect. The European Union considers children’s access to independent, confidential help to be a central plank in the struggle to prevent the abuse of children, arguing that children must have a confidential space.

A recent study has found that there is a significant positive effect on men and women gained through the use of phone ‘paraprofessionals’, when compared with no treatment, when dealing with anxiety and depressive disorders. A United States study on the effectiveness of telephone hotlines for young adults in dealing with the callers’ suicide state found a significant reduction in suicide status from the beginning to the end of the call. In neighboring country India, the rising tide of sexual violence in the country has prompted the setting up of more helpline services, especially for women facing sexual assault.²⁰

An Urgent Need in Pakistan

In Pakistan, there are a substantial number of children with mental health problems and most have no access to modern, effective treatment. The rate of serious mental retardation is 1.5%, which is amongst the highest in developing countries, 94% are untreated or maltreated by traditional healers. The prevalence of emotional and behavioral problems among school children in Pakistan has been estimated to be 93%.²¹ Children who witness marital violence face increased risk for emotional and behavioral problems, including anxiety, depression, poor school performance, low self-esteem, nightmares and disobedience. The marginalization and mistreatment of women in numerous spheres of life erodes women’s self-esteem and puts them at a greater risk of mental disorders like depression, post-traumatic stress disorder, suicide, and even drug abuse. In our country, puberty begins in panic for most young people since they almost never have any information about the biological evolution of their own bodies. More often than not, young people are lured into obtaining information about sex and sexuality from a wide range of sources including each other, through the media and online. While some of this information might be accurate, the major chunk of it is misleading – placing youth at greater risk of abuse, exploitation and acquiring Sexually Transmitted Infections.

ROZAN HELPLINE (RHL)

Initiated in 2001 as Youth Helpline (YHL) dedicated to providing telephonic counseling and referrals to youth on issues related to their emotional, sexual and reproductive health, the Helpline initiative expanded its services in 2012 under the banner of the Rozan Helpline (RHL).

Audience

The Rozan Helpline now provides services to children, young adults aged between (19- 25 years) and women through telecommunications (telephone land lines, mobile phones, email), face-to-face and crisis counseling as well as outreach/referral in urban and peri-urban settings. Active listening and counseling include issues related to emotional health,

20 Cited from: <<http://southasia.oneworld.net/news/that-call-for-help-how-effective-are-helplines-in-india#.VXhZ2s-qqk>>.

21 Cited from: <http://www.jpps.com.pk/display_articles.asp?d=231&p=art>.

Child Sexual Abuse, Violence against Women, sexual and reproductive health. Since the underlying principle of all helplines is the protection of individual rights, callers are treated with dignity, respect and utmost confidentiality is maintained.

Geographic Coverage

The Rozan Helpline is a national toll free line (0800-22444) located in the capital city Islamabad, but accessible from all over Pakistan. The Helpline, therefore, reaches all areas with access to telephone technology as well as areas where Rozan directly operates. Confidential counseling services are provided by psychologists 6 days a week from 10:00 am to 6:00 pm. In-person and crisis case counseling sessions are conducted in-house and counseling camps are also set up in communities. Table 1 shows the geographic outreach of RHL and the topmost sources from which callers generally learn about RHL services:

Table 1: Geographic Coverage and Highest Sources of Calls - 2013 and 2014

Geographic Coverage	Categories	Total Calls	Gender	
			Males	Females
Geographic Coverage	Rawalpindi	930	65%	35%
	Islamabad	858	57%	43%
	Lahore	385	64%	36%
	Chakwal	204	33%	67%
Top Most Sources of Calls	Radio	1785	63%	37%
	Friends	579	65%	35%
	Internet	449	74%	26%

Values and Norms

The RHL tries to provide space to those who are vulnerable to seek and accept help and, to those who are around them, to reach out in support. Through our communication and awareness material, RHL delivers messages that de-stigmatise issues of mental health and raise community awareness about what can be done to support those in crisis. The Helpline, is therefore, committed to delivering services that are:

- Meaningful, Confidential and Empathetic
- Sustainable and Relevant
- Accessible and Visible
- Consistent and Professional

HOW DOES RHL WORK?

LISTENING, COUNSELING, REFERRING AND ENABLING

Telephonic

A major advantage of telephone counseling is its convenience for the caller. The telephone allows access to a wider section of the public who would not, for geographic or socioeconomic reasons, otherwise have access to counseling services. The Rozan Helpline analyzes counseling data of telephonic calls on a monthly basis using computerized software. In 2013/14, 6, 182 total calls were received which included silent and crank calls. Out of these, 4, 023 counseling calls 2543 were from males, 1437 from females and 3 from transgender. Some of the most frequently brought up caller concerns and issues are highlighted in Table 2:

Table 2: Topmost Telephone Caller Concerns and Issues - 2013/14

Concerns and Issues	Total Calls	Gender		
		Males (%)	Females (%)	Transgender (%)
Health: Skin and hair problems, aches and pains, allergies, handicap etc.	79	77%	22%	1%
Psycho-social Psycho-sexual: Family and peers, self-confidence, relationships, violence, CSA etc.	1848	45%	54%	1%
Psychological: Anxiety, mood and sleep disturbance, stress, suicide etc.	805	65%	35%	
Education and Career: Exam anxiety, subject selection, lack of interest and concentration, seeking employment, job selection and satisfaction etc.	245	65%	35%	
Reproductive Pathology: Infections, STIs, HIV/AIDs, infertility, irregular menstruation, hormonal imbalance etc.	44	57%	43%	
Reproductive Physiology: Body image, virginity, family planning, menstruation impotence, wet dreams, masturbation, premature ejaculation.	725	93%	7%	
Miscellaneous: Helpline info seeking, Greetings, Long distance volunteer, Referrals etc.	456	78%	22%	

Email

Over the years, the Helpline has observed that there is a remarkable difference in the severity of cases reported via web-based services and telephone call-ins. Our analysis shows that the increased anonymity of indirect contact through email, for example, stimulates clients to disclose

extremely sensitive issues far more readily and quickly. The increasing number of Pakistan's internet users who crossed 3.35 million in January 2014 has also made it easier for clients to seek guidance and assistance since many feel more comfortable sharing their problems through email.

During 2013/14, 187 individuals (57% boys/men and 43% girls/women) wrote 295 emails to the RHL. The varied concerns/ issues related to CSA, conflict with parents, depression, decision making, forced marriage, gender identity disorder, harassment, lack of confidence, lack of concentration, masturbation, nail biting, PTSD, puberty, rape, relationship problems, schizophrenia, self-esteem, sexual performance, stress, suicidal thoughts, work related issues, information regarding counseling and referral services and feedback/appreciation.

One of RHL's clients who received counseling through email shared:

I'm very thankful to you for replying to my mail so quickly. I know you have a lot of mails daily. You are doing a great job, I'm proud that we have such an organization which is very kind hearted and concerned for common Pakistanis. You are giving new hope and encouragement. My son will contact you personally and will get good advice from you regarding his self-confidence. Really I do not have words to express my gratitude.

In-person

After 2012, Rozan consolidated in-person counseling services provided by its other programs including Aangan and Zeest under the Rozan Helpline (earlier known as Youth Helpline). In 2013 and 2014, 164 in-person counseling sessions were conducted with 81 clients (33 males, 30 females and 18 children). The concerns shared included academic problems, adjustment problems, aggression, anger, anxiety, behavioral problems, conversion, depression, family issues, hypomania, lack of confidence, learning disorder, marital conflict, OCD, paranoia, physical abuse, relationship problems and stress.

Crisis Counseling and Intervention

A crisis can be defined as any event that outstrips a client's resources or coping skills, thereby creating emotional upheaval, cognitive distortion and behavioural difficulties. The rather limited goal is, therefore,

'psychological resolution of the individual's immediate crisis and restoration to at least the level of functioning that existed before the crisis period.' The individual must either solve the problem (e.g. find a new job if job loss precipitated the crisis; or adapt to non-solution (e.g. accept the loss of a loved one if his/her death led to the crisis). The Helpline also provides counseling to crisis case clients who approach Rozan for legal support in case of rape, domestic violence and CSA. During January-June 2013, 52 cases of violence were dealt and eight meetings of Rozan's Crises Case Response Committee were held in this time period. The Committee dealt with diverse crisis cases including incest, threat to life due to honor killing, sexual harassment, rape, domestic violence, and forced marriage. These cases were referred by different sources such as Rozan partners; as well as by women who had been supported earlier. The Committee was also involved in risk assessment, safety planning and developing linkages for support in these cases. During 2013-14, RHL facilitated 16 clients (over 48 sessions) who were in crises.

Community Camps

With the passage of time and the orientations conducted in communities, people have become more aware about the importance of emotional health and how counseling empowers them to deal with their issues. This makes them comfortable in approaching counseling services. However, sometimes it is not possible for potential clients to come to the Rozan premises, be able to talk in privacy over the phone or even email and so on a fortnightly basis, the Helpline counselors offer their services free of cost to communities where Rozan works.

Over the past two years, 87 sessions with 55 clients (28 females, 2 males and 25 children) were conducted in Rawat, a community where Rozan has been working over several years. Their concerns included anxiety, bed wetting, behavioral problems, body image, decision making, and lack of confidence, lack of concentration, learning disability, legal support, marital conflict, schizophrenia, shyness, time management and violence.

Considering the Rozan's previous experience of providing psycho-social support to earthquake affectees, Internally Displaced Persons (IDPs) from Swat, survivors of floods and bomb blasts, Rozan provided free counseling services once a month over a period of six months to the

survivors in Bannu along with a team of psychiatrists. Three modules for children, women and men were developed for execution in Bannu camps and in collaboration with two local organizations, International Medical Corps (IMC) and Khwendo Kor (KK), a four day psycho-social support workshop for community mobilizers and support workers was also conducted.

Referral

Building a referral network of reliable and sensitive health professionals is a key focus of the Rozan Helpline. Over the past two years, we updated the referral data base and follow-ups were conducted through phone calls with referral partners in Rawalpindi, Islamabad, Lahore, Jhelum, Chakwal, Peshawar and Hyderabad. Helpline also established new referrals in Abbottabad and Rawalpindi. The referral system is updated regularly on a six month basis and linkages maintained through telephone and emails. The Rozan Helpline's referral network consists of 57 professionals and organizations.

On the basis of two-way referral system, Helpline maintained strong follow-up to assess the number of clients that we referred and vice versa. In 2013 and 2014, the Helpline referred 97 clients (30 males and 24 females) to other organizations, professionals and service providers.

SOCIAL MARKETING

Radio

FM channels are one of the most effective modes of promotion for the Helpline. Based on this experience, FM channels are given priority in promoting services and raising awareness about mental health issues. The Helpline aired short radio spots throughout 2013-14 on FM 99 and FM 100. To raise awareness about children, youth and women issues, 6 live radio programs on FM 100 were also aired. Live radio programs on World Mental Health Day, International Women's Day and 16 Days of Activism were also conducted. One program on mental health services was also recorded with the Pakistan Broadcasting Corporation, popularly called Radio Pakistan. The Helpline services were also promoted through a Short Message Service (SMS) mobile campaign which targeted 10,000 individuals per day.

Television

TheTV channel ‘SUCH TV’ telecasted Rozan Helpline as part of their live TV show on World Mental Health Day which also highlighted the role of parents in dealing with children especially with regard to Child Sexual Abuse.

Facebook Page

To effectively promote RHL services through social media, RHL is maintaining an active Facebook page. The page is used to create awareness regarding mental health issues and stigmas attached to it. Since creation of this page, RHL has been receiving more calls.

KNOWLEDGE CREATION, DISSEMINATION AND SHARING

Being informed and being able to communicate provides opportunities to deal with feelings and allows individuals to make informed decisions about their specific situation. IEC materials provide security, identity and signs of hope. During the past two years, IEC material was disseminated to increase awareness about reproductive health, bodily changes, early marriages, healthy/unhealthy relationships and promotional material about Rozan’s counseling services. Material was disseminated at different Rozan activities including the One Billion Rising campaign, Rozan Mela, community orientations, and at different partner events/offices, universities and book fairs. Special material developed to celebrate World Mental Health Day focused on a reading pack for long distance volunteers on Emotional Health in both English and Urdu languages who shared the material with others to raise awareness within their communities.

In collaboration with RutgersWPF, the Helpline developed a Counseling Booklet for other national helpline counselors in Pakistan who provide telephonic counseling services on ASRH (Adolescent Sexual and Reproductive Health) and emotional health related issues of youth.

Psychosocial Support Group Modules

Considering the different needs during man-made disasters such as the conflicts in North Waziristan, Rozan has been working in close collaboration with local organizations. To build their capacity in understanding local needs during disaster situation, and responding to

these needs in a sensitive way, in 2014, Rozan developed four modules for psychosocial support groups. These modules aim at improving the psychosocial well-being of children, adolescents, women and men from North Waziristan who have been affected by the IDP crisis.

The goal of providing such information is to help individuals, families and communities understand common ways in which people might respond according to their individual circumstances. This is a form of psychological first aid as well as a form of empowerment, as information can help people support each other. Dissemination of information about positive coping mechanisms through printed material or via radio is one of the most frequently used interventions, and has the potential to reach the vast majority of vulnerable people.

In order to sensitize and orient target groups and community members on issues related to violence against women, child sexual abuse and emotional reproductive health of young people about RHL services, orientations in Rawat School, Women Welfare Departments and Grafton University were set-up. Al-Khidmat Foundation also approached RHL for conducting sessions on Parenting Skills and Psychological Issues of Orphans.

EMPOWERMENT THROUGH COLLABORATIVE TRAININGS

In Partnership with Plan-Pakistan

In 2012, the Helpline had developed a training module on Adolescent Sexual and Reproductive Health (ASRH) for parents and other community gate-keepers engaged with adolescents (9-19 years of age). The module is currently part of a project of Plan Pakistan. In 2013, RHL conducted a series of three-day Training of Trainers (ToT) on the parenting module with 73 of Plan Pakistan’s staff, parents and Adolescent Friendly Center managers in Chakwal, Islamabad and Neelum Valley.

In Partnership with TAF

Access to Justice is a three year initiative implemented by The Asia Foundation (TAF) to improve access to justice and human rights with the provision of efficient, cost effective legal assistance and protection for vulnerable populations achieved by:

- I. Developing and implementing a multi-pronged public awareness campaign that increases citizens' knowledge of the laws which protect their fundamental freedoms.
- II. Strengthening the capacity of existing legal aid centers that provide legal services to those whose rights have been violated.

The project is working in 13 districts (Lahore, Faisalabad, Nankanasahib, Muzaffargarh, Khanewal, Sialkot, Swat, Karachi, Jacobabad, Multan, Sahiwal, Hyderabad and Quetta). In each district, Access to Justice legal aid centers are being strengthened to provide free of cost legal aid assistance along with psycho-social support to clients accessing the centers. In each center, there are two psycho-social counselors and one center coordinator.

During 2014, RHL was responsible for enhancing the capacities of the staff in these centers by providing technical support in order to ensure quality psycho-social counseling services. A five-day para-counseling workshop was conducted and RHL provided on job supervision to counselors though Skype to ensure that all helpline staff got an opportunity for inter-helpline experience sharing and learning. A three-day basic sensitization workshop was also organized for center coordinators.

RHL also conducted five mentoring visits to Lahore, Faisalabad, Nankanasahib, Muzafargarh, and Khanewal to provide on job support to counselors, with the purpose to understand the challenges they are facing during counseling, and identify needs for refresher courses. In each visit, systems and procedures being followed for counseling were reviewed and it was ensured that records were being properly maintained. 3 case supervision meetings were also held.

In Partnership with Other Civil Society Actors

RHL was also requested by Dastak, an organization working on violence against women, to conduct a one-day training on Para/Basic Counseling Skills for their community staff who were providing support to women facing violence; as well as a five-day Para Counseling Workshop for teachers and staff of Aahung, a Karachi based organization. A two-day Stress Management Workshop with GIZ staff was also facilitated by the RHL. Rozan has also been organizing self-growth workshops for Excel

Lab staff for several years. In 2013, the management of Excel Lab approached Rozan and shared that they were facing communication issues with their staff especially in dealing with patients in labs and so on their request a workshop on Communication Skills was conducted in Islamabad.

RHL'S COUNSELORS AND CULTURE

At Rozan, we pride ourselves in having created a nurturing work culture that cares for its carers-- one that inspires and enables people to care for self and others. At the RHL, we have developed a system for capacity building of counselors using different techniques such as reading circles on different issues, role plays, peer shadowing where junior counselors observe their senior peers at work and play therapy.

Case supervision is a process wherein a psychiatrist and/or clinical psychologist, acting in a mentoring role, help to facilitate and enhance on-the-job performance of the counselor/s. Casework supervision forms an integral part of Rozan's care culture since it helps ensure quality of service to the clients as well as supports the emotional and physical well-being of the counselor. 32 case supervision meetings and two reading circles were held during the past two years.

IMPACT OF RHL: THE POWER OF LISTENING

Conflict is an inevitable part of human relationships. Depending on how it is approached and managed, conflict can be either constructive or destructive. Conflict arises when people disagree over something perceived as important. We live in communities and families with people who may not see things as we do. Conflicts occur on a daily basis, sometimes as small disputes, sometimes as violent battles. In Pakistan, we have become used to dealing with all kinds of conflict on a daily basis. Each of us responds to conflicts based on our own particular personality and cultural background. Two people can perceive and interpret the same situation very differently. The Rozan Helpline receives calls from people with diverse backgrounds and various kinds of conflict issues such as women who have issues related to their mobility, decision making, marital relationships, children's behavior, dealing with their own feelings, harassment within family and outside the home, violence including sexual violence and mental health concerns including depression, anxiety etc.

Adolescents and young people have additional needs to information and education to cope with Pakistan's ever changing and often insecure and violent circumstances that demand more vigilance and wisdom. Conservative societal norms prohibiting open discussion restrains communication between parents and young persons. Girls are the most affected group as patriarchal values create social pressures which are further exacerbated by control over their access to information. Young boys and girls face violence and sexual abuse and are under immense psychological stress and pressures. Relevant and timely information is vital to decrease specific vulnerabilities. RHL provides opportunity to persons of all ages to communicate their concerns/issues/problems and seek support and guidance.

Case Study

Miss A²² is a 25 year old housewife. She called RHL with the issue of postpartum depression. After probing, she shared that she grew up in an extremely tense environment where her father was dominating. By and large, he took decisions according to his mood without considering the impact on others. He created tense situations on the occasion of her wedding. She did not want to get married but was bound to do so. After that she was not ready to conceive but became pregnant soon afterwards.

Her son's birth was not a happy moment after which she faced lack of interest when it came to parenting. She felt restless and even guilt for not giving him proper attention. Sometimes she wanted to throw her son away which was a major apprehension. Comments regarding her careless attitude towards her child were disturbing her even more.

Considering her need of catharsis, the counselor gave her space to share her feelings and experiences. Later, counselor empathized and normalized her feelings and educated her regarding postpartum depression. She shared that this helped her.

Importance and care of self was highlighted in the counseling process and the counselor supported her in dealing with her routine tasks as well as her child. As an impact of the counseling process over 20+ calls, she shared that she is now able to manage her daily tasks and take good care of her

son which is being appreciated by others.

EMBRACING AND OVERCOMING CHALLENGES

Logistical

The Helpline faced constant problems in its PTCL telephone lines and call hunting due to which many calls could not be responded. Not getting through during an emotional crisis or getting disconnected halfway through a session was very frustrating for both the counsellors and callers. Rigorous follow up through telephone and in-person meetings with PTCL and PTA only improved the situation temporarily. This has been an important learning for the Helpline which now regularly follows up with PTCL and PTA since without regular follow up, issues in the phone lines are not handled.

Security

Over the past two years, Pakistan has seen an escalation in violence and frequent closures of educational institutes, business and offices, disrupting day-to-day life. In times of such crises telephone calls on our toll free number are transferred to our specially designated cell phones numbers to provide uninterrupted and consistent service to our clients. It was also difficult for in-person clients to come on time during the General Elections and Ramazan.

Funding

Despite working hard to create new and lasting funding sources to improve and expand service delivery, the overall number of calls remained low since promotional activities through radio had to be scaled back given funding constraints.

Lack of Community Interest

It was observed that community members were less involved and interested in orientations on emotional health and very few individuals had information about RHL's counseling services. The orientation process was, therefore, reviewed and modified from being lecture-based to more practical and participatory to capture interest of community members.

22 Name hidden for confidentiality reasons.

RHL RE-VISIONING

Given the Helpline's journey from YHL to RHL, there was a need to review and build on the past and plan for the future. For this, the RHL staff analyzed data from 2008-2013, took feedback from ex-staff members, callers and referral partners. After compiling the data, a re-visioning session was organized, in which senior management of Rozan, former coordinator of YHL, board members and people from the working committee participated. The session was well-received and RHL was given valuable input. The Helpline is in the process of incorporating learnings from this exercise and developing its future vision and direction by working on areas such as mental health, building a strong research side to enhance its credibility and focusing on sustainability.

A VITAL FUTURE

Telephone and web-based counseling provides a convenient, accessible and valuable source of reliable, accurate information for the general public. In spite of the differences from face-to-face counseling encounters, telephone counseling relies on the same knowledge base and counseling skills that the counselor brings to any clinical setting. If the counselor is able to establish rapport with the telephone client and accurately assess the client's problems and needs, he or she can offer reliable information and appropriate interventions to the client. There is a strong need of such services in Pakistan which vulnerable groups like women, children and youth can approach for support without any apprehension. The current law and order situation in the country also makes accessible counseling services a critical need of the hour. The Helpline will continue providing counseling services in-person, telephonically and via email/letters and try to reach more people by different promotional and awareness raising strategies. Working specifically with the Police Force is another planned group for intervention.

Following consolidation of Rozan's counseling services, a strong need from parents has also come to light regarding parenting issues and dealing with children. Because the Helpline is easily accessible, children and parents are often more inclined to discuss problems with us than with other (no less important) services, making RHL privy to vital information not usually shared with peers or educators. The Helpline hopes to,

therefore, also focus on working with parents in the coming year.

Since the Rozan Helpline is now recognized as a resource center, over the next year, we plan to build relationships with other helplines to strengthen our ability to act in collaboration and partnership for ensuring quality counseling services nationally that empower people to maintain sound mental and emotional well-being.

کمرے میں بڑی گھٹن ہے

ہاں، ابھی اکیلا پن ہے
تنہائی کی الجھن ہے

جب چُپ چُپ کریں تماشا
اور چُپ چُپ سنیں کہانی
پھر فوج کے بوٹ تلے ہے
پُورب کی گھائل دھرتی
اور دیس کے سب چوروں کو
ان پٹے ہوئے مہروں کو
پھر جشن مناتے دیکھیں
شہنشائی بجاتے دیکھیں
کچھ جی سامتلاتا ہے
اور یہی خیال آتا ہے

کمرے میں بڑی گھٹن ہے
اک دبی دبی الجھن ہے

پراس کمرے سے باہر
گھن گھن بادل گر جا ہے
کیا ٹوٹ کے مینہ برسنا ہے
دھندلائی ہوئی ہیں سڑکیں
جیسے کچھ سوچ رہی ہیں
جگ بیتے۔ سے نے ڈھالی
چاندی کی نئی گھٹائی
جنموں کے کرم پگھلے ہیں
سب دین دھرم پگھلے ہیں
اب دھرم کا روپ نیا ہے
سارا بہر پ نیا ہے

مسجد مسجد یہ نمازی
سجدوں میں پڑے یہ غازی
گردن تو اٹھا کر دیکھیں
نظریں تو بچا کر دیکھیں

جس سمت جھکے ہیں ماتھے
اُس سمت کہاں ہے کعبہ
اُس اور نہیں ہے قبلہ
منبر پہ نہیں ہے مُلا
یہ تو اک ٹینک کھڑا ہے

اور ٹینک کے پیچھے دھن ہے
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فہمیدہ ریاض

MUNSALIK - Rozan's Media Sensitization Program
Building Partnerships for Advocacy



MUNSALIK

Rozan's Media Sensitization Program Building Partnerships for Advocacy

THE MANY FACES OF MEDIA IN PAKISTAN:

Agents of Socialization, Mediators of Political Reality or Perpetrators of Social Problems

The Media is a major institution of contemporary society with a variety of economic, political, cultural and social effects. Media reports and analysis in Pakistan are often simplistic representations of human rights issues, missing altogether the underlying structural and systemic influencers. For instance, media tends to over-focus on violations committed by the police, but ignores debating how to ensure rule of law. It ignores social injustice, especially against vulnerable groups like women and minorities.

Rozan's interest has been to look at the root causes of these issues. The process of choosing, collecting, and editing news often reflects ideological leanings, either in flagrant or subtle ways. Media personnel time and again resort to sensationalism so as to cater to the market forces that increase earnings. This drive to achieve 'high ratings' is considered a formidable barrier in socially responsible journalism. Although there is an editorial lens in electronic media, it is often ignored in the face of time limitation and demands of the consumers to feed them live news. Our Media's critique of different players is, hence, often uneven, resulting in castigation of some at the cost of others. There is a great need to sensitize media professionals of these susceptibilities so that they can connect or disconnect them from the text and subtext of their news stories and analyses.

WHAT IS MUNSALIK?

Channel between Media, Journalism and Human Rights

Munsalik is Rozan's Media and Communications arm, engaged in a

sustained program on increasing sensitization and capacity of print and electronic media, to address human rights issues, including Gender Based Violence and Child Sexual Abuse. Though Rozan has been networking with the Media and collaborated with them on various campaigns since its inception, it began exclusively working with them in 2010.

Contrary to popular misconceptions, the Media can protect people and promote a more peaceful and just world — but only if what they report is accurate, timely and relevant. Strengthening the Media's capacity to cover human rights and social issues can help our government and leaders plan and implement domestic policies that work on the ground to protect those most vulnerable.

Munsalik's Mission

To empower Pakistan's Media professionals to write, cover and debate human rights concerns impartially and effectively so that those in power become aware of their responsibilities and those who are powerless are able to demand their rights.

Under this overarching mission, Munsalik also supports cross-Rozan programs including change initiatives, incubating new projects, overseeing publications, media campaigns, institutional learning, advocacy and networking with civil society and media organizations.

ADVOCATING ETHICAL JOURNALISM

The Pakistan Coalition for Ethical Journalism (PCEJ), established in May 2012 as part of a campaign to improve media standards and strengthen media ethics. This is a network of media professional groups and leading journalists working together to promote global best practices and start a fresh debate on media's roles and responsibilities in Pakistan. Munsalik — Rozan has been PCEJ's Secretariat since 2013. As Secretariat, Munsalik:

- Is a strategic guide and self-reflective learning body which facilitates how ethical dilemmas should be dealt with through partnerships.
- Facilitates consensus-building on code (s) of ethics developed by private and public media institutions and professionals through building capacity and awareness.

- Acts as a pressure group on behalf of civil society to stem news and information that breach universal ethical values and best practices.

Several activities were undertaken by Munsalik under PCEJ's umbrella to generate a discourse on existing myths in media and promotion of ethical media and to discuss the dynamics of safety and security of journalists in Pakistan's constantly changing and often violent political landscape. The purpose of building this alliance between the media, academia, civil society and media consumers is to put the spotlight on human rights, to get people to start talking about the issues and demanding change. A strong, independent media can be an important referee between governments and citizens. During 2014, the following important activities took place:

A. Academia - Public Dialogues

Munsalik - PCEJ Secretariat organized nation-wide public dialogues in collaboration with mass communication departments of public sector universities of Pakistan on 'Towards an Ethical Media in Pakistan'. Universities included:

- Fatima Jinnah Women Universities – Rawalpindi
- Lahore College for Women University – Lahore
- University of Karachi – Karachi
- University of Peshawar – Peshawar
- University of Sindh – Jamshoro
- Bahauddin Zakariya University – Multan
- Islamia University – Bahawalpur

Each panel comprised of 4-7 media practitioners, academia, civil society and government focusing on pluralism, public interest, media self-regulation and ethics. On average 100-120 participants attended these panel discussions.

B. Provincial-Level Press Club Orientations

The question of who is and is not a journalist or reporter has grown thornier with the growth of new information sources such as blogs and podcasts. The modern-day 'journalist' can be a citizen blogging from inside a conflict/natural disaster zone to a foreign correspondent flown in

to cover story for a major news outlet. Regardless, the set of tools and skills that both must have to effectively report on situations are potentially same. During six provincial-level orientations at Press Clubs in the capital, Multan, Peshawar, Quetta, Hyderabad, Karachi and Bahawalpur from February-December 2014, the nuts and bolts of good ethical reporting and guidelines and tips to help human rights reporters were discussed and shared.

C. Networking Seminars

Two networking seminars on 'Media Ethics in Time of Threats' were also organized in Karachi and Lahore. The first seminar in Karachi (5 September 2014) was organized in collaboration with the Arts Council of Pakistan. The second seminar (2 October 2014) was conducted in collaboration with Digital Rights Foundation and Human Rights Commission of Pakistan (HRCP) in



Seminar on 'Media Ethics in the Times of Threat in Karachi'

Lahore. The idea behind these seminars was triggered following the attack on a senior journalist from reputed media house in Karachi. It narrowed the focus of the seminar towards safety and security of journalists in the country. For this purpose, a book 'Reporting under Threat' authored by Adnan Rehmat and published by PECOMS in 2014 was also shared. In this book, personal accounts and stories of 57 journalists have been documented. In each seminar, five journalists shared their stories of working under threat. More than 450 participants from media, academia, lawyers, general public attended these gatherings.

IN THE NAME OF SOCIAL JUSTICE

In 2012, Rozan, with the support of the Open Society Foundation (OSF), launched Pakistan's first seminal Media Fellowship on Social Justice

evolved out of the need to portray social issues in Media from a human rights perspective and designed to explore how the Media can play a crucial role in civil society and state human rights efforts and individual human right choices. 30 Fellows were competitively chosen from a national pool of more than a 100 journalists and media personnel committed to a career in media and included subeditors, feature writers, radio and television journalists, junior anchors, social media activists and bloggers from newspaper outlets like Dawn, The Express Tribune, Daily Pakistan Observer, Associated Press of Pakistan, Nawa -i -Waqf, Daily Jang (Multan), Daily Express (Peshawar), and from broadcast media like Pakistan Television, Aaj TV, Dunya TV, Such TV, Roohi TV, Geo News TV, and FM 100 (Table 1).

Table 1: Province and Gender-wise Distribution of Fellows

Province	Male	Female	Total
Balochistan	-	1	1
Sindh	8	2	10
Khyber Pakhtunkhwa	3	1	4
Punjab	6	-	6
Islamabad	3	6	9
Total	20	10	30

This opportunity provided Fellows with practical training (during January and March 2013) on human rights reporting using a variety of media platforms including print, television, social networking with fundamentals in journalism and communications. The basic purpose of the Fellowship program was to:

- Sensitize a group of editorial staff and feature writers to critically focus the discussion/representation in media towards issues of social justice, human rights, with a special focus on vulnerable groups such as women, children and minorities.
- Build the capacity of media in addressing structural causes of social injustice.
- Engage with media in generating sustainable advocacy material about social justice in Pakistan.

Munsalik implemented the Media Fellowship from September 2012 till

August 2013, with the Process/Assessment Report of the initiative compiled and developed in 2014. Media professionals face all kinds of moral dilemmas and ethical decisions throughout their careers. Through this Social Justice Fellowship, it was hoped that participants would become leaders in practical and professional media ethics. Some of **Critical Outcomes** of this Fellowship initiative are shared briefly:

Curriculum Development

An important outcome of the Fellowship was **Curriculum Development** which challenged existing journalistic notions of human rights and critically examined various structural factors and actors that impact what is written and shown to readers and audiences, both regionally and locally. Beyond that, the socio-political dynamics that feed into news coverage were given special attention. The Curriculum, spread over eleven days, included experimental modules, reading circles around themes such as:

- **Self** linked self-awareness with professional commitments and personal beliefs in order to get in touch with one's own biases and leanings when covering various themes and stories.
- **State and Nationalism** identified how the state and its various institutions propagate specific versions of history to justify goals that are often detrimental to the preservation of peoples' rights.
- **Military and Militarization** discussed how militarization of national policies and public institutions affects democratic processes and erodes human rights, especially those of women.
- **Market, Globalization and Development** highlighted the impact of globalization on the world and generated discourse on the subject from a people-centric perspective, especially in the context of Pakistan and its media.
- **Media Analysis and Critique** explored how widespread ethical lapses on part of media houses and media professionals makes demands for more and better moral education for the latter very crucial.

Reaching the Wider Community

Any initiative in practical ethics needs to have an impact on practice. That is why one cannot overstate the importance of having well-trained, self-aware journalists. By taking on leadership positions in the media

industry, academic institutions and NGOs, the 30 Media Fellows are having a direct impact on issues related to decisions and policy developments about social injustices in Pakistan. After the workshops, Fellows developed 105 news stories and features within their news organizations on elections, education, health, water, violence, militancy and politics.

Table 2: Medium and Language-wise Distribution of Top 30 News Stories and Documentary

Medium \ Language	Urdu	English	Regional	Total
Print	4	11	-	15
Electronic	15	-	1	16
Total	15	15	1	31

Guidelines for News stories

Munsalik also developed guidelines about the areas that need to be kept in mind while working on news stories, advising the Fellows to:

- Back their news stories with adequate and relevant research such as facts, statistics, constitutional, policy or legal provisions;
- Offer a holistic picture with a balanced and well-rounded view;
- Keep the language of news stories gender-sensitive and non-stereotypical;
- Trace historical or structural roots of problems, thus moving beyond superficial commentary or reporting on one incident;
- Pay focus on social justice from a people-centered and rights-based lens, thereby highlighting issues of vulnerable groups;
- Suggest possible alternatives, suggestions or solutions to the problem highlighted.

Mentorship

Munsalik also sought guidance from a select group of prominent and senior journalists to mentor the Fellows on their assignments. These included:

Table 3: Mentors of the Fellows

1.	Afshan Subohi - Editor, Daily Dawn
2.	Ghazi Salahuddin - Editorial Director, Geo News
3.	Absar Alam - Anchor, Aaj TV
4.	Kamal Siddiqi - Editor, Express Tribune
5.	Shabana Arif - Senior Coordinator, Rozan

Monitoring and Evaluation

To encourage the Fellow-Mentor interaction, Fellows were asked to send to Munsalik monthly updates of their interaction with the mentors, including summaries and sources of items published or broadcasted; and description of personal and professional challenges in interacting with mentors.

In order to assess the quality of news reports, Munsalik and the Technical Committee overseeing the Fellowship also developed indicators that included overall quality, time management, language, and impartiality etc. and shortlisted top fifteen (15) stories in Urdu and English as well as a documentary made in regional language. The three best stories were announced on 31 August 2013 and Fellows working on them were awarded certificates:

Table 4: Fellow Recipients and Awards Categories

Sadia Kamal	Best Package in Regional Media
Shahzaman Khan	Best Package in Electronic Media
Mohammed Hussain Khan	Best Package in Print Media (English)
Sajid Bukhari	Best Package in Print Media (Urdu)

RIGHTING A WRONG

During 2013, Munsalik also spearheaded the bold short-term initiative of organizing workshops and seminars on 'Policy Advocacy to Raise Social Acceptance of Torture Survivors in Society by Engaging Media' in Sindh, Punjab and the Federal Capital-Islamabad. The three workshops aimed to sensitize media professionals on human right standards and treaties especially signed by the Government of Pakistan, understanding of

psychosocial and legal aspects of torture survivors and required media ethics while covering the survivors of torture, especially women and children. The workshops were followed by three one-day seminars to further deepen understanding of media professionals on the current legislations in process. Participants and speakers in these seminars were invited from civil society, media, lawyers and academia.



Seminar on 'Policy Advocacy to Raise Social Acceptance of Torture survivors in Society by Engaging Media'

IMPACT OF MUNSALIK'S WORK: A PROMISING LEGACY

Along with its legacy of curriculum development, articles written, coalitions and partnerships built and orientations delivered, Munsalik's most enduring impact over the past two years has been its success in building a community of journalists. The Media Fellows on Social Justice often eloquently express the spirit of that community. One pointed to Munsalik's ability to:

.....inspire thought, discussion, and argument over questions of the deepest ethical and political concern not only during workshop and training sessions, but also in personal life, at the dinner table, in front of the tv with family and kids, and throughout mornings, evenings, and nights.

Another attributed Munsalik's success to:

Providing journalists with the feeling that their views and insights are important and valuable. One can take more seriously one's own work and thoughts when one gets the sense that others take

them seriously.

With the work being done under the Pakistan Coalition for Ethical Journalism (PCEJ), Munsalik's lasting influence has been appreciated by many:

Having fostered a spirit of collegiality and mutual respect among us, Rozan and Munsalik team should be proud to know that we do not intend to forget what we have learned and it will continue to influence our intellectual and ethical lives.

CHALLENGES FACED: A ROCKY ROAD

The law and order situation in Pakistan remained a main hurdle while conducting activities throughout the two years. The General Elections, political protests and sit-ins in Islamabad, sectarian violence in Karachi, terrorist attacks and assaults on media persons caused many delays and even cancellations of planned events. With so much happening in different parts of the country, it was also difficult to engage and interest media personnel in 'Ethics of Journalism' especially when their jobs often required minute-to-minute presence and reporting of political and security conditions.

Conducting and organizing multiple monthly activities (often 4-5) in different cities of Pakistan was another major challenge for the program, as was the availability and often last minute no-shows of speakers and panelists.

The program team also learned important lessons from the Fellowship. For example, outputs from the Fellows could not be adequately developed since the designated April-June 2013 time frame was critical due to the General Elections happening in the country which took up most of their time. Some Fellows left the Fellowship in the middle due to their personal commitments; while a few walked out of sessions considering the topics too controversial. Collecting data about the Fellows' projects and their evaluation process was tedious and caused delays in documentation of the Process Report.

The four month long project on Social Acceptance of Torture Survivors

was rather hectic since the team's capacities got stretched in organizing three workshops and three seminars in different geographical zones.

PROSPECTS FOR THE FUTURE

Over the coming year, Munsalik hopes to empower the Pakistan Coalition for Ethical Journalism (PCEJ) with an additional advocacy platform in the form of an hour long web-show to amplify impact. The show will be a unified platform to highlight and discuss journalistic malpractices of particular mainstream media outlets. The overall spirit of the show will be reflective rather than confrontational and the named parties would be given a full chance to respond. Featured individuals and groups from PCEJ will also highlight initiatives, relevant research, findings and their recommendations. This will substantially add into the documentation of activities and their impact. The show will also feature subject experts, relevant professionals, and/or public representatives in order to respond to critical questions pertaining to the government's on-going media reform initiatives.

**SECTION III:
SUPPORTING PROGRAMS**

ROZAN'S VOLUNTEERS AND INTERNS



Rozan's Volunteers and Interns

The terms volunteering, volunteerism and voluntary activities refer to a wide range of activities ... undertaken of free will, for the general public good and where monetary reward is not the principal motivating factor.

----UNGA 2002 (A/RES/56/38).

ROZAN VOLUNTEERS - PASSION IN MOTION

Volunteerism is a tour de force that not only encourages collective responsibility but is also the social glue that brings and holds communities together. One billion people volunteer globally, most working in their own countries. Many are at the forefront of efforts to improve the way they and their fellow citizens are engaged – often representing the voices of those who are left out of decision making such as children, women, youth and marginalized groups.

Voluntary work is a hallmark of the community and advocacy work that Rozan is involved in. In fact, Rozan's volunteers generate social trust and advance social inclusion of community members in nearly all of our programmatic interventions.

At Rozan, we often find that there is a gap between available and required resources due to various constraints making it difficult for us to implement our mission. It is our volunteers who assist in narrowing this gap in resources and overall help to achieve our goals. Part of what they gain in return is practical experience that develops their technical, social and academic skills which cannot be learned while sitting at home or even in a classroom environment.

What volunteers take with them from their experience at Rozan can be employed in the future to create a better environment, healthier

communities, and in the process brighten other peoples' lives. However, volunteer work is not always easy, especially when one has to connect with others about sensitive issues that are taboo, nor is it posh or glamorous, but it is certainly beneficial and highly rewarding.

Volunteerism enabled me to utilize my skills to benefit the lives of individuals and the environment around me – basically to make a difference in my community. Since my very first interaction with Rozan, volunteerism has become entrenched within my personal values.

-----A Rozan Volunteer

Rozan strongly believes that change in society can only be possible when the community owns and actively participates in initiatives for social change. In fact, the influence of a dedicated, passionate person is contagious and can revolutionize whole communities and neighborhoods. As such volunteerism and engaging with volunteers is the cornerstone of our values.

WHO ARE ROZAN'S VOLUNTEERS?

Rozan's most active and sustainable volunteer base exists at its very top in the form of the Rozan Board and the General Body. Many of these individuals are dedicated professionals and social workers. Other Rozan supporters are younger and new, but contribute to the organization by contributing their energy and ideas. They come from all walks of life and different age groups; however, the majority of them are young men and women.

According to our database, during 2013/14, 527 volunteers (283 men and 244 women) registered with Rozan. It was because of the energetic involvement of these volunteers that Rozan was able to advocate for various causes such as the One Billion Rising Campaign (OBR); the White Elephant Sale/s; Tolerant Pakistan Campaign; and the Stop Child Sexual Abuse Campaign. Volunteers also set up informational stalls and disseminated Rozan publications and awareness raising material at local events in Islamabad such as the Job Fair in March 2014 at SZABIST University; the National Book Fair in April 2014 at Pak China Center and the Children Literature Festival in May 2014. The Rozan Fund Raiser and

its Summer Camp for Kids would also not have been possible without their inspiring dedication and hard work. Volunteers also continue to support Rozan in various internal administrative tasks such as website and IT maintenance, documentation, typing, cataloguing Rozan's Resource Library and program materials, internship hiring, data entry, field research, event management, report writing, proofreading, translations and transcriptions.

The key to Rozan's success rests in our volunteers who embody the spirit of greatness by saying, 'Yes I can' whenever we call upon them. During 2013/14, some of their tremendous contribution made the following possible:

RIGHTS' CAMPAIGNS

1. *Stop Child Sexual Abuse Campaign*

It is not easy to talk about Child Sexual Abuse, but the more open we are with our communication and awareness, the more we can accomplish to end abuse once and for all. In December 2013, Rozan's Aangan program initiated the month-long 'Stop Child Sexual Abuse Campaign'. With the help of 150 volunteers, 13 orientations were conducted at Dhok Munshi, Rehmatabad, Quaid-a-bad and Rawat in Punjab and with 60 students from the Social Sciences Department at Bahria University in Islamabad. The Campaign reached out to nearly 3190 adults in 15 days! This was the first time in the history of Rozan, a large number of volunteers participated and supported us to raise awareness about such a sensitive issue.

2. *Just and Tolerant Pakistan Campaign*

Feeling the urgent need to reclaim and expand the shrinking space for tolerance, Insani Huqooq Ittehad Network (IHI) - a civil society coalition,²³ of which Rozan was Secretariat initiated the **Just and Tolerant Pakistan Campaign** on 23 March 2013 in English and Urdu news papers all over Pakistan, followed by a formal ceremony in Islamabad in April 2013. Volunteers took part in a signature drive to raise strong public voice against the increasing violence and intolerance (particularly related to ethnic or religious differences), and lack of public

outrage and concern from citizens speaking up against it. The Campaign's stance is that those who stand for **justice, peace and respect** for all need to be heard more clearly and incessantly.

One of the world's leading authorities on contemporary Islam, author/poet and former Ambassador to the U.K. Professor Akbar S. Ahmed; human rights lawyer Asma Jehangir; Air Marshal (R.) Asghar Khan; barrister, veteran activist-politician Aitazaz Ahsan; advocate of the Supreme Court of Pakistan and a human-rights activist Hina Jilani; Zubaida Mustafa - a freelance journalist and the first woman to work in Pakistan's mainstream media; brilliant actress, television/book writer and a self motivated human activist of UNO Faryal Gohar; Ghazi Saluhuddin - veteran journalist, writer, literary figure, and a scholar of political science; celebrities like director and producer Saira Kazmi; actor Faisal Qureshi; singer, social worker and humanitarian Shehzad Roy endorsed the campaign.

A website (www.tolerantpakistan.com) was designed to encourage people to sign the petition online and send out a strong and unequivocal message both nationally as well as internationally that we want a Pakistan that stands for Justice, Tolerance and Non-violence. Around 250 Rozan volunteers participated in this Campaign and collected over 5000 signatures.

3. *One Billion Rising (OBR) Campaign*

One Billion Rising is the biggest global mass action in human history to end Violence Against Women. The campaign, launched on Valentine's Day 2012, began as a call for action based on the staggering statistic that 1 in 3 women on the planet will be beaten or raped during her lifetime. With the world population at 7 billion, this adds up to more than ONE BILLION WOMEN AND GIRLS. On 14 February 2013, people across the world came together to express their outrage, through strike and dance, and RISE in defiance of the injustices women suffer, demanding an end to Violence Against Women.

During January-February 2014, the OBR committee in Pakistan (including Rozan, Amal Development Network, Aurat Foundation, and

²³ *Insani Haqooq Ittehad, a Pindi / Islamabad civil society coalition for human rights came into being in 2006 in response to various crises the country was facing. Its primary strategy is to initiate campaigns for the protection and promotion of human rights in Pakistan.*

W o m e n
Organization for
Rights and
D e m o c r a c y)
initiated different
activities with
schools, universities
and communities
which included
s e m i n a r s ,
o r i e n t a t i o n s ,
discussion panels
and a Signature



One billion rising campaign

Campaign. With the help of 120 dedicated volunteers, 15 educational institutes of Islamabad and Rawalpindi endorsed the Campaign and more than 21,606 voices and signatures were collected from all over the country. The Campaign culminated on Valentine's Day at Air University in Islamabad with thought provoking, interactive and motivational talks from various civil society activists.

4. Aao Hum Banein Awaz (Let Us Become the Voice)

In 2012, Rozan introduced the Aao Hum Banein Awaz (Let Us Become the Voice) to curb Child Sexual Abuse, Violence against Women and to promote emotional health of youth through awareness raising material. This initiative enabled Rozan to involve those individuals who are unable to come to Rozan for various reasons. In 2013, Rozan officially

implemented this awareness program at two universities: Bahria University in Islamabad and Fatimah Jinnah Women University in Rawalpindi with 79 volunteers (36 men and 43 women).



Aao Hum Banain Awaaz Campaign

5. Educating Mothers about Mental Health issues and Positive Discipline Techniques

In most Pakistani households, it is the mother who is a child's first and primary care giver - it is to them a child often turns first when they need help or support. It is, in fact, often up to mothers to talk to their kids when they might need a nudge in the right direction or to share news or information which is going to affect their lives. In 2014, volunteers organized two seminars in collaboration with the Women Welfare and Development Centre in Islamabad. The first seminar in October 2014 was titled 'No Health without Mental Health' delivered by a former Rozan employee and now volunteer Zehra Kamal; while the second seminar was on 'Positive Child Disciplining Techniques' in November 2014 with Shabnum Butt.

6. International Days for Children

The International Day for Street Children takes place on April 12. The day provides a platform for the millions of street children around the world to speak out so that their rights cannot be ignored. Volunteers celebrated this day with street children on 30 April 2014 at the National Child Protection Center (NCPC) in Islamabad.

The world made a promise to children by instituting Universal Children's Day on 20 November: that we would do everything in our power to protect and promote their rights to survive and thrive, to learn and grow, to make their



Celebration of International Day for Children

voices heard and to reach their full potential. Volunteers also supported Rozan's Aangan program in organizing this day at the National Child Protection Centre (NCPC) on 20 November 2014.

COMMUNITY REGENERATION EFFORTS

1. Family Mela (Carnival)

It is important that children and youth whom our society often keeps at a disadvantage – because of gender, ethnicity, religion or poverty – have equal opportunities to learn and participate in activities that nurture their creativity and critical thinking because they are also acutely aware and deeply concerned about the challenges facing their communities such as GBV, CSA and the role boys and men play in perpetuating them.

To help them understand these issues and unleash their potential to address them, two Family Melas were organized with the help of community volunteers in March and December 2013 for over 1300 residents of Rawat, (an area where Rozan has done extensive work). All Rozan programs set up their booths and presented fun educational activities like screening animated videos about Body Protection and Safe Childhood developed by Aangan; games like Snakes and Ladder-a specially designed game by Aangan to help adults encourage children in reflecting and communicating their feelings and thoughts; Theatre Performance and Puppet Show; and an orientation session on Road Safety by the Traffic Police enhanced the knowledge and basic life skills of community members, as well as gave children the opportunity to build their confidence as thinkers and problem solvers.

A Family Mela was also organized with support of Rozan staff and volunteers on 14 December 2014. Around 600 residents of G-7/2 sector from Islamabad participated in this event. Our community volunteers from Rawat carried out a theatre performance and Islamabad Traffic Police (ITP) also conducted a session on traffic rules during this *Mela*.

2. Summer Camp for Kids

Experiencing life at a camp can have profound positive effects on children. By spending their time in creative play, being physically active, unplugged from technology and away from their families for a few hours, they gain more confidence, become more self-reliant and independent. In another effort to give back to the community, volunteers have been organizing Summer Camps for kids.

In 2013, 31 children aged between 4-12 years from G-7/2 sector (where Rozan headquarters is also located) took part in Rozan's Summer Camp

where they learned about managing feelings, communication skills, tolerance and self-protection. Other activities for children included puppet shows, cartoon screening, games, informational session with Rescue



Summer Camp for Kids

1122 Team and an exposure visit to Rescue 15 at the Islamabad Police Office and Radio Channel FM 100.

In 2014, with the support of skilled volunteers from Lahore Grammar School, another Summer Camp was organized at Rozan. 22 children from G-7/2 sector community of Islamabad took part in this one-month long Camp. Children learned about theater and also enjoyed music classes. Well-known psychologist Ms Zehra Kamal also conducted a session on Tolerance.

FUNDRAISING

1. Musical Evening with Tina Sani - A Fundraiser

As part of its fund raising efforts for sustainability, Rozan hosted a musical evening with renowned classical singer Tina Sani. The event would not have been possible without our volunteers who worked tirelessly day and night for its success.

2. White Elephant Sale (later renamed 'Hamara Bazar')

Rozan began this bi-annual activity with the dual purpose of resource generation as well as strengthening ties with the community through its work. During 2013/14, four sales were organized: April and November 2013; and then June and November 2014 in Rawat. Volunteers first publicize the Hamara Bazar through flyers and social media asking people from all walks of life to donate their every day household items

which are then put on sale at minimal costs in the impoverished areas where Rozan primarily works. Volunteers not only promoted the activity but also actively followed up with donors and after collection announced the sale of these items in marginalized communities. Through this activity the organization was able to raise considerable funds. Some of the funds were utilized to sustain community development programs and some funds were put towards the construction of *Rozan Ghar*.

FUTURE PLANS

Rather than seeing volunteers mainly as hands (with a heart), Rozan realizes and welcomes the availability of so many more people with different skills and perspectives which enlarge our organization's heart AND brain. Over the coming years, Rozan hopes to engage and involve its volunteers through more creative, welcoming, and effective volunteer management and their integration at all programmatic levels.

Intern and work your heart out to learn as much as you can by doing something Today that your future self will thank you for.

---- **Anonymous**

ROZAN INTERNS – BECOMING PART OF THE SOLUTION

Rozan's Internship Program provides young people with an opportunity to develop sensitivity, understanding and commitment about social issues, with practical exposure to working in the development and human rights sector. Interns are provided an environment that is supportive, challenging and believes in their potential to contribute positively to society. Rozan has been running its Internship Program for the last seven years.

The Program is structured and designed as a four month action-oriented curriculum for interns. The emphasis of the curriculum is on personal and emotional growth and awareness in relation to sensitization on issues such as VAW, CSA and sexual and reproductive health. In addition, opportunities to develop skills such as facilitation skills, report writing and presentation are also provided within the Program. An Intern Coordinating Committee consists of an Intern Manager and five mentors (one staff member from each program) who monitor and oversee the

internship process. During 2013/14, four Internship Cycles were facilitated:

- Internship Cycle 12: March - June 2013
- Internship Cycle 13: September – December 2013
- Internship Cycle 14: March - June 2014
- Internship Cycle 15: September - December 2014

During 2013 (Internship Cycles 12 and 13), 11 interns (4 boys and 7 girls) passed through an extensive training followed by internship projects which ranged from developing audio visual aids for use in Rozan workshops on VAW; conducting research; orientations with adolescent girls and boys on CSA; compiling women survivors' perceptions of police attitudes during interviews; and orientations with journalists on Media Ethics. Rozan was able to provide these interns with stipends through donations from the private sector (in particular our long-term partner and friend Excel Labs).

Internship cycles 14 and 15 were advertised in newspapers and by attracting applicants from various universities in Islamabad including Quaid-e-Azam University, Fatima Jinnah Women University, Szabist University, NUML University, Bahria University, ARID Agriculture University, Preston University and Foundation University through flyers and orientations. For the March 2014 cycle, over 90 applicants were received and 4 interns selected through interview process. In the August 2014 cycle, 5 interns were selected through a rigorous process involving group discussions and interviews.

These interns were assigned to different Rozan programs under Program Mentors whose role was to work closely with them in the four months. During this time, the group was exposed to two capacity building and sensitization trainings, which covered the following topics: self-growth, gender, violence against women and children, Child Sexual Abuse and reproductive health issues. Aside from trainings, the interns were also actively involved in program work and in various activities planned as part of the intern curriculum which included 6 reading meetings, 2 exposure visits to others NGOs and special intern projects. Three of these interns were later employed as Rozan staff members due to the strong

recommendations from the program teams. Two continue to volunteer with the organization in various activities.

FUTURE PLANS

Given the mutually beneficial relationship between interns and Rozan, we intend to continue the Program and invest in young people. Based on the feedback from interns, Rozan will be working towards improving three areas:

1. Developing a more innovative intern curriculum.
2. Designing new and creative activities for interns.
3. Revising and updating the Reading Curricula to include documentaries and videos.

COMMUNITY OUTREACH AND MOBILIZATION

Bringing People Together To Transform Harmful Cultural Norms



COMMUNITY OUTREACH AND MOBILIZATION Bringing People Together To Transform Harmful Cultural Norms

GENDER BASED VIOLENCE AND ITS IMPLICATIONS FOR COMMUNITIES

The most important shift the antiviolence groups could make to improve their effectiveness is to place greater emphasis on primary prevention...(This means changing)... social norms and behaviors that promote violence.

--- Dr. Lorie Heise

Twenty-five years ago, the United Nations General Assembly adopted the Convention on the Rights of the Child and the lives of hundreds of millions of children were saved and improved through interventions in key areas like child survival, education and access to clean water, but too many children still confront the future with their needs unaddressed, their rights unrealized and their potential thwarted. Too many children remain excluded and the cost of this exclusion is paid most immediately – and most tragically – by children themselves. They continue to suffer from violence, abuse (physical, sexual, mental), neglect or negligent treatment, exploitation and discrimination in every community, cultural, social and economic group. These violations undermine a child's very survival, development and healthy participation in life. The physical and psychological effects of child right violations can be marked, leading to lifelong consequences and profound difficulties not just for them, rather impact generations to come, undermining the strength of societies.

For those of us who work as mental health professionals and bear witness to the stories our clients share on a daily basis, it is apparent that Gender Based Violence (GBV), in particular Violence against Women (VAW) is, sadly, all too common an occurrence. The reality is that for millions and

millions of women, all over the world, violence is an everyday part of their lives. Rape, battery and other forms of sexual and domestic violence are such a common part of the lives of women that they cannot be viewed as unusual or outside what one might consider an ordinary experience.

Pakistan is no exception. Here violence occurs on streets and homes, in offices and even at the community level. The consequences of CSA, GBV and VAW are far reaching, insidiously destructive and have a widespread negative psychosocial and socioeconomic impact reinforcing inequities between boys and girls; men and women - compromising the health, dignity, security and autonomy of its victims.

WHY START A COMMUNITY-FOCUSED PROGRAM?

Rozan recognizes that harmful and often violent cultural norms are deeply embedded in cultural traditions which can be difficult to change. However, years of working with and in small communities has also shown us that community outreach and mobilization can be effective in initiating behavior change and discouraging harmful practices. Community-based interventions can reduce violence through multifaceted and integrated programs that educate families and community members on the dangers of CSA, VAW and gender discrimination, provide girls with education and life skills, and offer psychological and legal services, among other activities to enable people to claim their rights and have greater control over the decision-making processes which affect their lives. It is our firm belief that by directly engaging with a community and strengthening the response of institutions like police, schools, media and hospitals on issues of violence, especially against women and children, can be rooted out. Power in a community is this ability to affect the decision-making process, both public and private, within a community or group. It is simply the capacity to bring about change. Positive behavioral change cannot occur without the active participation of a community's power structures. By working together, everyone can benefit.

Since July 2012, all of Rozan's programs have been working in one local community in particular, Rawat - a semi urban locality in the periphery of Islamabad.

The vision behind our community development efforts in Rawat is to

work collectively in ways which empower the community through awareness raising, capacity building regarding the issue of violence and increase community well-being. Moreover, as discussed earlier, there are severe psychological impacts of GBV and VAW such as feelings of anger, alienation, depression and anxiety etc. that are mostly ignored. Hence, Rozan's community program has also been established to work with people in order to improve their emotional health.

BASELINE ASSESSMENT: COMMUNITY PERCEPTIONS ABOUT VIOLENCE

In year 2013, Rozan conducted a baseline study to understand and analyze peoples' perceptions about the issue of violence against women and children in Rawat. Both qualitative and quantitative protocols were developed which a team used during field work in Rawat. 20 in-depth interviews and 8 FGDs were conducted, along with administering a quantitative survey to understand people's perceptions of and about violence against women and children. The study focused on understanding the knowledge and experiences of people. The interviews also included the local police station personnel and other likely key informants. Table 1 provides categorization of the respondents and study tools applied:

Table 1: Respondents and Study Tools

Tools	Married		Unmarried		Children		Total
	Women	Men	Women	Men	Girls	Boys	
In-depth Interviews (20)	5	5	5	5	-	-	20
Focus Group Discussions (8)	5	17	6	7	16	17	68
Survey (1)	19	19	-	-	-	-	38
PRA ²⁴ Exercise (13)	97 women and 28 men				-	-	125
Total Number of Respondents							251

After the baseline study, a major entry point for Rozan in Rawat was orientations with women groups. These orientations were on the issues of emotional health, Child Sexual Abuse and Violence against Women. They provided an opportunity to create awareness about the nature and content of Rozan's work as well as helped in the identification of members for creating a Child Protection Committee and reach out to boys and men of the community.

COMMUNITY INTERVENTIONS AND ACCOMPLISHMENTS IN RAWAT

Child Protection Committee

In 2013, Rozan established the first Child Protection Committee in Rawat with seven representative members from the community. In 2014, membership of the Committee was reviewed and two young members were also included. During the same year, three Adolescent Friendly Centers were formed as a stepping stone for the implementation of activities with boys and girls in the community. The objective of setting up these Centers is to provide a safe space for children and youth where they can learn through fun, specifically about those issues which are not covered in regular academic curriculum. To achieve this objective, Rozan developed a training module for adolescent boys and girls. This module contains the content for delivering trainings to the Center facilitators and the boys and girls coming there. It covers three main areas: life skills; issues (e.g. Gender Based Violence, Masculinities, Body Protection) and CIVIC sense.

Orientations with Mothers

Emotional health is the bedrock on which all of Rozan interventions are based. Overall 62 orientation sessions were conducted with 834 mothers on the issues of emotional health, violence against women and child sexual abuse in the community. Mothers valued the sessions and highlighted the importance of these sessions in their lives.

VAW Campaign

The main objective of initiating this Campaign in 2013 was to generate discussion on the issues being faced by majority of women in Rawat.

Interactive theater performances in 4 prominent locations of Rawat were organized in which over 320 women participated.

Celebrating International Women's Day

International Women's Day (8 March) was also celebrated in Rawat by creating awareness among young volunteers about the history and importance of the day. Around 150 women participated in the event.

Sustainability-Focused Actions

Improving the well-being of a community is no simple task for any one organization. It takes long-term planning and commitment for sustaining any kind of change. And it is equally important to have the target community on board every step of the way. In short, one needs a comprehensive sustainability plan to manage both organizational (internal) and community (external) challenges. Plus, sustainability is not just about funding. It is about creating and building momentum to maintain communitywide change by organizing and maximizing community resources. It means institutionalizing practices within communities and organizations. This requires involving multiple stakeholders who can develop long term buy-in and support throughout the community for one's efforts. Keeping this in mind, following mechanisms were developed to ensure lasting change and making a difference in people's lives:

- Developing internal systems and teams within Rozan.
- Forming the Justuju Community Committee (a voluntary community action group) in Rawat.
- Inculcating and inspiring volunteerism within the community.

Awareness Sessions with Boys and Young Men

Rozan's HumQadam program conducted 14 interactive awareness sessions with 45 boys and young men on exploring masculinity and healthy society; gender and socialization; power and patriarchy; as well as sharing life skills strategies for anger and stress management; communication and conflict resolution.

Family Melas (Carnivals)

In order to reach out to larger number of the community and raise

awareness on violence against women and childrens' issues through different fun activities, Rozan organized two Family Melas (carnivals) in collaboration with committee members and local volunteers. Family Melas were organized with the help of community volunteers in month of March and December 2013 for over 1300 residents of Rawat. All Rozan programs set up their booths and offer fun educational activities like screening animated videos about Body Protection and Safe Childhood developed by Aangan; games like Snakes and Ladder-a specially designed game by Aangan to help adults encourage children in reflecting and communicating their feelings and thoughts; Theatre Performance and Puppet Show; and an orientation session on Road Safety by the Traffic Police enhanced the knowledge and basic life skills of community members, as well as gave children the opportunity to build their confidence as thinkers and problem solvers.

Referral Building

Successful relationships with referral sources are built gradually, the same way successful personal relationships are built. The need of a strong referral system within the Rawat area was highlighted by local volunteers. As an initial step, referral building was done by involving the Justajoo committee with Lady Health Workers (LHVs), doctors and lawyers. One orientation on 'Guidelines for Protection of the Rights and Dignity of the Survivors of Violence' was done with 24 Lady Health Visitors (LHVs). This orientation provided an opportunity to build good rapport with the group and also provided the latter a forum to share their experiences. Many of the participants committed to personally support Rozan's work in the long-run.

Orientations with two groups of 16 lawyers (8 women and 8 men) were also conducted. This resulted in extension of Rozan's legal volunteer panel, which supports us in dealing with crisis cases. Three doctors and three lawyers from Rawat were also invited to the referral. Effort was made to involve them in different activities of Rozan so that the link can be maintained. As a result, these lawyers and doctors supported Rozan's work in Rawat by providing legal and medical information and offering support to clients when requested.

Working with Local Schools and Students

Rozan has been involved with various schools in Rawat through several activities. The purpose of working with schools has been to develop children's life skills, make them aware of concepts like Body Protection and to inculcate a sense of civic consciousness so that they can contribute to a society that is violence free, tolerant and just. One such activity was organizing an Art Competition amongst children of different schools of Rawat. The theme of the competition was 'Beautiful Rawat' through children's perspective. In total 42 children (25 females and 17 males) participated, out of which 10 were selected as the best sketches and awarded certificates of appreciation.

A six-day Life Skills Workshop was also conducted with 15 teachers (13 women and 2 men) from four schools in Rawat. The workshop focused on self-growth and child sexual abuse and practice sessions from the life skills module.

Developing Police-Community Interaction

Along with systemic and structural barriers, a major area of concern in Pakistan is the biased and prejudiced attitudes of police personnel towards survivors of violence. Community-police interactions are, therefore, another attempt by one of Rozan's programs Rabta to restore and develop police-citizen interaction. At the root of this plan is the idea that the police should become intimately involved with the community and vice versa. For example, officers assigned to neighborhoods should enhance their knowledge about the community in which they work and officers and the neighborhood residents should get to know one another on a personal level. Strengthened police-community relationship is also beneficial in identifying and addressing issues of vulnerable groups e.g. women, children, minorities and differently-abled people, whose concerns are not dealt with effectively otherwise. Vulnerable groups feel encouraged to raise their problems more openly if their local police understand them well.

In this regard, Rabta held khuli kachehri (open courts) in collaboration with the local Station House Officer (SHO) in Rawat to discuss law and order problems facing the community and to develop strategies to solve them. Community members also visited their local police station in order

to familiarize themselves with the process for lodging a complaint/FIR and other functions of a police station. Subsequently, the SHO was invited to various community events, e.g. as a judge in a school drawing competition, and as a guest of honor at a local award distribution ceremony. An Eid Party was also organized for the Police and the local citizens at the police station.

Rabta also held orientation sessions at Rawat's local police station on gender sensitivity and interpersonal communication skills so that police officers can deal with all kinds of complainants, especially vulnerable groups, in a more professional manner.

Community Counseling Camps

With the passage of time and the orientations conducted in Rawat, people have become more aware about the importance of emotional health and how sharing and openness about one's problems can often be an empowering and life changing experience. This makes them comfortable in approaching counseling services. However, sometimes it is not possible for people to come to the Rozan premises, be able to talk in privacy over the phone etc. and so on a fortnightly basis, the Rozan Helpline (RHL) counselors offer their services free of cost in Rawat.

Over the past two years, 87 sessions with 55 clients (28 females, 2 males and 25 children) were conducted in Rawat.

Community Ownership

Prescriptions from outsiders rarely take root in the value system of a community, but community ownership can be fostered by engaging community members to take up the issue and become activists themselves. One of the key achievements of Rozan's work in Rawat is the increased ownership of various issues by the community which is clearly reflected in some of the following:

- Team of volunteers (young girls and boys) initiating and conducting awareness raising orientations and other activities.
- Justuju Community Committee members taking initiative to raise cases of domestic violence and Child Sexual Abuse (CSA) in meetings as well as following up and providing required support.
- Family members encouraging and convincing each other to participate in Rozan-related activities.

- The importance of a strong referral network with hospitals and the police etc. was highlighted by community itself.
- Schools and teachers taking responsibility for conducting life skills education for their respective schools.

THE IMPACT: SEEING IS BELIEVING

The expansive nature of community-focused interventions means that monitoring the effectiveness and impact of a program of this nature is a considerable challenge. It is difficult to monitor the myriad of activities, interventions, discussions, and events when they are facilitated by community activists independently, and in many cases several steps removed from the organisation that originally initiated the process of change. In addition, when activities happen at various levels, it is often difficult to link specific activities to changes within the community. However, after continuous work of two and half years in Rawat, Rozan tried to measure the impact of its work in this area, a mid-term review was done and some stories of change also collected. Some of the obvious impacts of Rozan's work in Rawat include the following:

Male community members, especially in the Justuju Community Committee, have become more sensitized to address the issues of Violence against Women and children in Rawat. They shared changes in their personal lives as a result of Rozan's work including more awareness about existing gender stereotypes defined by society, openness to sharing personal and business matters with their female family members, helping out in domestic chores, giving gifts to their wives on special occasions and planning family outings. The trends in reporting of the incidents of abuse, physical & psychological violence on women have also been noticeable in Rawat. Attitudes of people towards female education are also slowly but surely changing. Many parents have started to give importance to girls' decisions about their education, employment, and marriage etc. There is also more religious tolerance and respect for minority communities within Rawat.

An obvious change was also noted in women as their anger management and communications skills improved. Many women shared that their spousal relationships are now healthier and that they are now more aware of the impacts of spousal disputes on children, the importance of

communication in resolving conflicts and raising their voice for their rights. One woman even established a small business for her husband by utilizing her skills and abilities.

Over hundred children in Rawat have undergone life skills training and through them their self-confidence has increased a great deal. School attendance of children has risen and their communication with parents also improved. These sessions also enhanced the educational performance of weak students. Counseling camps also helped some kids rejoin school after being forced to abandon their studies due to different emotional mishaps in their lives.

CHALLENGES FACED AND LESSONS LEARNED

Engaging and mobilising communities to prevent GBV and VAW holds considerable promise, but also many challenges. Change is dependent on community members taking up the call of activism themselves, and leading efforts within their own community. This has great potential, yet also means that the process is organic, and as such cannot be monitored or controlled in all aspects. During 2013/14, Rozan's experience in Rawat has been that this process cannot be straightforward, and have come to accept that true social change often takes on a life of its own.

The issue of violence (GBV, CSA and VAW etc.) is also sensitive one so it was sometimes difficult for the Rozan team to raise these issues with the local people openly. Some mothers were forced to discontinue their life skills trainings after a few sessions due to their husband's lack of support. The problem was resolved after negotiating with their husbands and making them aware about the importance of these sessions. Mobilization of children and youngsters for activities in the Child Friendly and the three Adolescent Friendly Centers also faced similar predicaments.

In a country like Pakistan, cultural norms perpetuate gender segregation and so trainings for males and females had to be conducted separately. Presenting theater performances by a group of local girls also became very contentious. Prejudice among different castes and members of religious groups occurred within community gatherings and even within the Justuju Community Committee.

FUTURE COMMUNITY INTERVENTIONS

For the next year, more work will be done with children and parents as well as groups in the community (e.g. healthcare workers and police) and those involved in Rozan's work as volunteers and Committee members. While Rozan does not yet have definitive answers on the exact formula that works within communities, it is important that many efforts are underway. The challenge is to continue developing fresh approaches, learning from our experiences and sharing them, so as to build up a new body of skills and knowledge that can move us closer to the ultimate goal of ending all forms of gender-based violence.

ORGANIZATIONAL DEVELOPMENT



ORGANIZATIONAL DEVELOPMENT

The years 2013 and 2014 have been quite exciting but also quite challenging for the Rozan team in terms of organizational development. While Rozan's various programs took on many activities and worked tirelessly to ensure that projects planned and commitments made were achieved, we also remained conscious that where Rozan programs could be considered its arms and legs, Rozan's life force, like any organism, lies in its heart. Rozan's health is defined by the organization's culture, resilience, the transparency of its structure and most of the all the people who make it what it is - its staff and volunteers.

A number of initiatives were taken to ensure that Rozan continues to strengthen and grow during 2013/14. These include:

Rozan Ghar: A Space for Empowerment - Where Every Brick Counts

Rozan reached one of the sweetest, and perhaps in terms of organizational growth, the most critical milestone during this phase. Over the years, the organization has always aimed towards self-reliance and has systematically built up its endowment fund to this end. It was, therefore, a time of great pride and joy when Rozan purchased a four-kanal piece of land in Malot, Islamabad to construct the *Rozan Ghar*!

A place we can finally call our own, where our services and work can be grounded.

The *Rozan Ghar* will include a space for counseling services, a community centre and a residential training facility. The latter is envisaged as an in-house training facility for our work and will also support resource generation for future sustainability. The construction of *Rozan Ghar* started in late 2013.

Organizational Re-visioning: Eyes on the Future

In 2013, Rozan also celebrated its 14th birthday!

The occasion was marked, however, not just with celebration but also with deep self-reflection about the major strategic decisions we have taken, opportunities that we have missed, obstacles that we have faced and achievements that we can truly be proud of. The socio-political context in Pakistan also continues to undergo dramatic changes. Donor policies and processes are taking new directions which have affected Rozan as well as many other smaller NGOs. These, too, made us pause and define our direction for the future effectiveness and efficiency of Rozan, while upholding the values, philosophy and vision it set for itself 14 years ago. Many, including staff, volunteers and most significantly the communities we work with, have contributed to Rozan's work and mission and continue to honor it with their trust.

In order to begin the process of Re-Visioning, a retreat was organized in Islamabad on 23-24 July 2013. Rozan's Working Committee members, Program Coordinators, senior staff, a few former colleagues and some of Rozan's friends participated in the two-day exercise which was the first step of this process.

Over the next 2-3 months, we reached out and included in this process, the communities we work with, heads of selected NGOs and some of the young people who knew Rozan's work. The core objective was to make this process inclusive so that the future direction of Rozan is broad-based with input from concerned individuals and groups. Some of the recommendations and ideas for the future that came forward included the following:

New Office - New Location: Rozan should think of opening a new office in another province or sharing office space with another NGO based there for strengthening its policy, advocacy work and/or enhancing hands-on work with different community groups.

Involve More Volunteers: The role and impact of volunteers cannot be emphasized enough and while Rozan has a strong volunteer base, it

should be expanded further, e.g. 25% of each program's work might be handled by volunteers. The percentage may vary from program-to-program given the specialized nature of work, but it should be part of program planning.

Rozan's Own Premises - Its Objectives: While Rozan is on its way to constructing its office building and training centre, a clear policy and guidelines need to be developed about the objectives behind such a structure, its usage and developing community ownership towards it.

Reduce External Donor Dependence: Whether seen from a short-term or long-term perspective, Rozan should solidify plans to reduce its reliance on international donors. The phasing-out process can be done gradually e.g. 10% reduction in three years, going up to 50% over the next 10-15 years. Support from local donors is an avenue that should be explored.

Education as a Cross-cutting Theme: Rozan should think of linking its issues with education and in this way apply for funds linked to this sector.

No Change without Change Agents: No significant change is possible in society without it being lead by a team to spearhead that change initiative. Rozan's capacity building processes should focus more on developing and nurturing such change agents. In fact, Rozan should define the roles, values and competencies of a good change agent.

Activate an Advocacy Strategy: Advocacy is about changing attitudes, cultures, trends, traditions or bringing in new ways of thinking. It has much to do with influencing (through campaigning and lobbying) policy makers, communities, planners and politicians to respond to demands, needs and aspirations of ordinary people – the poor, the marginalized, and the disenfranchised. In order to make Rozan's work even more responsive and people-driven, it should formulize a 3-5 year Advocacy Strategy.

Increasing Impact through Social Media: With more than 2.1 billion internet users worldwide, and 44% of them living in Asia alone, social media has become a new game changer for the development sector and human rights organizations. It is a rapidly developing global phenomenon which includes anything and everything from blogs; social networks;

microblogs (Twitter); online videos (YouTube, Vimeo, Dailymotion); widgets; photo sharing (Flickr, Photobucket, etc.); podcasts; virtual worlds; Wikis; social bookmarking and online forums. This endless era of tools should be used more proactively by Rozan and its staff for not only creating more awareness about issues but also for its own publicity and marketing.

Prioritize Gender Diversity: Women continue to participate in the work force on an unequal basis with men. Economic empowerment of women through education and work are important cornerstones for a prosperous and peaceful society. While Rozan has always maintained a healthy male-to-female ratio in its staff, it is felt that a policy of 70% women and 30% men should be put in place. The ratio of female staff in the administration and finance departments should also be improved. Rozan should also increase its efforts to build a more robust system for enhanced representation of female employees in leadership positions.

Towards Financial Sustainability: Rozan should develop and design training materials / videos that can be marketed as stand-alone capacity building resources. In the long-term, Rozan may even earn royalties if the material developed is on a large-scale and of excellent quality.

Proactive Disaster Response Mechanisms: Rozan has always played an active role in responding to community needs after man-made or natural disasters. Whether it was the 2005 Asia Earthquake that shook parts of Pakistan; or the Internally Displaced Persons (IDPs) in the wake of floods or the War on Terror, Rozan has been providing psycho-social support to the communities directly and through its partners. However, Rozan should be more proactive in its response to disasters and towards this end develop a strategy and mechanisms such as print material and provide more psycho-social support to the communities through hands-on-work.

Organizational Forums

Rozan believes that for a living organization its culture carries utmost importance. Taking time out for reflection is an integral part of our culture. There are many forums at Rozan which are organized to increase ownership, accountability and learning.

The Joint Program Meeting (JPM) is organized fortnightly where all the programs of Rozan share challenges and lessons learned and discuss opportunities for collaboration. Primarily, the JPM is a forum where the staff gets an opportunity to understand how all Rozan programs are integrated with each other and contribute to Rozan's mission. During 2013/14, 35 JPMs were held.

The Staff Meeting is another forum that is held to discuss staff issues and concerns related to administration and management. Based on staff feedback, the frequency of the Staff Meeting was changed from weekly to fortnightly. 37 such meetings were conducted during the past two years. Weekly rounds, conducted by the management team, have helped to address staff issues more efficiently. An important feature of the meeting is the sharing of 'highs and lows' amongst staff where the staff is encouraged to reflect on their week and share anything which made them feel 'high' or happy, and anything that was difficult in the week or a 'low' for them.

The Program Coordinators Meeting (PCs) is a forum for mid-level management of the organization to support as well as hold each other accountable and serves as an effective channel of communication between the staff and senior management for organizational decisions. The PC forum also nominates staff for capacity building events. 40 PC meetings were held in 2013 and 2014.

The Co- Directors (CD) Meeting occurs on a weekly basis between the directors and Rozan's Advisor. This is a senior-level forum aimed to discuss issues linked to management and programs, but also provides support to the directors, and acts as an accountability mechanism. 60 such meetings were held during 2013-14.

The Working Committee (WC) of Rozan is comprised of members from the Board, General Body, a staff representative and the Managing Director. The WC holds meetings fortnightly. This is the executive body which directly functions under the Board of Governors and is responsible for overseeing, approving and making core decisions related to financial, administrative and program issues that arise during the functioning of the organization. The Working Committee of Rozan held 20 meetings in

2013/14.

The Rozan Board consists of eight members who are elected by the General Body for a period of two years. The Board is entrusted with policy level decisions of the organization. The Board of Governors for 2015-16 were elected by the General Body in December 2014 and in total 6 Board meetings were held.

The Half-Yearly Meeting of Rozan staff and volunteers is organized twice a year for a day-long planning and review session, where each program and unit of Rozan presents its work and opens it up for critique, questions and a few well- deserved pats on the back! Ex-staff members and Rozan supporters are also invited to give their comments and feedback. 4 Half-Yearly Meetings were held in 2013/14.

Organizational Effectiveness and Joint Program Plan (2012-2015)

In order to strengthen Human Resource Development and Management Systems of the organization, Rozan (under the Packard Foundation's Organizational Effectiveness (OE) grant), reviewed and developed new systems during 2011 and 2012. From January 2013, the new and improved systems were in place and during the last two years we have been focused on their implementation.

Detailed orientations were conducted with the staff to bring everyone on the same page and understand the new policies in letter and spirit. Familiarization, of course, takes time and therefore, policy orientations were a regular feature of the Staff Meetings. The new HR System and Policies helped streamline recruitment and have also been helpful in identifying the most suitable candidates and decrease the turnover rate significantly as compared to previous years.

Since the space for unsolicited funds has shrunk over the years and for a majority of interventions, the donor funding cycle is often limited to a year, implementation of Rozan's three-year Joint Program Plan (2012-2015) has been a major challenge. While Rozan is striving to keep pace with changing donor dynamics and funding arrangements, we also remain vigilant about staying connected to our overall vision and values.

Capacity Building of Rozan Team

Rozan believes that enhancing the capacity of its team is an important area that must be taken into consideration while making annual plans. Along with on-the-job trainings, staff and volunteers are provided with opportunities to attend formal training programs that are organized within the organization and also by external human resource development initiatives. During the last two years, staff members and volunteers had many opportunities to participate in various internal and external training programs (See Annexure for details).

ANNEXURES



Category	Sales	Sales
West	85	930
South	74	652
North	450	
East	2.1	
Other		

Month	AU	GAS	PI
JAN			
FEB			
MAR			
APR			
MAY			
JUN			

Value
10,0
8758,0
4600,0
3880,0
4253,0

Value
31
83
19

A. Financial Summary 2013/14

ROZAN
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30 JUNE, 2013

	Note	2013 -----Rupees-----	2012
ASSETS			
NON-CURRENT ASSETS			
Property and equipment	5	13,296,544	14,494,943
CURRENT ASSETS			
Advance, deposits, prepayments and other receivables	6	1,773,224	1,313,591
Short-term investment	7	6,000,000	8,469,496
Cash and bank balances	8	40,475,294	28,240,335
		48,248,518	38,023,422
TOTAL ASSETS		61,545,062	52,518,365
LIABILITIES			
NON-CURRENT LIABILITIES			
Deferred capital grants	9	1,709,406	1,922,922
Restricted grants	10	19,449,792	15,981,585
		21,159,198	17,904,507
CURRENT LIABILITIES			
Accrued and other liabilities	11	5,153,048	5,096,274
TOTAL LIABILITIES		26,312,246	23,000,781
NET ASSETS		35,232,816	29,517,584
REPRESENTED BY:			
General reserve		35,232,816	29,517,584

The annexed notes, from 1 to 19 from an integral part of these financial statements


MANAGING DIRECTOR


SENIOR COORDINATOR FINANCE

ROZAN
BALANCE SHEET AS AT 30 JUNE, 2014

	Note	2014 -----Rupees-----	2013 Restated (Note 24)
ASSETS			
NON-CURRENT ASSETS			
Property and equipment	5	24,898,508	13,296,544
CURRENT ASSETS			
Grants receivable against operating activities	6	495,364	-
Advance	7	962,302	1,146,511
Deposits and short-term prepayments	8	683,971	242,544
Other receivables	9	2,138,719	266,352
Short-term investments	10	6,012,493	6,117,817
Cash and bank balances	11	24,706,005	39,113,157
		34,998,854	46,886,381
TOTAL ASSETS		59,897,362	60,182,925
RESERVE AND LIABILITIES			
GENERAL RESERVE			
		35,293,721	34,396,570
NON-CURRENT LIABILITIES			
Deferred capital grants	12	2,313,270	1,709,406
Deferred grants against operating activities	13	11,269,919	20,286,038
		13,583,189	21,995,444
CURRENT LIABILITIES			
Accrued and other liabilities	14	9,557,312	3,790,911
Taxation - net	15	1,463,140	-
TOTAL RESERVES AND LIABILITIES		59,897,362	60,182,925

The annexed notes, from 1 to 27 from an integral part of these financial statements


MANAGING DIRECTOR


SENIOR COORDINATOR FINANCE

ROZAN
STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE, 2013

	Note	2014 -----Rupees-----	2013 Restated (Note 24)
INCOME			
Restricted grants	10	37,517,934	67,230,879
Income from consultancy contracts	12	2,632,455	1,534,592
Unspent grants	13	1,762	1,191,740
Other income	14	4,124,460	3,713,746
		44,276,611	75,697,657
EXPENDITURE			
consultancy services	15	37,517,934	67,230,879
Expenses against consultancy contracts	16	399,879	1,224,200
Operating costs	17	643,566	1,203,206
		38,561,379	69,658,285
SURPLUS FOR THE YEAR		5,715,232	6,039,372

The annexed notes, from 1 to 19 from an integral part of these financial statements


MANAGING DIRECTOR


SENIOR COORDINATOR FINANCE

ROZAN
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30 JUNE, 2014

	Note	2014 -----Rupees-----	2013 Restated (Note 24)
INCOME			
Grant income recognized against:			
Expenditure incurred	19	42,044,699	36,997,018
Services provided	13.1	-	1,534,592
Closed projects	13.1	2,224,019	1,762
Amortization of deferred capital grants	12	632,474	39,054,288
		44,901,191	39,054,288
Non-grant income			
consultancy services	16	6,437,834	2,632,455
Donations	17	1,201,507	-
Other income	18	1,629,502	2,068,952
		9,268,843	4,701,407
		54,170,034	43,755,695
EXPENDITURE			
Project expenses	19	42,044,698	36,997,018
Expenses against consultancy contracts	20	4,114,432	399,879
Operating costs	21	5,107,490	1,164,482
		51,266,620	38,561,379
SURPLUS FOR THE YEAR			
		2,903,414	5,194,316
Taxation	22	2,006,263	-
NET SURPLUS FOR THE YEAR			
		897,151	5,194,316

The annexed notes, from 1 to 27 from an integral part of these financial statements


MANAGING DIRECTOR


SENIOR COORDINATOR FINANCE

B. Rozan Creating Spaces and Building Knowledge 2013/14*Capacity Building Workshops Conducted By Rozan (2013 and 2014)*

Region	Title and Duration of Workshop	Number of Activities	Participants' Profile	Participants		Region-wise Participants
				Males	Females	
Islamabad	Series of Self-awareness and Life Skills Sessions	14	Students, workers, and private job holders in Rawat	45	-	371
	Para Counseling Workshop	1	Partner organizational field staff and program managers	9	10	
	Educational Session: <i>Self-Awareness, Gender, Masculinities, Communication, Anger Management, Conflict Resolution, GBV and Reproductive Health</i>	14	Community young boys, students, workers in Rawat	18	-	
	Module Zindagi Guzarnay ki Mahartain	11	NGO staff	6	5	
	7-Day Training of Trainers	1	Community boys from Rawat	11	-	
	3-Day Workshop: <i>Gender Sensitization and Case Management</i>	1	Staff of Bali Memorial Trust	3	8	
	6-Day Workshop: <i>Life Skills Education (LSE)</i>	1	Children living in SOS village	48	44	
	Teachers Forum: <i>Disruptive Behavior Management</i>	1	Government Teachers from Islamabad	--	13	
	6-Day Training: <i>Life Skills Education (LSE)</i>	1	Teachers of Rawat school	2	13	
	Self Growth Workshop	4	New Rozan staff, volunteers and interns	17	20	

Region	Title and Duration of Workshop	Number of Activities	Participants' Profile	Participants		Region-wise Participants
				Males	Females	
	Workshop: <i>Gender Sensitization</i>	4	New Rozan staff, volunteers and interns	16	18	
	3-Day Training of Trainers (ToT)	1	Parents of adolescents and Adolescent Friendly Center managers	14	4	
	5-Day Para/Basic Counseling Workshop	1	Psychosocial counselors	6	11	
	3-Day Sensitization Workshop	1	SWD Center coordinators of districts	5	4	
	2-Day Workshop: <i>Communication Skills</i>	1	Trainers, lab assistants, receptionists, management of Excel Labs	14	3	
Hyderabad, Sindh	Training of Trainers: <i>Working with Young Boys and Men to end GBV</i>	1	Trócaire partner organizational field staff and program managers	8	4	229
Hyderabad, Sindh	3-Day Refresher Course: <i>Engaging with Men to end Gender Based Violence</i>	1	Trócaire partner organizational field staff and program managers	6	5	
Hyderabad, Sindh	4-Day Workshop: <i>Attitudinal Change for Sensitively Dealing with Gender Based Violence</i>	1	Police officials from four Police Stations	19	4	
Karachi, Sindh	4-Day Advance level Counseling Workshop	1	Partner organizational field staff and program managers	2	9	
Karachi, Sindh	5-Day Para Counseling Workshop	1	Teachers and Aahung staff	5	16	
Karachi, Sindh	3-Day Training: <i>SOPs and Data Base</i>	1	Staff of Social Welfare Department and Darulamans	8	8	

Region	Title and Duration of Workshop	Number of Activities	Participants' Profile	Participants		Region-wise Participants
				Males	Females	
Sindh	3-Day Training: <i>SOPs and Data Base</i>	1	Staff of Social Welfare Department and Darulamans	8	8	
Sukkur, Sindh	2-Day Basic IT Training and Practice of Data Base	1	Staff of Darulaman	4	9	
Larkana, Sindh	2-Day Basic IT Training and Practice of Data Base	1	Staff of Darulaman	3	3	
Hyderabad, Sindh	5-Day Series of Life Skills Sessions	1	Residents of Darulaman	-	22	
Sukkur, Sindh	5-Day Series of Life Skills Sessions	1	Residents of Darulaman	-	46	
Larkana, Sindh	5-Day Series of Life Skills Sessions	1	Residents of Darulaman	-	32	
Murree, Punjab	1-Day Workshop: <i>Basic/Para Counseling Skills</i>	1	Community mobilizers, lawyers, and volunteers	25	12	61
Chakwal, Punjab	3-Day Training of Trainers (ToT)	1	Parents of adolescents and Adolescent Friendly Center managers	17	7	
Neelum Valley, AJK	3-Day Training of Trainers (ToT)	1	Parents of adolescents and Adolescent Friendly Center managers	12	19	45
Islamabad	2-Day Workshop: <i>Stress Management</i>	1	Managerial staff of GIZ organization	8	6	
Bannu, KPK	4-Day Psycho-Social Support Workshop	1	Community mobilizers and support workers	15	9	

Region	Title and Duration of Workshop	Number of Activities	Participants' Profile	Participants		Region-wise Participants
				Males	Females	
Peshawar, KPK	5-Day Training: <i>Gender Responsive Policing</i>	2	3 Model Police Units (MPUs) Staff	27	10	125
Swat, KPK	2-Day Orientation: <i>Mehfooz Ghar Mehfooz Mahashara Module</i>	1	International Alert Social Mobilizers	9	6	
Peshawar, KPK	3-Day Training: <i>Community Policing</i>	1	Model Police Unit (MPU) and local residents	27	7	
Peshawar, KPK	3-Day Basic Sensitization Workshop	1	Staff of Social Welfare Department-KPK	7	8	
Quetta, Balochistan	Training of Trainers (ToT)	1	Instructors of Police Training College (PTC) and Recruitment Training Center (RTC)	19	-	19
Country-wide	Media Fellowship on Social Justice Workshops (Six-Day: 26-31 Jan. 2013; and 5-Day: Mar. 10-14 2013)	1	Producers, anchors, editors, reporters	20	10	164
Country-wide (Lahore, Karachi, Islamabad)	2-Day Orientation: <i>UN Convention on Torture and Role of Media</i> (Sept-October 2013)	3	News correspondents crime and photo reporters, teachers and Bureau Chiefs	63	17	
Country-wide	4-Day Training and Strategy for Coalition Partners: <i>Promoting Ethical Journalism in Pakistan</i> (Nov 2013)	1	Individuals working with media and civil society	21	14	

Region	Title and Duration of Workshop	Number of Activities	Participants' Profile	Participants		Region-wise Participants
				Males	Females	
Country-wide	Training: <i>Interviewing Women and Children Victims of Violence</i>	1	Investigation Officers from Punjab, Balochistan, KPK, Sindh and Gilgit-Baltistan	16	3	
Total Number of Participants Trained				566	448	1014

Capacity Building of Rozan Staff 2013-14

Title of Training/Course	Name and Designation of Trainee/s	Organizer/s		Location
4-Self-Growth Workshop	Rozan new staff, interns and volunteers	Rozan	2013-14	Islamabad, Pakistan
4-Gender Sensitization Workshop	Rozan new staff, interns and volunteers	Rozan	2013-14	Islamabad, Pakistan
Learning Forum: Assessing Facilitation and Facilitators	Mr Rashid Kazmi (SPO) Ms Sara Aziz (PO)	Rozan	7 July 2013	Islamabad, Pakistan
Introduction to Volunteerism and its Importance	Mr Safi-Ullah (PC)	Voluntary Service Overseas (VSO)	2013	Islamabad, Pakistan
Monitoring, Evaluation and Learning Systems (MEALS)	Mr Safi-Ullah (PC)	Trócaire	2013	Islamabad, Pakistan
SANAM Fellowship Training - <i>Understanding Masculinities: Culture, Religion and Social Change</i>	Mr Safi-Ullah (PC)	South Asian Network to Address Masculinities (SANAM)	2013	Kathmandu, Nepal
2 nd Men Engage Global Symposium	Mr Ikram Ullah (APO)	MenEngage Alliance Secretariat	10-13 Nov. 2014	New Delhi, India
Database Training	Rozan Staff	Rozan	5-6 March 2014	Islamabad, Pakistan
GBV Program Annual Review 2013-2014	Mr Saffi Ullah (PC) Mr Ikram Ullah (APO) Ms Sehrish Ghaffar (APO) Anam Amjad (APO)	Trócaire	9-13 June 2014	Islamabad, Pakistan
Training on Monitoring and Evaluation	Anam Amjad (APO)	Church World Services	16-18 September 2015	Islamabad, Pakistan

Awareness Raising Activities (2013 and 2014)

Region	Type of Activities/Participants	Number of Activities	Participants		Region-wise Participants*
			Males	Females	
Rawat, Islamabad	Orientation Session with Parents	1	14	4	5963
Rawat, Islamabad	Theatre Plays	2	80	17	
Rawat, Islamabad	Essay Writing Competition	14	18	-	
Rawat, Islamabad	Poster Competition	1	47	-	
Rawat, Islamabad	Orientation Sessions with Fathers	7	8	-	
Islamabad	Seminar: <i>Positive Disciplining Techniques</i> for teachers, parents and counselors	1	3	13	
Islamabad	Orientation: <i>Guidelines for Protection of the Rights and Dignity of Survivors of Violence</i> with staff of Women's	2	12	17	
	Organization for Rights and Development; Cavish Development Foundation; lawyers from Islamabad and Pindi Bar Association				5963

* Total number of participants region-wise does include those who were part of Campaigns or Melas, not those reached out to through radio programs and spots.

Region	Type of Activities/Participants	Number of Activities	Participants		Region-wise Participants*
			Males	Females	
Rawat, Islamabad	Orientation: <i>Guidelines for Protection of the Rights and Dignity of Survivors of Violence</i> with Lady Health Volunteers	1	-	24	5963
Islamabad	Orientation: <i>Child Sexual Abuse</i> With staff of Poda organization	1	-	5	
Rawat, Islamabad	Orientation: <i>Child Sexual Abuse</i>	15	-	228	
Islamabad	Family Melas (Carnivals)	3	Total: 852 including women, men and children Total: 673 including women, men and children Total: 600 including women, men and children		
Islamabad	Orientation: <i>Body Protection</i> for children and parents	1	5	12	
Islamabad	Stop CSA Campaign	1	Total: 3190 including women and men		
Karachi, Sindh	Discussion Forum: <i>Draft Sindh Police Bill 2014</i>	1	57	26	

Region	Type of Activities/Participants	Number of Activities	Participants		Region-wise Participants*
			Males	Females	
Sukkur, Sindh	Discussion Forum: <i>Draft Sindh Police Bill 2014</i>	1	80	26	692
Hyderabad, Sindh	Discussion Forum: Draft Sindh Police Bill 2014	1	64	26	
Sindh	Working Groups and Launching Ceremony: <i>Darulaman Reforms Project</i>	1	70	80	
Sindh	Orientation: <i>Ethical Considerations while Working with Survivors of Violence</i> with staff of NGOs, lawyers, media, social activists, educationists, doctors etc.	8	49	32	
Sindh	Seminar: <i>Ethical Challenges while Dealing with Survivors of Violence -Reversing the Lens</i>	2	75	26	
Karachi, Sindh	Seminar: <i>Promotion of Ethical Media in Time of Threat</i>	1	50	31	
Lahore, Punjab	Orientation: <i>Guidelines for Protection of the Rights and Dignity of Survivors of Violence</i> with staff of Bali Memorial Trust	1	-	8	138
Lahore, Punjab	Seminar: <i>Promotion of Ethical Media in Time of Threat</i>	1	74	56	

Region	Type of Activities/Participants	Number of Activities	Participants		Region-wise Participants*
			Males	Females	
Country-wide	Networking Seminar: <i>Prevalence of Torture - Our International Commitments and Role of Media</i>	3	104	34	1249
Country-wide (Rawalpindi, Karachi, Lahore, Hyderabad, Peshawar, Multan and Bahawalpur)	Public Dialogue with Academia: <i>Promotion of Ethical Media in Pakistan</i>	7	362	404	
Country-wide (Quetta, Peshawar, Hyderabad, Karachi, Islamabad, Multan Bahawalpur)	Orientation with Press Clubs: <i>Promotion of Ethical Media in Pakistan</i>	7	295	50	5963
Total Number of People Reached Out To			3382	1041	4423



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