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ABOUT ROZAN

Rozan is a non-profit human right organization striving for a violence free society through strengthening the emotional and mental health of all people, especially vulnerable segments of society. Rozan was established in 1998 under the Societies Act of 1860 and was awarded tax-exemption status in 2005. In 2006, Rozan acquired the prestigious special consultative status with the United Nation's Economic and Social Council (ECOSOC).



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'

GEOGRAPHICAL OUTREACH

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.

ROZAN'S INTERVENTION STRATEGIES FOR CHANGE

Rozan makes use of Capacity building, awareness raising, research, counseling and advocacy as its core intervention strategies





CORE PROGRAMS OF ROZAN

CHILDREN'S PROGRAM 'AANGAN'

Rozaan's oldest program, works on the emotional health of children and youth with a particular focus on child sexual abuse (CSA).

It specifically targets those adults, professionals and institutions that influence children such as doctors, teachers, parents and child right organizations.

Child sexual abuse (CSA) continues to be a bitter universal reality and Pakistan is no exception. 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 nowadays 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 compilation of reported cases by various

NGOs from January–December 2015, there were 3768 cases of child abuse in Pakistan with 52% of the victims being girls and 48% boys Sahil, cruel numbers, 2015. However, the way these cases were reported across Pakistan and the fact that none of the culprits to date have been brought to justice, makes the conditions for CSA survivors even more frightening in our society. Aangan, Rozaan's programme for children is the first civil society programme to initiate discussion on this critical topic has been working on issue of child sexual abuse for last twenty two years.

KEY HIGHLIGHTS AND ACHIEVEMENTS

MAKING SCHOOLS SAFER

■ Four trainings with School Management Committees (SMCs) were held in four different schools with 43 representatives (13 males and 30 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.

■ Four trainings were organized with different schools on child protection positive disciplining in which 42 participants (31 females and 12 males) took part in the trainings. Alternative, positive discipline strategies were shared through personal experiences.

■ Fourteen orientation sessions were conducted on body protection through the published animation with students and teachers of SLS, Allied school (G-10), House of light (Bara-Kaho) and Boustan-e-ilm schools. A total of 233 individuals including 106 boys, 109 girls and 18 teachers were oriented during the reported period.

CAPACITY BUILDING - WORKING WITH INSTITUTIONS

During 2015, Rozaan initially worked with National Child Protection Center (NCPC) directly for its capacity building around child protection, monitoring and referral building. Highlights of work done with NCPC are as follows:

1. Organizational Development for Child Protection

Organizational development for child protection was a core component of work done with NCPC. Recognizing the need for Standard Operating Procedures (SOPs) and interagency coordination protocols, SOPs and interagency protocols were formulated to enhance the quality care of children with particular focus on street children.

2. Monitoring and Referral Building

In order to strengthen the NCPC's referral system, a Referral directory containing was designed to facilitate the children in crisis with close consultation of referral partners. A one-day consultation was also organized by Rozan in collaboration with NCPC and Save the Children in June 2015 focusing on formation and strengthening of a Child Protection System in Islamabad. This further led to drafting an Inter-Agency Coordination Protocol for government departments and non-government organizations.

3. Community Empowerment for Child Protection (CP)

Four child protection committees (CPC) were established in four adjacent communities of Islamabad to monitor and report child rights violation. Detailed TORs covering duties and responsibilities were developed for each committee in consultation with the committee members. Introductory sessions were also conducted with 152 community members including 62 females and 92 males from health and education department. These sessions remained effective as community members started sending their female children for informal education to NCPC and parents took more interest in Parent Teacher Meetings (PTMs).

- G-7/2 Sector: Committee formed with 15 female 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).

Four community dialogues were conducted by the team with NCPC at different communities of Islamabad in which total 125 people participated out of which 48 were male and 77 were female. Discussion was generated on issues existing in the communities related to child protection. The communities were mainly linked with NADRA for birth registration of their kids that helped children to pursue their education smoothly.

Universal children day was celebrated with close collaboration of NCPC Islamabad to inform people about seriousness of CSA and its adverse implications on children, adults and society as whole. During the seminar, 344 individuals including 155 male and 189 female took active part.

SUCCESS OF WORK
The importance of female education was recognized through 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.

SUCCESS STORY

Another interaction initiated in I-9 Community when the girl child was kept locked in the house and was not allowed to attend school by the community due to the religious constrains.

The mobilization team made efforts and the community agreed to provide space in the community area for educating the girls. The mobilization team opened a single room school in the community with the help of Out of School Children School (OSCS).

This considered being a success of Rozan work.

WAY FORWARD

The rising number of reported CSA cases in Pakistan during 2015 shows that the issue cannot be left on the back burner. Aangan will continue its efforts to highlight the issue 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 skillful lives. We will strive to create Adolescent Friendly Spaces so that young adults can be emerged as change agents and hope to continue the work with NCPC and street children.





Zeest believes that women must be at the center stage in any movement for social justice and change. 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.

WORK ON STRENGTHENING SERVICES FOR SURVIVORS OF VIOLENCE

The year 2015 marked the second year of sustained partnership with social welfare department (SWD) Sindh. This has included up-scaling of last year work regarding implementation of SOPs, capacity building of SWD staff on SOPs and database and advocacy and networking for strengthening services for survivors of violence.

KEY HIGHLIGHTS AND ACHIEVEMENTS

■ CAPACITY BUILDING OF SOCIAL WELFARE DEPARTMENT STAFF

Standard Operating Procedures (SOPs) were developed and notified during first phase of project with Darulamans of Sindh which entails the systems and procedures for effective running of Darulamans. Two trainings were conducted in Karachi to orient the members of District Management Committees (DMCs) and staff of SWD on SOPs. This enhanced networking among participants and it also provided

opportunity to draft recommendations to decide future course of action for smooth functioning of DuAs. A total of 28 participants participated in the trainings including 15 females and 13 males.

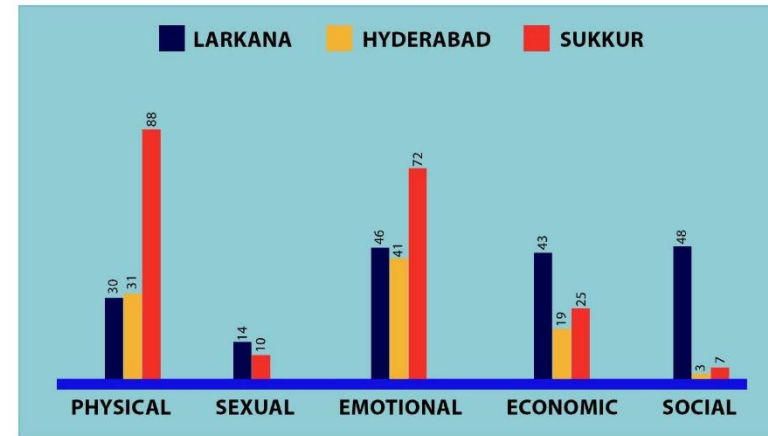
Members of the DMCs realized and highlighted the importance of their role as supporting unit to Darulamans during training workshops.

■ DATABASE FOR DARULAMANS

In the first phase of project, Rozan initiated the process of online data base for better, effective and systematic reporting of violence cases. Rozan provided technical assistance to DuA staff for effective implementation of database through extensive mentoring visits and trainings. Rozan hired a consultant for designing, modification, maintenance and up gradation of database. Follow up support was provided to DuA staff for regular entry of resident's data in online data base and to resolve IT related issue. Two quarterly reports were drafted from databases during 2015. According to the database reports, 230 women approached Larkana, Hyderabad, and Sukkur Darulamans from July 2015-December 2015. Details are given in table and figure:

Number Of Women In DuA 2015			
DARULAMAN	ADMISSION	DISCHARGE	TOTAL
Larkana	60	37	23
Hyderabad	40	33	12
Sukkur	125	82	43

TYPE OF CASES REGISTERED IN DARULAMANS



■ **ADVOCACY WITH SECRETARY SWD**

This area was one of the crucial part of this project as there were many gaps in Darulaman's functioning which required support from Social Welfare Department or parliamentarians e.g. for the better allocation of resources. For this purpose, an advocacy plan was developed with close consultation of SWD. Secretary SWD Sindh showed his commitment to resolve the mentioned issues in advocacy plan. In order to show progress against advocacy plan, follow-up visits will be carried out during 2016.

■ **ADVOCACY WITH PARLIAMENTARIANS**

To advocate for the rights of minority and residents of Darulamans at parliament level, Rozan held a meeting with Women Parliamentary Caucus on 15th December in Karachi. The meeting was attended by women parliamentarians of different political parties. Main discussion was around custodial restraints, issue of conversion in young girls/children, religious freedom etc. different suggestions came out and parliamentarians also extended their support and availability for the cause.

■ **ROUND TABLE CONFERENCE WITH REFERRAL PARTNERS**

A round table conference was conducted on "Building Strong Networks to Support Survivors of Violence" to revive support and referral network for Darulamans. This conference generated a debate and increased sensitivity regarding survivor's vulnerabilities among service providers. Members of DMCs from district Hyderabad, Sukkur, Larkana, referral partners and different stakeholders participated in the conference. In the conference the focus was on the importance of coordination among different stakeholders to provide relevant and better services to the survivors of violence residing in the premises of Darulamans.

■ **ECONOMIC REINTEGRATION**

Based on previous work of Rozan, it was realized that economic reintegration of survivors is also important just like basic needs to survive in society. Rozan initiated a step to reintegrate women survivors economically and selected DuA Sukkur as model because of its geographical location and local trade market. With close collaboration of Ministry of Social Welfare and Sindh Technical Education and Vocational Training Authority- Region Sukkur, Rozan extended its thematic focus. A market survey was carried out for identification of appropriate trades for women survivors of violence in Sukkur. A small skill assessment with the current residents of Sukkur DuA was conducted before designing the training curriculum.

■ **WORK ON COMPASS-ADOLESCENT GIRLS PROJECT**

The second major thematic focus of women program of Rozan was to provide technical support to implementing partners (IRC, Khwandakhor and Paiman) on protecting rights of adolescent girls. Curricula for the partners on positive parenting and life skills were developed and capacities of IPs staff build up on designed curricula during 2015.

■ **PARENT CAREGIVERS WORKSHOP**

Two five day workshops were conducted jointly by Rozan and IRC's technical team in Peshawar to strengthen the capacity of IRC field staff and implementing partners (KK and Paimaan) on 'Protection through Positive Parenting and Caretaking'. The objectives of the training focused on providing participants with an opportunity to understand and internalize the concepts of adolescent development, myths and misconceptions related to growing up; to go over the key concepts of gender, gender based violence, harmful traditional practices, effective ways to responding them, and skills required for effective and positive parenting.

■ **LIFE SKILLS WORKSHOP**

In order to build the capacity of IRC staff on the life skills module, two 9-day training was jointly organized by Rozan and IRC technical unit team for IRC field staff and implementing partners (KK, Paimaan). The objectives of these trainings were to review the core concepts and contents of the life skill curriculum, to plan for the transition of cycle 1 beneficiaries into well prepared mentors for cycle 2 and to create a vision of hope and change for girls, parents/caregivers, mentors, and staff. The training design took into account the equal delivery of information and skills essential for the strengthening of the participant's capacities.

■ **CASE MANAGEMENT WORKSHOP**

For strengthening the response of staff dealing with survivors of violence, two 4-day training on "Case Management" were organized for IRC staff and implementing partners (KK, Paimaan). The workshops aimed to provide participants an opportunity to learn about effective dealing with survivors of violence; developing sensitive approach on issues related to violence against women and girls and learning self care techniques.

■ **WORKSHOP ON CARING FOR CHILD SURVIVORS**

To understand the concept of child protection and child care and the importance of behavior of the case manager while dealing with child survivors workshops on "Caring for child survivors" were planned i.e. one for IRC field staff and second for implementing partners (KK, Paimaan). In these workshops, participants got an opportunity to learn different case management techniques for effective dealing with child survivors and talk about different ways of dealing with their own stress.

“The training encouraged participants to apply the skills that were imparted for the effective facilitation.”

■ **CAPACITY ASSESSMENT OF SERVICE PROVIDERS**

Capacity assessment of service providers was carried out in order to be familiar with knowledge, attitude and skills regarding dealing survivors of violence. The assessment was carried out in three districts of KPK i.e. Peshawar, Nowshera and Kohat. Capacities of service providers from health, psycho-social and security and legal categories were assessed. The assessment was combination of primary and secondary research approaches using mixed methodologies that include desk reviews of relevant online material and qualitative research techniques.

■ **ORIENTATIONS ON ETHICAL CONSIDERATIONS WHILE WORKING WITH SURVIVORS OF VIOLENCE**

Main objective of these orientations was to build capacities of service providers for ensuring ethical handling of survivors of violence with increased awareness on self-growth and rights of survivors. In order to generate debate and increase sensitivities regarding survivor's vulnerabilities, day long orientations on "Ethical considerations while working with survivors of violence" were held in all 3 districts i.e. Nowshera, Peshawar and Kohat. The participants of the orientations included lawyers, case workers, media professionals, social activists and psychologists etc 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.

Due to integration of multidimensional stake holders, these orientations also provided opportunities to build linkage and stronger networking among service providers.

■ MENTORING / SHADOW VISITS

Shadow and mentoring visits were done during cycle 1 to the partners' i.e. IRC, KK, and Paiman. The visits were carried out with the aim to provide facilitators technical support during the conduction of session and also an opportunity to review or monitor the strategies for achievement of desired outcomes. The sessions mentored by Rozan were "Responding to and dealing with gender-based violence", Understanding Feelings and Emotions and Harmony in the Home and Guidance Supports Healthy Choices. On the basis of observations, feedback given is focused on two areas i.e. content and process of the session. The "process" explains how the session was conducted by highlighting the methods and procedures, how relations are maintained, body language, and the environment while the "content" explains the subjects for discussion, the task, the step wise progress, the decisions being made, the agenda items, and the goals.



Rabta is a program that aims to build capacity and enhance the sensitivity of the police personnel in Pakistan to effectively respond to women and child survivors of violence. It works with varied cadre of police personnel, ranging from constable to senior superintendents of police.

Police is the first institution of the justice system which is supposed to provide remedy to aggrieved persons. The grievance may be due to any type of violence e.g. emotional violence, physical violence, sexual violence, economic violence etc. Each type of violence affects the general public at large but it especially affects countless women and children. Women being financially weak, having less decision making power, being discriminated against due to stereotypical gender roles, possessing lower social status; face brunt of the common violent behaviors. The worst thing in the case of women is that due to social norms in many instances violence against them is considered as a private or family affair and thus is not appreciated to be discussed in public. Another issue is the enormous emotional and psychological violence against women which in many cases is not considered as violence even by law enforcement agencies.

Keeping in mind all these factors, Rozan's Rabta Police Program has been focused on the attitudinal change of the police personnel so that they deal the survivors of violence sensitively enough to let the survivors feel comfortable enough to pursue their cases till they find justice.



KEY HIGHLIGHTS AND ACHIEVEMENTS

■ During 2015 Rabta-Police Program contributed more to the capacity building of Khyber Pakhtunkhwa Police. A mentoring/training cycle for a selected group from Police Training School Swat and the police stations of Kabul and Mingora was executed. We trained them on self-awareness, communication skills, gender sensitization, understanding gender-based violence against women, children and minorities, attitudinal change, and stress and trauma management through a series of trainings. The trainings were based on the research "Challenges and Opportunities in Post-Conflict Swat: Needs of Women, Children and Minority" that Rozan conducted in the year 2014. A total of 156 police officials including 131 males and 25 females were outreached through series of seven training workshops. Details of trainings are given in annexure B.

■ Rozan also carried out research based advocacy by launching two research reports in Islamabad, Peshawar and Swat, namely i) "Challenges and Opportunities in Post-Conflict Swat: Needs of Women, Children and Minority" and ii) "Quest for Democratic Policing-Politics of Police Reforms in Pakistan". As the title suggests the former one is about understanding the issues and prospects of policing in post-conflict Swat especially with regard to women, children and minorities. The research was conducted in collaboration with COMSATS_CIIIT Abbottabad and HJJRA-Swat. The latter one is about documenting the efforts of police reforms pre and post-independence, and to suggest way forward for reforming police on democratic lines in Pakistan. The research was carried out by DIG Police Mr. Ehsan-Sadiq (PSP) Rozan got it printed and launched from the platform of the Pakistan Forum on Democratic Policing (PFDP).

■ Rozan also carried out community-policing activities in Swat by collaborating with our local partner HJJRA. The activities included training of HJJRA's team on community policing, organizing open forums (Khuli-Kachehri) by police in Mingora and Kabul and organizing sports events for the local police and the community to let them interact with one another in a less formal and friendly environment. The events were participated by local government representatives, police leadership and community members at large.

■ Rozan being a credible police training organization was invited by Khyber Pakhtunkhwa Police to training the staff of Model Reporting Rooms of Khyber Pakhtunkhwa (KP) Police on Public Dealing and Gender Sensitization. We were also invited by KP Police to train the new Traffic Warden Service of Peshawar on Attitudinal Change Communication.



■ IMPACT OF WORK

As discussed earlier, the main focus of the Rabta-Police Program has been capacity building of the Police. There are quite a few examples which Rabta can share to explain what changes did our interventions has brought in the Police. Following are some of the statements given by the participants of Mentoring/Training Cycle in Swat.

A trainee remarked:
"Learning was not only limited to listening to the facilitators rather sharing each other's experiences also made us learn a lot".

A female trainee remarked:
"Even though women are often less encouraged to raise their voice, I have learned skills of 'speaking and convincing' others assertively and confidently and now I am able to share ideas in my home and even in front of my seniors".

A trainee shared:
"Behave assertively with your juniors and they will do anything for you. Win the hearts of your staff with politeness".

A trainee commented:
"Now I am conscious that it's not only our uniform which matters, but our attitude also makes the difference. This would not have been possible if I had not attended Rozan trainings, especially on self-awareness and attitude".

A trainee stated:
"I used to consider women's role in society's growth as merely 10%, but now I believe that men and women have to play equal role for the progress of society".

WAY FORWARD

Keeping in view our work experience on gender-based violence (GBV) and the policing, we are quite clear that things, especially with regard to the Police's policies/laws and attitude, would not change easily rather these require a constant effort by multiple stakeholders including the state and the CSOs. The print and electronic media and CSOs are enhancing the knowledge of the general public regarding their basic human and constitutional rights. So the common citizens tend to take affirmative steps to prevent their human rights' violations and seek more support from the Police for the remedy. Though we do not see any immediate and gigantic change regarding the mentioned issues in next year but we see that the need for advocacy and capacity building for/with police for improvement in their services would increase in the coming year.



MEN'S PROGRAM 'HUMQADAM'

Humqadam aims at creating spaces for men to engage on the issue of violence against women. It explores alternative and healthier models of masculinities with a special emphasis on involving men and boys in stopping violence against women.

Pakistan is a country where gender inequality is prevalent. Discrimination and violence based on gender is destroying the social fabric of Pakistani society. The World Economic Forum Global Gender Gap 2014 report placed Pakistan in the second lowest (141st) spot in the world in terms of gender disparity. Talking about this gap, WEF said in a statement, "Based on this trajectory, with all else remaining equal, it will take 81 years for the world to close this gap completely". Another testimony of this gender discrimination is revealed through the statistics of violence against women and girls in the country. According to official records of National Police Bureau, in 2014, 12558 cases of violence against women were registered including 3141 cases of physical abuse and 2863 cases of sexual assault. The invisibility of gender discrimination to men hinders the process of self reflection for men. Moreover, the problem lies in perception of "an ideal man" that is constructed by the society from early childhood

of a boy. This "mis" perception is further strengthened by formal and informal education systems. Consequently, gender inequality perpetuates in the society as men fail to realize that violence against other segments especially against women would impact the very being of men also. Thus, it becomes imperative to work with men in order to help them understand their own construct and its linkage with gender-based violence. In this regard, men program of Rozan 'Humqadam' is working with men to end gender based violence in society.

KEY HIGHLIGHTS AND ACHIEVEMENTS

■ WORK WITH VISION PAKISTAN TRUST

Humqadam took initiative to involve men and young boys in process of reducing gender inequalities by promoting healthier models of masculinities. In this context, Humqadam worked with a selected group of 30 boys from a tailoring institute named Vision Pakistan Trust. This Trust provides boys with an opportunity to learn tailoring and basic life skills. Most of the boys at the center belong to poor neighborhood who could not afford to send their children to educational institutes, and some boys did take admission in some school but could not continue the education. So this tailoring institute provides a second chance to these boys to make their lives.

Rozan conducted a series of sessions with the students of Vision Pakistan Trust. Main issues discussed during the sessions were feelings & emotions, masculinity, power & its link with violence against women & girls, conflict resolution, communication skills and healthy society and role of men.

Working with these boys proved very unique and learning experience for Rozan. Most of the group members did not know how to read and write. So the training methodology was tailored according to their needs. Videos on the issue of masculinity and violence against women were screened (Season three and episode 6 of Amir Khan's show Satyamev Jyaty was screened in parts). The boys liked this methodology very much. They not only took great interest in watching the videos but also remembered the core message.

■ BUILDING CAPACITIES OF CBO'S AND NGO'S

In addition to working with boys, the Program built the capacities of the staff of local and international NGOs on the issues of masculinities and gender-based violence. In this context, Humqadam conducted training for the staff of Concern Worldwide and its implementing partners working in Sindh, Balochistan, Khyber Pakhtunkhwa and Punjab. This was 3-day training focused on highlighting issue of men

and masculinities, and strategies to involve men and boys in process of reducing gender inequalities in the society.

■ GENERATING A DEBATE ON DISCOURSE OF MEN, MASCULINITIES AND GENDER-BASED VIOLENCE

Humqadam organized a national seminar titled "Men, Masculinities and Gender Justice" to generate awareness on the issue of men and masculinities and its linkage with gender-based violence. Main objectives of the seminar were to encourage a debate within practitioners, researchers and students of gender on men and masculinities, its relevance and location within gender discourse.

■ INTRODUCING VIDEO AS A TOOL TO BREAK THE SILENCE AMONG MEN

It is always difficult to talk about men and masculinities. Men are so trapped and squeezed into their shells that it becomes hard to engage them in discussing issues linked to their emotional health and their entitlement to power. In this context, video was found a useful tool that could help to generate the discussion on such difficult issues. Under Let's Talk Men 2.0 project some films were made and were designed to be windows that would allow entry for a moment of reflection and thereby create a sense of discomfort or a re-visioning or an affirmation of how those in the audience, especially boys and men, have dealt with similar situations of conflict in personal relationships or in the public sphere with regard to issues of gender, violence and sexuality.

Rozan took the initiative to introduce this package of films in Pakistan. For the purpose, 2-day training was organized for the staff of local and international NGOs and faculty members of universities' social science departments. This training provided an opportunity to the practitioners and academia to come across 'the videos' that can be effective in addressing the issues of gender-based violence and masculinities



Rozan's media and advocacy unit that supports Rozan in its campaigning, networking and advocacy strategies. Munsalik acts as a bridge between Rozan's thematic areas and the media.

Munsalik as Media unit of Rozan and Secretariat of Pakistan Coalition for Ethical Journalism has been advocating for a stronger relation between the media and its consumers, pushing for a subscriber based revenue model (as opposed to ad-based) and for more effective editorial policies.

The Coalition, while it denounces any form of State control over the media, firmly believes in the citizen's oversight of the media content. Rozan has been serving as secretariat since 2013 for the coalition and strived for raising voice on unethical practices within media and developed a contact between consumers and media at large to work on ethical lines. It also liaison with media house, media owners, media practitioners and students of media studies department and organizations working for media development to collectively move towards achieving the goals of coalition.

Rozan, besides this initiative has been actively involved for last number of years has been advocating for bringing ethical changes within

media framework and collaborated with state run television and journalists on grass root level while one of its intervention involved editorial staff as well.

KEY HIGHLIGHTS AND ACHIEVEMENTS

Rozan as the Secretariat of Pakistan Coalition for Ethical Journalism (PCEJ), through intervention with journalists, has worked towards far reaching goals of PCEJ including promotion of self-regulation in place of external governance. It also built alliances and created resources for ethical journalism. It has been working towards the development of ethical and responsible media in the country. It has claimed multiple successes and has managed to build considerable stake within the media industry. Over the period of three years, PCEJ worked with diverse stakeholders including media houses, academia and press clubs in order to build consensus of all

stakeholders on a code of conduct for media. PCEJ has worked with media organizations and working journalists to internalize this code as a part of their work ethic. PCEJ was established in May 2012 as part of a campaign to strengthen media ethics, in partnership with stakeholders. It is a network of media professionals and leading journalists in Pakistan, and with support of international organizations that are working together to promote ethical media in Pakistan. PCEJ has been advocating for a stronger relation between the media and its consumers, pushing for a subscriber-based revenue model and for more effective editorial policies. The Coalition, while it denounces any form of State control over the media, firmly believes in the citizen's oversight of the media content. Coalition's past initiatives all focus on making the media more responsive towards social issues and vulnerable groups, while strengthening the editorial controls and educating the media consumers to play their critical role in reforming the media. In the ongoing

phase Rozan as the secretariat, has conducted activities with media practitioners, managers, academia, and operational media bodies throughout Pakistan. These activities include 6 city group workshops in collaboration with respective press clubs. In addition two activities – web shows and research, have been conducted. During these activities, the secretariat has enhanced its membership by reaching 2100 members, while more than 3700 people participated in these events.

WAY FORWARD

We plan to develop a code of conduct, alongside which we are conducting a baseline study. We also aim to carry out 45 briefing dialogues, provincial and national dialogues and to appoint a media ombudsman as part of the IMS project.

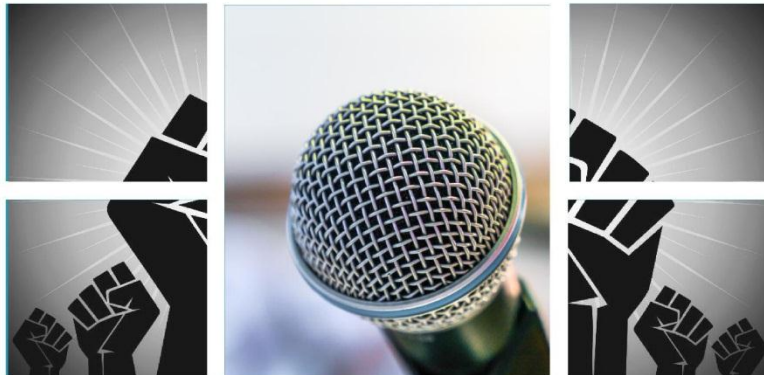
Development of the code of conduct: Even though many national and international codes exist, we intend to develop a code that incorporates the views of all media stakeholders, and is applicable to both print and electronic media. By doing so we aim to map the regulatory regime and propose a code of conduct that can be used as a basis for self regulation by the media sector. Self regulation is also seen as the need of the hour because every media house has its own vested interests due to which the provision of coverage is biased. More so, journalism has also been turned into a profit making business, due to which media owner's compromise ethics just to engage audiences, as well as to make it to the highest rated channels list. With such practices prevalent, a code that incorporates input from all media stakeholders, and is endorsed and adopted by media professionals is what we aspire to achieve.

We plan to develop the code by organizing 45 briefing dialogues all over Pakistan with the aim to involve as many media stakeholders as possible so that their views could be incorporated while developing the code of conduct. By doing so the chances of acceptance, endorsement and adoption of the code would increase and in turn fulfill our purpose; to bring improvement in media practices.

Additionally, we also aim to develop a core committee for the development of the code of conduct by organizing 6 provincial and one national workshop. The purpose of developing the committee involves engaging influential and renowned professionals from the media fraternity who would not only represent concerns of their fellow journalists, but also act as change agents. More so, due to their influence they would be in a better position to make journalists realize that existence of the code is a need and that it would be the first code that would incorporate input from media stakeholders. Additionally, the members of the committee could also reiterate that endorsing and adopting it would make their practices ethical which in turn would increase their credibility.

Furthermore, once the code is developed, we anticipate appointing an ombudsman who would ensure that journalistic practices follow ethical principles prescribed by the code as well as PCEJ.

BASELINE STUDY: Additionally, we strive to highlight disconnect between the news room and the coverage provided by the news reporter. The purpose of the research is to assess current level of synergies in the process of gathering, editing and disseminating news and current affairs information. It will examine in particular the influence and impact of decisions by editors and news managers on the work of reporting staff. The aim will be to critically analyze the current practices around 'what gets reported from the field' and 'what gets published/broadcast' and the major factors that drive the process. The research combines content monitoring and analysis with focus group discussions (FGDs), to gather data and understand it in consultation with the involved actors. The FGDs are aimed at identifying disconnect or apparent bias, and the impact of editorial policies and other contributing factors.



Offers counseling services telephonically, in-person, via email and at free counseling camps to children, youth and women.

In last few decades, Pakistan has faced various challenges like fiscal, social and geo political. These challenges have not only affected the growth and development of our country rather it has also adversely affected the overall health and wellbeing of countrymen. Unemployment, lack of resources, unavailability of services, poor social networks and continuous threats to life either due to epidemic diseases or terrorist activities are few of the major stressors faced by Pakistani citizen. Literature shows, that these stressors and other similar one often lead to poor emotional health, adaptation of maladaptive behaviors (violence), and unhealthy coping mechanisms which further deteriorate the conditions of individuals. Considering this, since the beginning Rozan helpline (RHL) has been continuously involved in promoting and strengthening emotional health of masses. In year 2015, RHL sustained its primary objective of "providing quality and ethical services such as counseling, capacity building and referrals related to emotional, sexual and reproductive health to

individuals, despite their age, gender, socio economic status and cultural background.

KEY HIGHLIGHTS AND ACHIEVEMENTS

■ In the first few months of 2015, other than providing routine counseling services, RHL was dedicatedly involved in providing counseling services to the survivors of APS Peshawar incident. RHL not only shared its counseling and referral system with the team; working with APS survivors, rather RHL counselors also contributed in the development and printing material consisted for the guidelines, specifically designed for parents, teachers and children who have experienced trauma or were part of it in any way. Side by side, RHL also counseled and shared the similar material with other schools and the government authorities (PDMA KPK) so that majority of the people can benefit from it.

■ In 2015, RHL program also played an imperative role during the incident of “Kasur”. Counselors not only visited and counseled the affectees rather it also extended its services for local community of kasur and other individuals who were affected by this or similar incidents. RHL also shared its material with the relevant people to promote and secure their mental health.

■ A number of 3350 beneficiaries (males: 2803, females: 547) benefited through telephonic counseling services while 51 clients (males: 22, females: 29) benefited through email counseling. Mostly discussed issues were family conflicts, psychological issues, CSA, rape, management of feelings and children, masturbation, career related issues. In-person counseling services were provided to 37 clients including 17 males and 20 females.

■ Crisis intervention is a key thematic area of Rozan work; 47 crisis cases were provided with required legal and counseling support during reported period.

■ Other than providing referrals and counseling services to the affectees of violence, RHL also contributed in the development of “SOPs related to Gender Based Violence (GBV) in humanitarian setting”. The primary purpose behind this contribution was to improve and strengthen multi-sectoral services for GBV survivors of Pakistan. In addition, RHL also conducted counseling camps and support group sessions with the residents survivors of Darul-Aman (Sindh) to facilitate them in improving their emotional wellbeing. Along with this RHL has been organizing counseling camps in Rawat, women welfare center and vision Pakistan Trust on regular basis.

■ RHL executed 3 capacity building trainings on case management and access to justice, 4 supervision sessions/mentoring visits in selected districts of Sindh and Punjab and 2 orientations on ethical guidelines for dealing with survivors for partner organizations. The purpose of capacity building sessions was to enhance the capacity of partner organizations and service providers and to upgrade their knowledge and skills according

to the need of time. A total of 105 participants including 46 males and 59 females attended capacity building sessions. Details of activities are given in Annex II.

■ AVAILABILITY OF COMPETENT COUNSELERS

RHL made sure that its counselors remain dutiful in providing ethical counseling services six days a week. Special attention was provided to their capacity building as well. And they were encouraged to be part of various workshops and trainings to upgrade their knowledge and skills. To cater language barrier especially for clients who could only understand Sindhi, a senior counselor was hired who has expertise in Sindhi language.

■ UPGRADING OF HELPLINE SERVICES

As now-a- day’s majority of the individuals prefer cell phones over landline. So, to cater the needs of caller, RHL extended its services by purchasing cell-phone numbers. In total four numbers of different cellular companies were purchased to facilitate the clients.

■ HELPLINE PROMOTION

Various efficient and effective modes were selected to promote Rozan helpline services. RHL approached masses through SMS campaigns, Television programs, Radio campaigns, Orientations in educational institutes, counseling visit in community, material dissemination and through social media such as Facebook and Blogs.

WAY
FORWARD



RHL believes that mental and emotional health is the primary component of individual’s success. And continued promotion and facilitation with regard to mental health is the key to handle stressors. Though no one can promise about country situation or intensity and frequency of individual lives stressors however, reactions to situations can be customized. And RHL will continue its services to equip the client with basic skills and techniques so that they can handle situations timely and accurately. Other than that, RHL strongly believes that “*prevention is better than cure*” in this regard helpline anticipate that promotional activities will play very significant role in bringing awareness and bringing change at individual and global level.

COMMUNITY INTERVENTIONS

Rozan implemented an integrated model of social change to sensitize the Rawat community on the issues of VAW/C in 2012. Implementation of this model was carried out through major strategies of capacity building, awareness raising, counseling and advocacy and networking. Key group including children, men, women, police, teachers, LHVs/LHWs and media were approached by Rozan to make Rawat a violence free society. The highlights of work carried out during year 2015 in Rawat are given below:



■ WORK WITH WOMEN

In 2015, series of life skill sessions and child protection was run with group of mothers in Rawat community. The purpose of the session was to sensitize women on VAW/C particular focus on CSA. The sessions helped community women understand the concept of gender, VAW/C and body protection. Total 12 sessions covering the areas of self, gender, communication, behaviors, body protection, violence, child sexual abuse were carried out and 14 women participated in these sessions.

■ WORK WITH CHILDREN

Rozan worked with groups of boys and girls in community to build their capacities on self, communication, behaviors, gender, violence against women and children, child sexual abuse and body protection. A total of 65 children 25 boys and 40 girls were sensitized on these topics.

IMPACT OF ROZAN WORK IN RAWAT COMMUNITY

After extensive work of three years in Rawat community, some tangible change was observed in people's lives. The change occurred at knowledge, attitudinal and behavioral level among different groups. Some key examples of change shared by beneficiaries are mentioned below:

■ INCREASED WOMEN ATTENDANCE IN SESSIONS

Majority of community women shared that they have to face restrictions from their in-laws and husbands while getting permission for becoming part of rozan's work.

But after sharing their learning with family members, their attitudes become supportive. As two females shared that:

'Their husbands had never served and eaten their food on their own before but now they eat by themselves and also support their wives in household chores.'

■ LEARNT BETTER SOCIALIZATION OF CHILDREN

Majority of respondents especially parents shared that they learnt new ways to socialize their children. They said that before attending the life skill sessions, they used to beat their children if

they did something against their wills but now they handle the matter with love and care.

A mother shared first she used to beat her children a lot but now after sessions she or her husband does not beat them.

■ ENHANCED ANGER MANAGEMENT SKILLS

Majority of women shared that they have controlled over their anger. One of them said that she used to get angry very often and talk rudely but now she knows how to talk with manners. Another mother shared that her daughter has improved a lot she knows how to control her anger and has started listening to her.

■ REDUCED VIOLENCE AGAINST WOMEN/CHILDREN

A girl respondent shared that before becoming the part of Rozan's work her father was too much strict with them even they used to beat her mother. But after becoming the part of Rozan's interventions they have changed now. They respect them, her mother and even spend time with them.

A general opinion regarding the reduction of violence was shared by majority of respondents including program staff; they said that now people have been much aware about the violence since the Rozan working. They know how to take action against violence. Now they don't tolerate violence and raise voice if observe violence around them. So such type of situation has ultimately reduced the incidences of violence in Rawat community.

YEAR 2016



AANGAN PROJECT INTERVENTIONS

Following interventions were made in order to achieve the planned objectives of the project *'Issues of Violence against Women, Child Sexual Abuse and Masculinity from the Lens of Rawat Community'* during 2016.

■ FORMATION OF CHILD PROTECTION COMMITTEE (CPC)

One Child Protection Committee was formed to further the project's objectives and activities and to ensure participation, support and trust of the community. Committee consisted of 12 members (8 females, 4 males). Members came from different education level, primary, intermediate to masters. It was a diverse group and members belonged to different walks of life which included, house wife, business man, student, teacher, and media. Two members were from youth group and one from religious minority group.

■ CAPACITY BUILDING OF CPC

Committee members were oriented and sensitized on the issue of CSA and VAW and their capacities strengthened on case management and organization. Two trainings were organized on organization and case management for

committee members for smooth processing of cases dealing with survivors of violence. A strong committee will help sustain Rozan's work after its exit from the community.

■ DESIGNING LIFE SKILLS MANUAL

The project team developed Child Protection Manual comprising life skills (anger management, conflict resolution, assertiveness, prejudice, tolerance, critical thinking etc), issues (gender, masculinities and CSA) and civic sense (rights and responsibilities) for the age groups 10-14 and 15-18 years in response to the findings of the baseline study of prevalence of gender discriminatory practices and lacking of basic rights of children (boys and girls). The module is designed to serve as a tool which helps in reducing vulnerabilities, expand opportunities,

and build the existing talents and skill sets of the children in the program. Moreover, modules for teachers and parents comprising life skill, gender, child protection were also developed during the course of the project. The sessions in the modules were strategically sequenced to build the social and emotional skills necessary for children to be able to address issues of abuse, violence, and exploitation.

■ ESTABLISHMENT OF ADOLESCENTS FRIENDLY CENTERS (AFCs)

Three community-based AFCs were established in which two center were allocated to girls and one for boys (age 10-14 years and 14-18 years). The idea was to make these centers a place for adolescents that offer a range of activities in order to equip them with the necessary life skills. For this purpose concept of peer education was found to be most appropriate.

■ RECRUITMENT AND CAPACITY BUILDING OF AFCs STAFF

Three center in-charges and 12 facilitators were recruited who went through a 7-day Training of Trainers (ToT) that focused on motivating and empowering them to bring positive change in their community by identifying and practicing skills and attitudes needed to reduce gender based violence and other related issues of children. The ToT also addressed concept of civic sense, this section had sessions like ideal society, role of children, adolescents as change agents, UNCRC and universal declaration of human rights etc.

■ SENSITIZATION OF CHILDREN ON LIFE SKILLS GBV AND CP

In pursuance of interventions with children, a total of 230 children (135 girls and 95 boys of age 10-18 years) were identified and enrolled in the AFCs by center facilitators, in-charges, CPC, and mobilization team.

The in-charges supervised centers and facilitators were involved in creating awareness with groups of children with the help of CP manual. A series of 10 sessions was conducted with the children (out of the centers) in order to extend the intervention at larger community level on GBV, body protection, and masculinities that resulted

in giving awareness to almost 50 children including 23 girls and 27 boys. *(Mobilization team consisted of Rozan staff, interns, community team, centre in-charges and facilitators).*

■ SENSITIZATION OF PARENTS ON LIFE SKILLS, GBV AND CP

Series of 10 sessions were designed and implemented with 25 fathers and 25 mothers to build their capacity and strengthen the communication between parent and children. The sessions included discussions, group works, and presentations, brainstorming sessions, role plays and case studies as well as short film screening.

■ AWARENESS RAISING CAMPAIGNS

Campaign in the form of theatre performance by center children extended awareness raising messages to a larger community (450 participants) on child protections, GBV, and masculinities. Connected to this an activity week was organized for children in which they expressed their views through essay writing (14 children; 7 boys, 7 girls) and poster painting (42 children; 17 boys, 25 girls) on the issues discussed in the campaign. This helped in gauging the impact of the messages conveyed through the campaign.

■ RECREATIONAL TRIP FOR CHILDREN

A one day recreational trip to salt ranges (*Khewra salt mines*) was organized for the children that provided 96 children (26 boys and 70 girls) recreational opportunity and fun.

■ ADVOCACY AND NETWORKING

Rozan conducted 4 advocacy meetings with key stakeholders (12 participants) of Rawat community including police, lawyers and health department staff. These stakeholders were oriented on the project intervention, briefed on type of cases they would receive and sensitized to become member of the referral panel. Five lawyers, 3 LHVs, 1 doctor, 1 BHU and 1 police station of the area agreed to be part of referral panel and assured their support whenever required. Thus 15 children (8 girls, 7 boys)

were referred by CPC to referral service where they received assistance.

ORIENTATION SESSIONS WITH STAKEHOLDER

Three orientations (2 with LHWs and 1 with media professionals) were also conducted on child protection and understanding of ethical considerations while dealing with the survivors of violence and abuse. Importance of building referral mechanisms was discussed for proactive involvement of all stakeholders in the orientation. Thirty LHWs and 16 media person were oriented through these sessions.

PROVISION OF COUNSELING SERVICES

Forty three counseling sessions were conducted with 23 persons (11 children (including 7 girls and 4 boys).

PART 2: CHILD SEXUAL ABUSE

The second part reflects on community's perception regarding CSA. The discussions explored its prevalence in the context of Rawat community. The respondents shared a range of responses related to the CSA practices and mechanisms to deal with the issue by focusing on the change that came after Rozan's work.

PREVALENCE OF CSA IN RAWAT COMMUNITY

Baseline data revealed that majority of the respondents (men, women, girls and boys) have basic knowledge about CSA. They explained different types of cases related to the physical and sexual abuse. They were more open to discuss the factors, impacts and prevalence of CSA as compared to baseline findings. All respondents agreed with the existence of CSA in Rawat community as one of them shared that: *"Child sexual abuse is commonly seen in Rawat"* (UM, FGD, 20 years, 12 classes).

Difference was observed in the understanding of respondents with regards to the CSA concept and prevalence on basis of following indicators:

GEOGRAPHICAL AREA

Baseline findings depict that majority of respondents (100%) perceived that CSA happens when children go to schools, abusers chase children on their way and abuse them sexually when get a chance. The most risky places where children get trapped are in marketplaces like video games club, snooker clubs, general stores etc. However, following Rozan's intervention 72% respondents said that 'CSA not only happens outside the house but also inside the home'. During FGDs and IDIs, children and women disclosed several CSA cases perpetrated by close relatives. Majority of men respondents added that CSA can happen anywhere without distinction, inside or outside homes and in rural or urban settings.

Terrain for CSA	BASELINE		ENDLINE	
	YES	NO	YES	NO
Does sexual abuse with children occur outside the house only?	100%	0%	28%	72%
Can children become victims of sexual abuse inside their house?	71%	29%	77%	23%

AGE GROUP OF VICTIMS

A significant change was observed in the knowledge of respondents with regard to the age group of CSA victims. Almost all respondents 100% shared that CSA happens to children of all age groups. On the contrary men respondents shared that children of 12 years and above are more likely to be abused. One of the respondents shared the impact of CSA on younger children below 5 years. She said that: *"She has seen deaths of several children below 5 years after being abused sexually"*. (MW, IDI-05, 30 years, 12 classes)

Age Group of Victims	BASELINE		ENDLINE	
	YES	NO	YES	NO
Can children of any age become the victims of sexual abuse?	77%	23%	100%	0%
1) Babies who are on mother feed	45%	55%	62%	38%
2) Children of age 2-7 years	74%	26%	92%	8%
3) Children of age 7-12 years	90%	10%	98%	2%
4) Children of age 12-18 years	95%	5%	85%	15%

GENDER OF VICTIMS

Majority of the respondents were clear regarding potential victims of CSA. According to them it happens to boys and girls both. Majority of respondents said that girls are less abused as compare to the boys because they spend their time inside the house adding that it may happen with girls living in cities but in rural areas this is rare. Boys are affected more because they spend much of their time outside their homes. Some respondents said that both boys and girls can be victim of CSA. Some respondents reported that it is more likely to happen to good looking children. One of the male respondents said that: *"Girls do not go out from houses so mostly it happens with boys"*. (UM-FGD-20 years-Intermediate) Another perspective shared by women respondents was: *"Children who are beautiful become victims of child sexual abuse"*. (UW- IDI-20 years-Metric)

Findings depict that respondents were clear about the prevalence of CSA with regards to gender while in baseline respondents perceived that CSA happens mostly with girls.

Gender of CSA Victims	BASELINE		ENDLINE	
	YES	NO	YES	NO
Does sexual abuse happen with girl child?	92%	8%	20%	80%
Does sexual abuse also happen with boy child?	95%	5%	90%	10%

POTENTIAL ABUSERS OF CSA

UNKNOWN ABUSERS:
In accordance with the qualitative data 85% men and women respondents believe that CSA abusers mostly suffer from psychological problems and are usually strangers and addicts. Women respondents shared that the criminals are involved in such activities; they kidnap children for ransom and abuse them. Another factor discussed was that children are abused to take revenge from enemies in the village. One of respondents said:

"Most of these incidents happen where there is rivalry between groups and they abuse children to take their revenge". (MW-IDI- 25 years- Masters)

KNOWN ABUSERS:

A reverse trend was perceived among respondents (80%) who shared that anyone can abuse a child sexually. About 15% of the respondents said that close relatives can also abuse children sexually. On the contrary qualitative data shows that all types of people including fathers, uncles, brothers, close friends can abuse children sexually. Some respondents shared fathers and uncles of sexually abusing their own children.

"Mostly friends sexually abuse children by making friends and blackmailing". (MM-FGI-30 years-Middle)

Potential Abusers of CSA	BASELINE		ENDLINE	
	YES	NO	YES	NO
Can all type of people sexually abuse children?	87%	13%	80%	20%
1) Can known people sexually abuse children?	77%	23%	15%	85%
2) Can close relatives sexually abuse children?	74%	26%	19%	81%
3) Can unknown people sexually abuse children?	92%	8%	85%	15%
4) Can servants of house sexually abuse children?	89%	11%	88%	12%

RESPONSE TO DISCLOSURE

There was a significant change in the attitudes and perception of the community between the baseline and end line findings in their disclosure about CSA. The community recommended the following means to deal with the issue of CSA:

COUNSELING

90% respondents acknowledged the importance of counseling services for victims of sexual abuse. Qualitative findings showed that most respondents saw improvement in children who were counseled by Rozan team. One of the women shared that:

"Her child did not concentrate on his studies after being abused sexually and like to remain in isolation. But after a thorough process of counseling

now he used to mix-up with family and friends and improved in his studies” - (MW-FGD-32 years-Middle)
 Some members also realized the importance of counseling and shared that:
 “Before Rozan, they considered that counseling is given to mental people but now they have realized that it is a therapy for any kind of socio-psychological problems”.
 A few children shared that they saw a drastic change in the personalities of abused children after being counseled in Rawat.

Response to Disclosure of CSA	BASELINE		ENDLINE	
	YES	NO	YES	NO
Do sexually abused children forget the incident with the passage of time?	32%	68%	21%	79%
Can the consequences of incident be reduced if proper counseling is provided to the victim?	68%	32%	90%	10%
Do parents have complete information regarding safety of their children?	40%	60%	95%	5%
Should parents take help of different specialists regarding safety of children?	95%	5%	95%	5%
Should children be given education of child sexual abuse with accordance to their age?	90%	10%	93%	7%

CASE STUDY

Few men respondent shared:
 “Parents should report the case to police and this case should be brought in public through media”.
 (MM- IDI- 28 years-Illiterate)

“At Muhallah level, help should be taken from any member or chairperson of local council or any community group”.
 (UM-IDI-20 years-Middle)

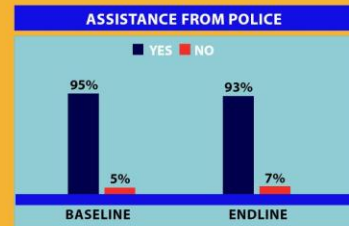
INFORMATION TO PARENTS

A majority of men and women respondents realized the importance of parents’ role in reducing cases of CSA in the Rawat Community. They shared that following Rozan’s intervention they have learnt various strategies to protect their children from this evil. As much as 95% of the respondents appreciated Rozan’s work regarding raising awareness and building capacity of parents on child protection. One respondent shared that every parent should inform their children of their vulnerability to CSA and orient them on preventive measures. Another respondent added that:
 “He ensures pick and drop of his children from home to school, tuition and back to home. Moreover, he discusses the matters of children in detail”
 (MM-28 year-FGD-Metric)

Respondents thought that mother’s role was less effective in this case because most of the incidents occur outside the home. However, father’s role was important and he should supervise children’s outdoor activities. The respondents felt that for good results more work needed to be done on men on this issue in Rawat.

EDUCATION TO CHILDREN

Most respondents expressed that to sustain this movement, CSA should be discussed in schools and teachers should have proper plan and capacity to aware children on CSA. They said that through education, we can advise children to protect their bodies. Parents should educate their children by creating awareness among them on measures to protect them from all types of sexual abuse and to share with them any such incident. Some members said that with Rozan’s work in the community most children have learnt ways to protect themselves. It was also pointed that to sustain this knowledge educational institutions and families have to play an important role.



ASSISTANCE FROM POLICE

The baseline and end line data reveals that parents should approach the police station and register a case against the abuser. Majority of men and women respondents emphasized on strict follow-up of the case until abuser gets punishment from the court. Some of the respondents added that media should be involved to highlight the issue. In most of the cases abusers have links with policemen and try to manipulate the facts in their favor. Police take bribes from both parties and try to reconcile the issue. Respondents shared that police register cases if the victim comes from an influential background and follow up till the time abuser is duly punished. But in case the victim is poor then first parents generally don’t report or else the police do not follow the case and justice remains out of reach. Few respondents however, emphasized that cases should be registered against the abuser.

Parents should not be frightened about spoiling their image in society but ask justice for their children. (MW-FGD-30 years-Intermediate)



ROLE OF COMMUNITY

Findings of qualitative data reveals that majority of respondents wanted the community to play a proactive role in preventing and reducing cases of CSA. Child protection committee (CPC) should be strengthened and oriented to deal effectively with cases of CSA. Some even advocated that Jirga could support in this at the community level.

IMPACT OF AANGAN'S WORK IN RAWAT COMMUNITY

■ LEARNT BETTER SOCIALIZATION OF CHILDREN

Majority of the respondents especially parents shared that they learnt new ways to socialize their children. They said that before attending the life skill sessions, they used to beat their children if they did something against their will but now they handle the matter with love and care.

■ ENHANCED ANGER MANAGEMENT SKILLS

Mother shared that her daughter has improved because now she know how to manage her anger and that she has started to listen to her.

■ ENHANCED KNOWLEDGE ABOUT BODY PROTECTION AND SAFETY OF CHILDREN

Findings reveal that majority of men respondents shared that they gained knowledge about body protection and safety of their children. They said that they were not aware about ways to protect their children. One of the men shared that:

'I became more conscious about safety of my children, if I see money in my children's pockets I inquire from them'.

■ INCREASED CONFIDENCE LEVEL/COMMUNICATION SKILLS

Some women respondents shared that due to increase in confidence level of their children; their educational performance has also improved. Majority of the committee members shared that initially girls were not confident and also not permitted to go out. Now, they are able to convince their families and come to centers, they organized and performed in the community theatre.



The following is a breakdown of the major activities that RHL performed or participated in during January to December, 2016.

RHL engaged with its long time partner, **The Asia Foundation** to develop material in the form of a video documenting the counselling process of a rape survivor. Since there had been a dearth of such locally produced material, it was immediately disseminated among centres in 13 districts by March 2016 and was well received.

Rozan along with partner **EDACE** collaborated to help improve psychosocial support services to Dar-ul-Amans in selected districts in Pakistan. RHL in its capacity as psychosocial support provider held activities in the form of mentoring visits to build capacity of its Sindhi language counsellor who was engaged to provide support to the local populace. A series of well received support groups were held in the Dar-ul-Amans to allow women to have a chance to receive and provide support for emotional well being both from other members of the groups but also from the psychologist provided by Rozan. This was considered healthier than the initial strategy to provide one on one counselling sessions.

The women found that it enabled them to bond more strongly with one another after the realization of their shared humanity and similar experiences. Additional work was provided on skill building and 2 month plans were made in the consequent support groups. RHL also held an extensive SMS publicity campaign to provide awareness of its telephonic counselling service in local language and arranged for dedicated telephone lines to avail the service.

Earlier in 2015, **UNFPA** had approached Rozan for collaboration to approach the national and provincial government as well as other actors for approval of SOPs for managing and preventing Gender Based Violence especially in disaster situations. Meetings were held at district level in Sindh, KPK and FATA, followed by provincial and finally national level approval. In 2016 January, this project ended successfully and a final meeting between Rozan and UNFPA team members was held to review and plan a way forward.

Rozan helpline provided support to Rozan's Zeest program in key implementation requirements for its **COMPASS** project with the **IRC**. One major component was the promotion of counselling services, in which IRC and RHL remained in close contact. In 2016, RHL provided support to Zeest to conduct a gender sensitization training workshop with IRC staff and its partners. Renewed strategies for promotion were explored between IRC, Rozan and other key partners such as Paiman and Khwanda Kor. Both in person and Skype supervision meetings were held to build capacity and provide support for case workers managing GBV cases. Reading meetings on tools of counselling and cycle of violence were also arranged to encourage learning among case workers. Other topics for building capacity included client safety, referrals mechanism, documentation, confidentiality. This project lasted from January until July.

National Counter Terrorism Authority and Rozan arranged an exposure meeting with the purpose to build capacity for its counter terrorism helpline. Two capacity building meetings were held with its staff in which strategies were discussed about how to handle reception calls.

As part of an annual agreement with National University on Science and Technology (**NUST**) and for the purpose of capacity building and raising awareness, Rozan Helpline annually welcomes up to 4 interns for a period of 6 months. Rozan helps build capacity on issues based on counselling and enables hands on experience across three service categories (telephonic, email, and in-person counseling) as well as exposure to multiple levels of community counseling. This intensive learning internship program is for six months and takes place every year. This year too this exercise was carried out successfully.

Since Rozan enjoys a healthy liaison with Excel Labs, **Ali Medical Centre (AMC)** approached Rozan with the aim to build capacity of its middle management team for stress management, to boost their spirit as well as develop the middle management into an effective working group. Rozan conducted an extensive needs analysis with the higher and middle management and

assigned a psychologist to perform an in-depth analysis into the functioning of various departments with the help of site visits. Two workshops were held in this regard. The first was held in September on leadership and communication with the management of AMC, the second in October on stress management. Both workshops were well received with high approval and learning ratings in the feedback received.

In November, **Unilever** Pakistan employees approached Rozan for a stress management session for its middle management in their factory and premises in Raheem Yar Khan (RYK). A completely experiential workshop session was custom designed for the staff at RYK premises and the feedback was mostly positive.

Rozan had a meeting with **Plan international (PI)** in December, 2016 to explore future collaboration following a change in the PI's senior management.



Promoting Gender Justice in Sindh and Engaging Men and Boys to Reduce Gender-based Violence (GBV)

■ Why work in Sindh (Thar and Mirpur)?

Gender-based violence is one of the leading violations of human rights across Pakistan. However, women from minority groups especially in Sindh face some severe forms of violence that include abduction, forced conversion, and forced marriages. During 2014-15 as many as ten cases of rape, forced conversion and forced marriage have been reported from Tharparkar [1] (a small city in Sindh province with 41% Hindu population). The violence manifests typically the centuries old tradition of unequal gender relations- a result of patriarchal mindset. To counter this mindset, Rozan initiated a project in Sindh to engage boys and men on masculinities and its manifestations to understand male perspective on power and control and violence against women and children. And through this learning strategize mechanisms to reduce gender disparities and create an improved understanding on the need for violence free society. a core Rozan vision and value.

■ Specific objectives of 2016 intervention

Followings were the specific objectives:

1. To conduct a study on "Understanding Perception of Masculinity in Local Cultural Context".
2. To enhance knowledge and capacity of selected local NGOs and CBOs to work with men and boys towards ending gender-based violence.
3. To mobilize and make young boys and men in Rozan communities Community settings where Rozan conducts direct work. responsible for working in partnership with women to end violence against women and children.
4. To carry out consultations at provincial and national level to identify gaps in the implementation of legal instruments regarding ending violence against women and girls.

RESEARCH

A research was conducted 'to explore the construction and manifestation of masculinities at local level' with the help of Focus Group Discussion, Key Informant Interview and In-Depth Interview with both men and women, married and unmarried.

EXECUTIVE SUMMARY OF THE RESEARCH

The study was based in Sindh's Tharparkar and Mirpurkhas districts. The objective of the study was to explore the construction of masculinity and its manifestation in the day- to-day life of Hindu men and women.

THE STUDY WAS SPECIFICALLY DESIGNED TO:

Better understand the construct and manifestation of masculinities at the grassroots level in local communities of Mirpurkhas and Tharparkar in Sindh.

Add value to Rozan's existing work which includes engaging communities and service providers (such as Baahn Beli, a local partner NGO) and educating them on masculinities and its link with different forms of violence and its effects on the well-being of not just women but also men, children, their families and communities as a whole.

DATA COLLECTION

The data collected from 54 respondents with the help of Key Informant Interviews, Focus Group Discussions and In-depth Interviews shed light on the difference in birth rituals for boys and girls, early childhood, preferential treatment with respect to food, health, and education, dress, games, difference in chores, and effeminate behavior that helped to construct the masculinity that contributes to violence.

During the research it was found that Rabari, one of the communities under study, reported least violence which is a unique phenomenon in the context of masculinity and VAW. Instead of beating their women, Rabari men managed their anger by leaving the premises. This non-violent environment has made Rabari women much more empowered as compared to that of Kohlis and Bheels. The women play an important role in financial decision making as well as contribute economically in the household. They are mainly

active in buying and selling cattle and shopping for the house. Rabari community reflects an egalitarian society as compared to other communities where patriarchal practices such as aggression control and violence against women is prevalent.

The study found that Meghwar community educates their girls. The men in this community prioritize education so that they can get government jobs and earn respect within the community and in the surrounding areas. For this purpose, Meghwar from Tharparkar district are moving to urban places like mainland Karachi for better education and job opportunities. Meghwar were considered the lowest among the Schedule Castes, but their social status rose with education giving them an upward mobility. Similarly, violence against women was also found to be less as compared to Kohlis and Bheels and although boys are treated better and given more attention and liberties, Meghwar still practise gender equality.

In this study and in Rozan's work in general, it is found that there is a correlation between the construction of masculinity by the family and society and its manifestation in the form of violence in the later stages of men's lives. Given how they are raised, men perceive that it is their natural right to be superior to women, and so they try to ensure that they are respected and their needs are given priority. If a woman fails to do her assigned tasks or disagrees, she is subjected to violence which can take multiple forms such as beating, name calling, taunts, providing inadequate food, additional work load, rape, marital rape, early child marriage, divorce and death.

In Tharparkar, suicide is more common among married women as compared to single women according to the report, and is more prevalent among communities where violence against women is widespread. According to the respondents there were zero suicide cases in Rabari women indicating a direct link between violence and suicide. The report also found that physical, sexual, and psychological violence on female members of the family was most visible in marital relationships. Bheel and Kohli reported

much higher rates of physical violence as compared to that of Rabari and Meghwar. In fact, cases of violence against women are most prevalent among Kohli as compared to other castes.

WHY WORK WITH HINDU COMMUNITY?

Since Rozan has done extensive work on similar issues in Muslim communities (Understanding Masculinities, Rozan, 2010) this offered an opportunity to work with and understand the construct and manifestation of masculinities, gender power dynamics and violence against women among Hindus, a different religious group. Another consideration was that Baahn Beli's interventions primarily involved working with the Hindu communities within these two districts. Snowball sampling technique was used to identify the respondents.

STUDY LOCATION, SAMPLE SIZE AND ETHNICITIES IN THARPARKAR:

GEOGRAPHY, CULTURE AND ETHNICITIES
This region is part of the great Thar Desert, which is spread over parts of India and Pakistan. Most of the Thar Desert lies in the Indian state of Rajasthan and is extended to Haryana and Gujarat. In Pakistan, this desert lies on the eastern border of Sindh Province and extends to the southeastern parts of the Punjab where it joins the Cholistan Desert. District Tharparkar is one of the major parts of this desert. It consists of barren tracts of sand dunes covered with thorny shrubs. Since the district is a desert, sweet water is scarce and is available only in some areas of Nagarparkar and Chachro and people mostly consume brackish water.

This district has a huge Hindu community. The Scheduled Castes; Meghwar, Kohli and Bheel are the largest Hindu tribes living in this district. Muslims constitute 59.4 percent, and Hindus are 40.6 percent of the total population. Major Hindu clans of this district are Brahman, Lohana, Malhi, Rajputs, Khatri, Bheel, Meghwar and Kohli. The upper castes Hindus include Lohanas, Mistri-Suthars, Maheshwari and Thakurs. Rabari live in Nagarparkar Tehsil of Tharparkar District. This community is an off-shoot of the Rajputs, but of lower social status. Members of this community are gypsies. The men of this

community graze cattle and migrate seasonally to barrage areas ('barrage area' is land where canal water is used for cultivation). Kolhi and Bheel men are engaged in hunting, domestication of animals and birds, labor and agriculture based on rainfall in the monsoon season. Besides, bringing water from water-sources, doing household chores and taking care of children, Kolhi and Bheel women make applique work quilts called rillies, embroider (called Heer Bharat) and stitch dresses with Gaj work. Among the Scheduled Castes, Meghwar are relatively educated which has given them an upward mobility.

DEMOGRAPHY

In Pakistan, male population exceeds that of women and it is among those countries where life expectancy for females, at birth, is less than that of males. Sex ratio in district Tharparkar is 121 male per 100 females. Though there could be other possible reasons for this difference in male to female ratio, one probable reason could be underreporting of females during surveys. Besides, a high maternal mortality rate, poor health care and non-availability of basic health facilities at the district and provincial level are likely factors for this imbalance. District Tharparkar, like majority of the other districts in Sindh, is rural in its characteristics as 96 percent of the population lives in rural areas. Out of the total population, 55 percent are males and 45 percent are females (USAID 2014a).

MIRPURKHAS

GEOGRAPHY, CULTURE AND ETHNICITIES

District Mirpurkhas is an ancient city with a rich history. This region has been ruled by different kings over a long period of time. The region used to be a Buddhist settlement known as Kahoo Jo Daro. Some of the remaining Stupas (a dome-shaped structure erected as a Buddhist shrine) are still visible in the district.

After Pakistan's independence, Mirpurkhas was the first city to receive and welcome refugees from India because of its proximity to the border. It was the first railway junction for the trains coming from across Rajasthan to Sindh. In 1990, Mirpurkhas was carved out of district Tharparkar

and given the status of a district. The land structure of this district comprises plain fertile lands suitable for agriculture. Due to a well-organized canal system, water is available for the whole district, resulting in grasslands and irrigated crop lands.

People of this district are pre-dominantly Sindhi speaking (62.5 percent), but a significant number of Urdu speaking population (25.9 percent) also reside here. The total population of the area is 1,592,981 with 52 percent males and 48 percent females. Muslim comprise 80.37 percent of the population, followed by 17.7 percent Hindus and a small minority of Christians (USAID 2014b)

■ BUILDING CAPACITY ON PROMOTING GENDER EQUALITY

Rozan built capacities of the NGOs and CBOs working in the areas around Tharparkar and MirpurKhas with boys and men on issues of emotional health, gender-based violence and masculinity.

■ ORGANIZATIONAL CAPACITY ASSESSMENT VISIT

Rozan conducted a capacity assessment survey in order to build the capacities of local CBOs and NGOs on issues of emotional health, gender-based violence and masculinity. The team visited MirpurKhas and Tharparkar on April 11-15, 2016 to meet the staff of local NGOs and CBOs. This process was useful since it got a chance to visit the area physically and meet the individuals. This helped them to understand the work done by various NGOs in MirpurKhas and Tharparkar.

Objectives of the visit were as follows:

- To see the areas where local NGOs/CBOs are working.
- Is gender equality an important part of the NGOs policies and programs.
- To measure the organizations' need for awareness on gender based violence and their level of interest in trainings offered by Rozan on GBV and masculinities.
- The level of knowledge of the NGO staff on issues of gender and gender based violence.

■ BUILDING RESOURCE AT LOCAL LEVEL

A 7-day training of trainers was planned and implemented on May 17-23, 2016, based on the findings of the 'Organizational Capacity Assessment Visit'. Twenty individuals including 14 men and 6 women attended the training held in Mirpurkhas.

KEY OBJECTIVES OF THE TRAININGS WERE:

- For participants to understand concepts of self-awareness, gender-based violence and patriarchy, and their relationship with each other.
- For participants to understand impact of gender-based violence on individuals, families and society.
- For participants to identify strategies to engage men for reducing/ending violence against women.
- For participants to practice the acquired knowledge & skills, and to develop future action plans.
- For participants to identify steps that could be taken in personal and organizational capacity to end GBV.

INTRODUCING PICTORIAL STORY TELLING



Visual communication of messages relating to rights based issues such as masculinities and gender etc., has a deeper and lasting imprint on the minds of people. Humqadam, realizing this need during the TOT developed pictorial sketches of two stories on issues of gender, masculinity and violence. The topics of the stories were; **Power and Violence and Violence and its Impact**. Each story contained 15 cards with questions specific to the story on the back of the card. After sharing the picture stories the facilitator asked participants questions on the content. These pictorial stories were shared in the refresher training. The participants found this means of communication interesting as well as easy to understand and in turn convenient to share in the community. Rozan shared the material with its partner Baahan Beli for their use in the community sessions.

SENSITIZING & BUILDING CAPACITIES OF STUDENTS OF VPT

Vision Pakistan Trust is a tailoring institute that imparts sewing and stitching skills. To sensitize the students of tailoring school on gender based violence and self awareness, Rozan carried out two 3-day trainings on self growth. The sessions were conducted on the issues of masculinity, violence against women, communication skills and conflict management.

■ TRAINING ON SELF GROWTH

The objectives of the trainings carried out from August to September 2016 were:

1. To understand the concept of self-awareness and its importance.
2. To reflect on their own lives and see how and when they made a difference in someone's life.
3. To comprehend the impact of prejudice on individuals, groups and societies
4. To identify small steps towards positive change.

According to the participants this was the first training of its kind that they had ever attended. Firstly, it provided them with an opportunity to move out of their working environment and secondly the content of the training was very new. The trainings gave them a chance to understand the meaning of self awareness and its importance in their lives. For the first time they were able to reflect on their lives and this made them feel good. At the same time, concept of prejudice made them realize its importance in their own and others' lives. In the end the participants shared that the training motivated them to bring a healthy attitudinal change in their lives. Methodology used in the trainings was based on individual responses, film screening and group activities.

IDENTIFYING GAPS IN THE IMPLEMENTATION OF LAWS

Rozan conducted consultations from September-October 2016 to generate debate at provincial and national levels on identifying gaps in the implementation of legal instruments on ending violence against women and girls. The consultations were held in Lahore (Punjab), Karachi (Sindh), and Peshawar (Khyber Pakhtunkhwa), Quetta (Balochistan) and In Islamabad the Capital City, Islamabad.

PROVINCE	CITY	DATE	MALE	FEMALE	TOTAL
Balochistan	Quetta	Sep 07,2016	17	13	
Sindh	Karachi	Sep 09,2016	13	9	
Punjab	Lahore	Sep 28,2016	19	23	
KP	Peshawar	Sep 29,2016	17	18	
Islamabad		Oct 06,2016	21	16	166

■ LAWS DISCUSSED DURING CONSULTATIONS

BALUCHISTAN

Balochistan Domestic Violence (Prevention and Protection) Act 2014
Balochistan Protection against Harassment of Women at Workplace Act 2016

KHYBER PAKHTUNKHWA (KP)

Enforcement of Women Ownership Rights Act 2012
Elimination of Custom of Ghag Act 2013

SINDH

Domestic Violence (Prevention and Protection) Act 2013
Sindh Hindu Marriage Act 2016
Sindh Child Marriage Restraint Act 2013

PUNJAB

Punjab Protection of Violence against Women Act 2016

FEDERAL

Protection against Harassment of Women at Workplace Act 2010
Acid Control and Acid Crime Prevention Act 2010 & 2011

ISSUES DISCUSSED IN THE CONSULTATIONS:

- Current provincial status of pro-women legislation
- Steps taken by concerned institutions for effective implementation
- Challenges faced by right holders in accessing the legal system with particular laws
- Observations of Civil Society Organizations (CSOs)

CHALLENGES IN IMPLEMENTATION OF PRO-WOMEN LAWS

Stakeholders highlighted the following challenges:

- There is a general lack of awareness on the pro women laws, because the government has not carried out any sustained campaigns to publicize them among the people. Campaigns carried out by the CSOs has had limited outreach as well as their knowledge about the laws is limited.
- Police Investigation Officers have limited awareness of the laws. Information regarding the new laws has been sent to the legal department of police departments, but it has yet to reach the police stations.
- Investigation Officers are not trained on ways to handle cases of violence against women.
- Women are reluctant to approach state institutions such as police stations due to police bias and patriarchal mindset which re-traumatizes the survivors of violence.
- Due to lack of family support to the complainant there is not enough formal and legal action against the perpetrator.
- There is no mechanism to protect the complainant or the witnesses at the police stations.
- There is inadequate post-trauma care/counseling at the police stations; and no post-report rehabilitation, support and places of safety for survivors.

There is no centralized data available on cases registered under these laws at provincial level

LESSONS LEARNT

- When working with Baahan Beli in Sindh, Rozan realised that it is better to develop collective proposals when working with one or more organizations. Shortage of funds can be a problem as seen in this case where Baahan Beli did not have enough funds to replicate the trainings in the community in order to take forward the initiative.
- Rozan realised that there was a dire need for working with young boys and men regarding issues of gender-based violence following the findings based on Organizational Capacity Assessment Visit and discussions with young tailors.
- Along with building capacity of local CBOs/NGOs on issues of masculinities and GBV, it is also important to engage individuals from local communities who can then take the work forward in their respective communities.
- A dire need for more researches, studies and related material was felt while working on the issues of masculinities and GVB. At the same time training and advocacy material such as posters, videos would prove helpful.
- More researches are required to explore local masculinities so that new contextualized interventions could be planned in the future.



Munsalik, Rozan's media unit and Secretariat of Pakistan Coalition for Ethical Journalism (PCEJ) has been advocating for an ethically aware media which is informed of its own needs and limitations as well as sensitized regarding situations and condition of society's marginalized groups.

The Coalition, while it denounces any form of State control over the media, firmly believes in the citizen's oversight of the media content. Rozan has been serving as a secretariat since 2013 and striving to raise voice on unethical practices within media and develop a contact between consumers and media at large to work on ethical lines. It also liaisons with media house, media owners, media practitioners and students of media studies department and organizations working for media development to collectively move towards achieving the goals of the Coalition.

Rozan has been actively advocating for ethical changes within media framework and have collaborated with state run television and journalists at grassroots level while one of its interventions involved editorial staff as well.

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KEY HIGHLIGHTS AND ACHIEVEMENTS

In year 2016, Rozan as secretariat of PCEJ focused on devising Code of Ethics for Media in Pakistan. Overall effort had been planned with a sequential methodology where previous activity fed into the next.

POLICY PAPER TO DOCUMENT EFFORTS FOR THE DEVELOPMENT OF CODE OF ETHICS (COE):
 Rozan developed a policy paper on the history of code of ethics/conducts for media in Pakistan. The paper mapped the initiatives and organizations which developed different codes for media. The paper elaborated in detail the political situations in which these codes were generated along with the reasons/obstacles faced during their implementations. The document also presented a set of core principles for ethical journalism and the basis for Munsalik to start consultations with media stakeholders at district level.

45 DAY-LONG CONSULTATIVE MEETINGS WITH MEDIA STAKEHOLDERS REGARDING DRAFT:
 Rozan conducted 45 consultative meetings with media personnel in selected districts in order to develop a code of ethics for media in Pakistan. These consultations were held in five provinces mostly in collaboration with concerned Press Clubs of the districts. Rozan achieved representation from media stakeholders from as many as 100 districts in these consultations.

Media people shared their views regarding CoE as well as the problems reporters/correspondents face while working in the field. Majority of the participants said that unless the problems shared are solved, it would be difficult for them to follow ethical journalism. Details of media stakeholders' participation is shared in the table below:

PROVINCE/TERRITORY	NO. OF CONSULTATIONS	MALES	FEMALES	TOTAL
PUNJAB	14	327	22	349
SINDH	12	290	39	329
BALUCHISTAN	5	108	2	110
KHYBER PAKHTUNKHWA	10	255	10	265
GILGIT BALISTAN	2	50	1	51
AZAD JAMMU KASHMIR	1	40	2	42
ISLAMABAD	2	7	23	31
TOTAL :	46	1077	99	1177*

*1177 Media stakeholders represented 100 districts of Pakistan.

PROVINCIAL AND NATIONAL CONSULTATIONS ON CODE OF ETHICS FOR PAKISTANI MEDIA:
 The next step was to take the findings of district level consultations to the provinces. Further, consultations with selected media stakeholders were held in the capitals of the five provinces; Gilgit Baltistan, Punjab, Sindh, Baluchistan and Khyber Pakhtunkhwa. Recommendations collected during the districts consultations were further polished in these meetings. Participant details are shown in the following table:

PROVINCE	MALE	FEMALE	NO. OF PARTICIPANTS
GILGIT BALISTAN	27	-	2712
BALUCHISTAN	28	-	28
KPK	19	1	20
SINDH	19	8	27
PUNJAB	57	2	59
TOTAL :	150	11	161

Rozan took the recommendations gathered from provinces to National Level consultation for further fine tuning. The event was held on 25th October 2016. Members of the technical advisory committee of PCEJ and core committee for developing CoE along with media stakeholders from across the country participated in the event. Chairman PEMRA and Chairman PCP also participated in the event and highlighted the importance of the CoE for Pakistani media. Participants refined the recommendations gathered during the whole process in an inclusive participatory group work and shared their suggestions in a large group. Following are the participant details:

MEDIA STAKEHOLDERS	MALE	FEMALE	NO. OF PARTICIPANTS
Media Practitioners	93	16	109
Media Regulators(PCP, PEMRA)	5	1	6
Parliamentarians	-	-	1
Academia	1	1	2
Civil Society	11	9	20
TOTAL NUMBER :	110	27	137

The final recommendations of the National Consultation on the CoE were taken to a group of experts in a two-day workshop on drafting the code of ethics. The workshop was moderated by seasoned journalist Mr. Kamal Siddiqi who incorporated the opinions of the experts and gave final touches to the CoE draft. The developed CoE was handed over to partner organization under PCEJ responsible for its advocacy.

BASELINE STUDY ON DISCONNECT BETWEEN NEWSROOMS AND FIELD (REPORTERS):
 The research assesses the current level of synergies in the process of gathering, editing and disseminating news and focuses on identifying gaps between editorial management and in the newsrooms of major media houses and experiences of journalists providing information and reports from the field. The research study further intends to highlight the journalistic practices and factors that contribute to lowering the standards of reporting, editing etc.

SALIENT FINDINGS OF THE REPORT ARE:

- Sensationalism in journalism, and particularly in broadcast media, leads to reports from the field being rewritten in newsrooms often at the expense of quality;
- Newspapers are more likely to attribute news to sources. In comparison TV is less likely to include source attributions in the news;
- The news agenda is subject to undue and unacceptable influence by owners, leading to editorial decisions that reflect economic and political bias at the expense of public interest journalism;
- Major public interest themes such as education and health are routinely marginalized and given low priority on the news agenda;
- There is a serious disconnect between newsrooms and journalists in the field whose work is often radically altered or killed without consultation;
- The news process is further compromised by the imperative of a “rush to publish” which sometimes leads to unverified and unchecked information being published or broadcast;
- Confidence-building measures to improve the conditions of field-based journalists and to create a more professional culture in newsrooms are urgently needed.

WAY FORWARD

Rozan’s Media Unit Munsalik intends to build on the already done work. Many potential areas for work have been identified during consultation with district reporters. As mentioned on various occasions by district reporters that they rarely get opportunities of building their capacities in any field while serving the media organizations. Munsalik wishes to build capacity of district reporters (men and women) in the area of gender, VAW and life skills to cope with the social and professional pressures in a better way.



■ BACKGROUND/RATIONALE

Role of the Police as the first intervening institution to address issues of violence and provide justice to the aggrieved persons is of prime importance. Violence affects the general public at large but it has more dire consequences for women and children. Women are less privileged as compared to men in Pakistan’s patriarchal society because of economic dependency, lack of opportunities for education, decision making, lower social status, victim of harmful traditional practices and burdened with the brunt of stereotypical gender roles among many other violations of human and women’s rights. To make things worse is terming every form of violence against women as “domestic affair” even by the law enforcement agencies thus reducing or almost eliminating any recourse to help for the victims or survivors. Besides, emotional and psychological violence perpetrated against women not even considered a form of violence although the impact of this violence is far reaching and at times deadly.

Keeping in mind the many factors contributing to widespread violence against women, it becomes imperative that police personnel, who are the first line of defense, are trained in attitudinal change to help them deal cases of violence against women sensitively and create environment where victims can seek and get justice.

■ AN INTRODUCTION

In 1999 Rozan’s police program, Rabta, an Urdu word meaning ‘connection’, was launched to work on attitudinal change of the police at institutional and individual level. Later, in 2011, Rabta started working on police reforms to advocate for structural changes required to bring about improvement at the police station level.

Rabta seeks to improve the ability of police personnel to handle cases of women and children survivors of violence and ensure their access to justice through sustained capacity building of the Police department. Rabta has developed two

police training manuals, mentioned below, in collaboration with the National Police Academy (NPA). Both the manuals have been approved by the NPA to be institutionalized as regular curriculum for the police across the country. The two manual are titled:

1. Attitudinal Change Module - for Inspectors, Sub-Inspectors, Assist. Sub Inspectors, and Constables
2. Training Manual on "Interviewing Women and Children Survivors of Violence" - for Investigation Officers

In 2011 the program expanded its scope and initiated a demand from within the communities for democratic policing in Pakistan and to put police reforms as a priority public policy agenda and formed the first of its kind civil society network the Pakistan Forum on Democratic Policing (PFDP).

Rabta program, also works to fill in the coordination gap between the police and community by providing opportunities such as open forums (*KhuliKachehri*), walks, seminars, visits to police stations and sports events for positive interaction between these stakeholders.

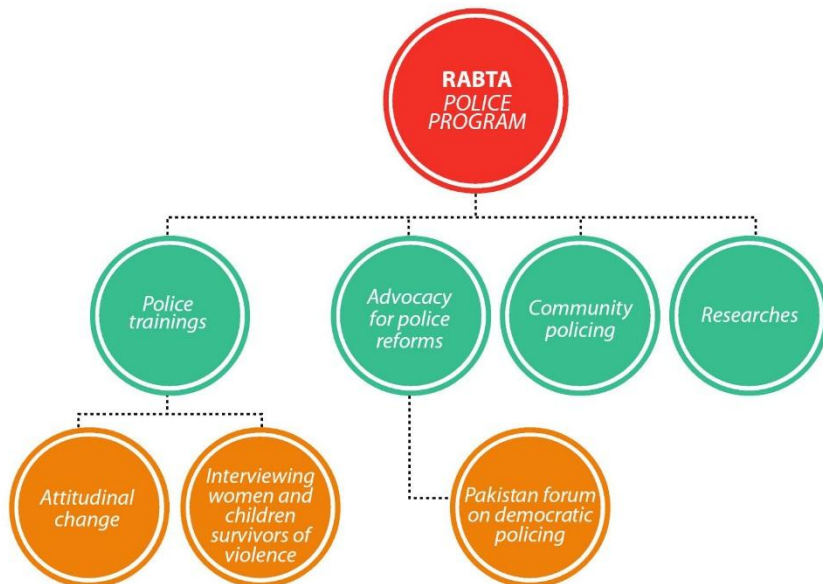
GOALS OF THE PROGRAM

The goals of Rabta Police program are:

To build ownership and capacity of the police individuals and the institutions to respond effectively to the issue of Gender-based Violence.

To synergize Civil Society Organizations' efforts to revive police reforms debate for making it a priority public policy agenda.

Following are the approaches through which efforts are being made to achieve these goals:



KEY HIGHLIGHTS AND ACHIEVEMENTS OF 2016

In 2016, Rabta worked for the revival and strengthening of the Pakistan Forum on Democratic Policing (PFDP)-National Chapter established in 2011. For this purpose, members of the forum were re-united and Rozan started holding quarterly meetings of the PFDP. Efforts were pooled to expand the national chapter from eight to 15 INGOs/NGOs. To add value the national chapter was capacitated through trainings on gender-based violence and governance. The PFDP also interacted with senior police officers, legislators, management of the line department, lawyers and media personnel for learning and sharing experience and knowledge. The forum aims to make police department operationally autonomous, democratically accountable, gender sensitive and citizen-friendly.

During the year 2016, the PFDP Sindh chapter was established with 35 members from the province. The Forum includes; human rights organizations and activists, including transgender, representatives from women and youth organizations, minorities, media, lawyers, academia and traders. The forum aims to help reform the police department for improved services for GBV survivors as well as improved image of the police in the community.

It was during 2016 that the National and Sindh PFDP chapters grew from a small number of six members to 45. The objective of this initiative is to build the capacity, profile and scale of the PFDP for purposeful advocacy, robust governance and to strengthen police operations to: reduce the risk of GBV, increased reporting of GBV, easy access to justice and SRHR services for victims of GBV, improved response of police on GBV cases and prevention mechanisms

Through the PFDP National and Sindh chapters, the project directly engaged with the key staff of:

- Three major Pakistan CSOs working on and with survivors of violence; Aurat Foundation, ShirkatGah and Rozan.
- Action Aid, which works with police to support the survivors of GBV
- Thirty other CSOs actively working on human rights, including the rights of women, transgender, children and young people

ACTIVITY	MEN	WOMEN	TRANSGENDER	TOTAL
Two buy-in meetings with the police	7	2	0	9
4 quarterly meetings of the PFDP-National Chapter	123	72	0	195
Training of the PFDP-National Chapter on governance	30	12	0	42
Launch and quarterly meeting of the PFDP-Sindh Chapter	28	8	1	37
Training of the PFDP-Sindh Chapter on governance	34	4	1	39
TOTAL :	222	98	2	322

■ CAPACITY BUILDING OF THE POLICE

In 2016 Rozan carried out an evaluation of the project on training and mentoring cycle with Swat Police in 2015. The evaluation was documented and published in a form of a report titled "Process Documentation and Assessment Report of Swat Police Training and Mentoring Cycle-2015".

The objective of the exercise was to assess the effectiveness of Rozan's interventions on; Stress and Trauma Management, Attitudinal Change and Communication, Motivation and Assertiveness Skills, Self-Awareness, Open Forum and Sports Events for Police Community Interaction. The findings revealed that participants retained the content of the training, applied in their lives and reported positive change in their personal and professional lives, better understanding of gender and being sensitive towards gender related issues. They also appreciated the training methodology of the mentoring cycles.

■ IMPACT OF THE INTERVENTIONS

Rabta –police program during 2016 focused mainly on advocating for police reforms. A number of initiatives taken by Rabta impacted positively on the development sector, especially with regard to strengthening the debate on democratic policing.

One of Rozan's major achievement in this regard was the revival of the Pakistan Forum on Democratic Policing (PFDP). The PFDP is the only network of civil society organizations who have synergized their efforts for police reforms. The forum concentrates on building capacities of the PFDP members around the issues of policing, governance, police laws and GBV to help devise informed advocacy strategies. The PFDP members from across Pakistan come together to share knowledge and experience on issues of policing that helps in developing effective reform initiatives. The Forum activities has made PFDP visible and as such other CSOs are keen to be part of it for improved understanding of policing and networking on core issues. The network has also started receiving

attention from other stakeholders, especially senior management of the police department who have requested the PFDP to collaborate with them on police reforms. The senior officers of the National Police Bureau (NPB), Sindh and Punjab Police appreciated the PFDP efforts for democratic policing.

Another impact of the PFDP was strengthening the voice for democratic policing in Sindh through the Sindh chapter. The PFDP-Sindh chapter is focused on reforming the police which will ultimately benefit survivors of GBV. The informed members of the PFDP have started taking initiatives on their own in their concerned district police stations in order to make them efficient and accountable.

The project in partnership with the VSO engaged following beneficiaries;

Direct Beneficiaries	97
Participants	313
Indirect Beneficiaries	11,050

A CSO led by and working for the rights of transgender became a member of the of the PFDP- Sindh chapter giving the Forum a whole new perspective. The forum is learning about the specific issues and needs of transgender with regard to policing and planning strategies to address them accordingly.

Their input will definitely help in sensitizing police department in gender policing in the true meaning of the word.

Rabta has been able to spread its message with regard to police reforms through social media i.e. . The PFDP facebook page is becoming popular among concerned stakeholders. It is a costless tool but enables us to get our message across to the masses. During the past year, 11,050 people accessed the project's social media page.

Rabta's work during the preceding year was also in line with the Sustainable Development Goals 2015-2030.

Primary Focus	Goal 5: Achieve gender equality and empower all women and girls
Secondary Focus	Goal 10: Reduce inequalities within and among countries
Tertiary Focus	Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

WAY FORWARD

Keeping in view our work experience on GBV and Police reforms regarding policies/laws and attitude, Rozan and Rabta will require to make consistent and concerted effort with multiple stakeholders including the provincial governments, the police, academia, media and the CSOs for positive results. Therefore, we plan to strengthen national and Sindh chapters and intend to set up Khyber Pakhtunkhwa chapter, building capacities of CSOs and advocating for newly adopted police law in the province. Sindh chapter will be capacitated to advocate for Draft Sindh Police Bill-2014 drafted by Rozan from the PFDP platform. Furthermore, opportunities will be explored for potential donors to help launch the Punjab PFDP chapter.

Rabta will continue to focus on trainings as a means to bring visible attitudinal change in the Police personnel and department. At the same time it will remain connected with the community at the grassroots level in order to develop a violence free and tolerant society. Consequently, Rabta would continue to work with the Police at police stations and police training institutes in Sindh, Khyber Pakhtunkhwa and Islamabad. Since, police reforms cannot be carried out in isolation, Rabta would work with other actors of justice sector including; prosecutors, lawyers and the community. These actors would be capacitated on pro-women laws, gender, GBV and attitudinal change communication. We also plan to work on community policing activities to bridge the trust deficit between the two. Likewise, similar opportunities will be explored so that the Rabta Program with its expertise and experience continues to contribute towards the mission and vision of Rozan.