

# Annual Report 2010



All rights are reserved.

Year of Publication:	2011
Text by:	Rozan Team, Ambreen Mirza
Edited by:	Maria Rashid, Naheed Mushtaq Khan
Concept and Coordination:	Shabana Arif, Naeem-ur-Rehman
Design and Printed by :	Print Matic, Islamabad

# تیز چلو

یہ کہہ رہا ہے دل بےقرار تیز چلو  
بہت اُداس ہیں زنجیر و دار تیز چلو  
جو تھک گئے ہیں انہیں گردِ راہ رہنے دو  
کسی کا اب نہ کرو انتظار تیز چلو  
خزاں کی شام کہاں تک رہے گی سایہ فگن  
بہت قریب ہے صبح بہار تیز چلو  
تمہی سے خوفزدہ ہیں زمین و زر والے  
تمہی ہو چشمِ ستم گر پہ بار، تیز چلو  
کرو خلوص و محبت کو رہنما اپنا  
نہیں دُرسٹ دلوں میں غبار تیز چلو  
خرد کی سست روی سے کسے ملی منزل  
جنوں ہی اب تو کرو اختیار تیز چلو





This year's annual report is dedicated to Dr. Ambreen Ahmed for her unwavering belief in the power of the individual to bring about change and her patient guidance to the people that make Rozan; its staff and volunteers.

## ACKNOWLEDGEMENTS

The achievements highlighted in this report would not have been possible without the contribution of the many children, young people, women and men Rozan was privileged to work with during the last year.

Earnest thanks go out to our volunteers, interns, learners, board members and ex-staff members whose contribution is a constant source of inspiration for us.

Special thanks also go out to all of Rozan's staff members for working passionately and diligently throughout the year, particularly Maria Rashid, Shabana Arif and Naeem-ur-Rehman whose hard worked produced this annual report. Ambreen Mirza, an ex- staff member deserves special mention for her support in compiling the text for this report.

We are also proud to recognize the following partners and individuals who are part of Rozan's extended family for their continued support:

- Mr. Mohsin Kiyani
- Ms. Samar Minallah
- Dr. Asha Bedar
- Ms. Zehra Kamal
- Ms. Fauzia Minallah
- Mr. Ghazi Saluhuddin
- Aangan's Child Protection Committees
- Women and staff of the Women Centers
- Management and instructors of Police Training Institutes
- Ministry of Women Development
- National Police Academy
- Print & Electronic Media especially The News, FM 100 and CNBC
- Royal Norwegian Embassy
- Embassy of Finland
- Oxfam Novib
- UNDP Pakistan
- Plan Pakistan
- Partners for Prevention
- The David and Lucile Packard Foundation

We look forward to your continued support in our collective journey.

## FOREWORD

The year 2010 was a combination of different challenges for Pakistan. Last year the devastating floods affected over 20 million people. The security situation continued to worsen and the rising intolerance and extremism posed a serious threat to the efforts of progressive and liberal groups of which Rozan is a part. However, despite this situation, or some might say because of this situation, Rozan continued its commitment to working with institutions and individuals during the last year.

I am pleased to share with you Rozan's Annual Report for the year 2010, which provides details of Rozan's accomplishments as well as the challenges it faced. Each of the Rozan programs achieved successes, encountered difficulties and learned many lessons for their future course of action. A number of initiatives and activities were carried out at the local, national and regional level during the last year. Awareness raising and building capacity on the issues Rozan works on remained a regular feature of its work.

Aangan, Rozan's children's program worked on strengthening community-based mechanisms to address child sexual abuse and also continued its efforts to improve the response of health professionals and teachers towards those affected by child sexual abuse. The study conducted by Aangan with doctors in Rawalpindi and Islamabad further highlighted the need to enhance capacities and understanding within the health sector on the issue of child sexual abuse.

Zeest, Rozan's women's program, with support from the Ministry of Women Development was able to move ahead with the implementation process of the Standard Operating Procedures for state-run women's centers. Rozan hopes this proves to be a step forward in ensuring quality services to women survivors of violence.

Having worked with police organizations in Pakistan for over a decade to improve its response towards gender-based violence, Rabta, Rozan's police training program took the agenda to the regional level and organized a conference entitled '**21st Century and Policing in South Asia, Response towards Gender-based Violence: Challenges and Prospects**' in collaboration with the Ministry of Human Rights and the Islamabad Police. The conference was able to set a course of action for legislators, bureaucracy, police leadership and civil society on how to make the police a citizen-centric and gender responsive organization in South Asia.

Acknowledging the fact that limited research is available on the issues Rozan works on, HumQadam, Rozan's program working with men and boys, conducted a qualitative study in peri-urban area of Rawalpindi to explore and understand masculinities and its links with gender-based violence.

Rozan's Youth Helpline, a toll-free telephonic service on reproductive and sexual health issues, provided counseling to 3339 callers from all over Pakistan, out of which 2169 calls were received from men/boys and 1170 from women/girls.

To aim for the sensitive portrayal of vulnerable groups in the media, Munsalik, Rozan's media initiative, carried out gender sensitization workshops with journalists and expanded its network of journalists to include cities like Sukkur, Quetta Hyderabad, Peshawar, Abbotabad and Multan. Future journalists studying at universities were also sensitized on gender and media issues through various seminars, while the production staff of PTV was sensitized on gender issues.

The continued active engagement of volunteers and interns were also exciting achievements for Rozan during the last year. Rozan looks forward to the continuous support from the communities it works with and feels inspired by the unyielding support of its partners in the public sector and civil society in its struggle for a violence-free world.

Sincerely,

Babar Bashir  
Managing Director



## TABLE OF CONTENTS

1.	About us	01
2.	Aangan (Rozan's Programme for Children)	04
3.	Zeest (Rozan's Programme for Women)	14
4.	Youth Helpline (Rozan Telephone Counseling Service for the Youth)	24
5.	Rabta (Rozan's Programme Working with Police Force)	34
6.	HumQadam (Rozan's Programme working with Men and Boys)	42
7.	Munsalik (Rozan's Media Sensitization Programme)	50
8.	Volunteers and Interns at Rozan	58
9.	Organizational Development	60

## ANNEXES

A-	Rozan Balance Sheet	64
B-	Rozan Statement of Income and Expenditure	65
C-	Rozan Capacity Building Workshops in 2010	66
D-	Staff, Interns and Volunteer Development Trainings	68
E-	Rozan's Awareness raising activities in 2010	70
F-	Rozan's Counseling Services in 2010	71
G-	Rozan's Organizational Chart	72





*About Us*

Rozan Family at Rozan House



## About Us

**Rozan** is an Islamabad-based non-governmental and non-profit organisation working on issues of emotional and mental health. Rozan was officially registered in December 1998 under the Societies Act 1860 and was awarded tax-exemption status in 2005.

## Mission

Rozan's mission is "To have worked with all people, especially women, youth and children, to collectively strive for a society that is violence free, self aware and accepting of itself and others". Priority concerns for interventions that have been selected by Rozan are emotional health, gender, violence against women and children and sexual and reproductive health.

## Objectives

- To facilitate the process of self-reflection and self-growth in order to foster good emotional health.
- To provide psychological support to all women.
- To provide psychological support to children/adolescents and especially those children who are victims of child sexual abuse and adults survivors of sexual abuse.
- To develop and maintain a resource center on Child Sexual Abuse and Gender
- To facilitate and conduct research and studies on all program areas
- To provide trainings on Gender, Child Sexual Abuse and other aspects of emotional health.
- To educate and increase awareness, and sensitize the community especially key professional groups e.g. the media and the police about gender issues and violence against women and children and emotional health.

## Programmes

Rozan currently has four programmes and two projects namely:

- Aangan (Rozan's Programme for Children) works as a resource centre on the emotional health of children, focusing on child sexual abuse.
- Zeest (Rozan's Programme for Women) works on the emotional health of women focusing on issues of gender and violence against women.
- Rabta (Rozan's Programme working with the Police Force) works with the Police to create capacity and ownership to deal with issue of violence against women and children.
- Youth Helpline (Rozan Telephone Counseling Service for the Youth) is a toll free telephone counseling service working on the emotional and sexual health of young people.

- Munsalik (Roza's Media Sensitization Programme) works with different media professionals and students in an attempt to involve media professionals as advocates for change.
- HumQadam (Roza's Programme Working with Men and Boys): conducts research on masculinities and works with men and boys in the community to mobilize them against Violence against women.

## Strategies

All Roza programmes are structured around one or more of the three core primary strategies: awareness raising, psychological support / referral, and capacity building / training. However the relative emphasis on each varies from programme to programme depending upon the needs assessed, emerging opportunities and programme's maturity and capacity. Two new and distinct strategies are now emerging; these include research and advocacy.

The rationale for each core strategy is detailed below:

### Awareness Raising

Recognizing that the issues that Roza works with are often socially tabooed or neglected, a core area of intervention recognized by Roza is raising consciousness/awareness. The inability of the community to recognize these issues as important severely undermines its ability to strategize or address these problems. Roza recognizes that awareness and ownership must be raised and work has to be done within communities, with all key stakeholders and across all classes. Also recognizing the importance of increasing ownership within the community on these issues, Roza considers it important to involve volunteers in this work.

### Psychological Support and Referral

Emotional and mental health support is an essential service that Roza provides. Its centrality draws from the fact that we work with vulnerable groups. While breaking the silence and mobilizing women, children, youth and men on social injustices like violence is essential, it must be done in a way where individuals feel supported and have opportunities to heal emotionally, express and clarify confusions. All campaigning done with a view to raise awareness on these issues wherever possible is supported by counseling services (phone, email or letter) or referral support.

### Training and Capacity Building

An important Roza strategy is training and capacity building. Two distinctions in terms of groups trained are: individuals (these could be members of the community or professionals e.g. the media) or institutions (police department, women centers or CBO/NGO's). Whereas in the former case, it serves to deepen Roza's awareness raising agenda and aims to create change agents within the community, in the latter it is used as a tool to systematically enhance capacity of key state or non state institutions on Roza issues.



# Aangan

Creating a safer world for children

# AANGAN

## (Rozaan's Programme for Children)

**Aangan is Rozaan's programme for children which works on the emotional and mental health of children in general, and on child sexual abuse in particular.**

It specifically targets those adults, professionals and institutions that influence children, such as doctors, teachers, parents, child rights organizations and child related institutions. Aangan has successfully introduced a life skills curriculum in selected schools of Rawalpindi and Islamabad and is also a resource and training center on the sensitive issue of child sexual abuse. It disseminates information through its publications, print and electronic media and provides counseling to survivors of child sexual abuse through letters, telephone and in-person services. Aangan also continues advocacy efforts with child rights networks and various advocacy groups on child sexual abuse for the effective implementation of the National Plan of Action on Child Sexual Abuse and Exploitation.



## AANGAN IN 2010

### CAPACITY BUILDING

#### Improving the response of Health Professionals to Child Sexual Abuse

Aangan has been working with medical colleges since 2000. It has carried out awareness raising seminars and sessions with medical students and actively advocated for the incorporation of child sexual abuse education in the curriculum of medical colleges. Aangan believes that it is important to involve doctors and health providers as major stakeholders to deal effectively with cases of child sexual abuse.

In 2010, Aangan conducted awareness raising sessions on child sexual abuse for medical students of the Islamic International Medical College, Health Services Academy and Foundation University Medical College, Islamabad. Networking meetings were conducted with the medical colleges for the incorporation of the curriculum on child sexual abuse. Volunteer trainings on child sexual abuse with Khyber Medical College students, Lady Health Volunteers and nurses were also conducted.



Volunteer Training on CSA with Students of Khyber Medical College

Below are some thoughts from medical student after attending a session on child sexual abuse:

*“Before coming to this session I was unable to talk about child sexual abuse, but now I will be able to ask relevant questions from any victim”.*

#### Working with Community-Based and Non-Governmental Organizations

As a resource center, Aangan provides training workshops, on child sexual abuse, child protection and other children's emotional health related issues, to community based organizations, non-governmental organizations and international organizations. This includes conducting sensitization and capacity building workshops that enable these organizations to initiate or strengthen their existing work on child sexual abuse.

In its first cycle initiated in 2006, Aangan worked with ten CBOs and NGOs in Punjab and Sindh. The organizations initially sent a few staff members to joint sensitization training. Then based on their respective organizational needs, specific action plans and trainings were designed as follow ups. Some organizations wanted to focus on counseling, others on awareness raising. Some were not ready to initiate something immediately and instead required support on designing their program and defining their vision.

In 2010 Aangan maintained consistent follow-ups with these trained CBOs providing support through electronic means, on-site support visits as well as a five-day advanced level training on self-growth and facilitation skills.

Aangan also initiated a second cycle of training and conducted one CSA sensitization workshop with participants from 12 new CBOs in Baluchistan, and looks forward to working with these new groups in an effort to extend outreach to different parts of Pakistan.

### Making Schools Safer

One of Aangan's key activities is working with school systems on life skills education to help build an environment that focuses on and values the emotional development of children. Life skills are psychosocial and interpersonal skills that help people make informed decisions, communicate effectively and develop coping and self-management skills that may help them lead healthy and productive lives. The main topics covered in life skills workshops and curriculum are:

1. Feelings
2. Anger management/Conflict Resolution
3. Sadness
4. Self-esteem/Self-acceptance
5. Gender
6. Tolerance
7. Body Protection
8. Communication Skills



Children's Hands Prints

In the past Aangan has worked with community-based schools and educational institutes of different socio-economic backgrounds around Islamabad/Rawalpindi on life skills. One major initiative was taken up in 2003 when the Ministry of Education officially contracted Aangan to replicate its work in five government schools. This 18-month project, known as the Roshan School Project, aimed to sensitize and enable five schools to run an emotional health curriculum for over 700 children as part of the formal school system. The unique feature of this project was that it involved teachers as primary project implementers through a step-by-step process of training and capacity building.

Since then, Aangan has actively networked with schools to not only incorporate the life skills curriculum, but to also develop a child protection policy within the schools. In 2010, Aangan networked with school systems and offered a holistic package of life skills training and development of a child protection policy in schools. Aangan received a positive response from SLS Schools, a private school system with many branches in Islamabad and Rawalpindi, and has held 2 Training of Trainers on Life Skills with the management and teachers. Aangan will continue to work with SLS schools to enable the teachers to eventually take up the curriculum on their own.

Aangan also worked with the SOS Village Rawalpindi and conducted life skills training sessions with mothers and teachers as well as regular sessions directly with children. Aangan intends to continue working with SOS Village and eventually formalize the curriculum within its school.

**Some thoughts from the children who attended the life skills sessions:**

*"I have started sharing my feelings with friends and family after attending the life skill sessions."* (A 12-year-old female participant)

*"I came to know about my feelings and how to help others."* (A 14-year-old male participant)

*"I have learned how to handle my sadness. I can write in my diary and can cry without feeling ashamed."* (A 15-year-old male participant)

*"We should accept others whether they are handicapped or poor."* (A 10-year-old female participant)

## Supporting the Establishment of Community Child Protection Committees (CPCs)

Aangan has been working closely with specific communities on the issue of child sexual abuse in the Islamabad/Rawalpindi area. The objective of this collaboration is to enable community members to address the issue of child sexual abuse within their own community by conducting awareness raising activities and setting up child protection committees to sensitively handle cases that may arise.

The process of setting up the CPCs involved networking with community members and influential individuals, providing sensitization trainings and selecting individuals who would be active and effective members for their community. Aangan has successfully supported the establishment of three CPCs in Rehmatabad, Dhok Munshi and Quaidabad in Rawalpindi in the past. In 2010, Aangan conducted regular meetings with these three CPCs. In 2010, Aangan also helped form a new CPC in Bangash Colony in Rawalpindi and conducted a sensitization training on child sexual abuse with the members.

In their meetings, the CPC members discussed child protection issues from their respective communities. They also ensured the practical implementation of rules and guidelines made by the committee to ensure safety and confidentiality. Often the CPCs are approached by members of the community about a specific child who may be a victim, or are made aware of an individual or group of individuals who is/ are suspected of being an abuser/s. The committee decides how to respond and what actions they will take to support the child, either referring him/her to Aangan or other

services, and making an action plan. These cases are followed up and reviewed in subsequent meetings. The committee also discusses awareness raising activities that can be conducted within the community to increase awareness, ownership and reporting of cases of child sexual abuse. Committee members are seen as reliable, trustworthy and resourceful individuals.

Regular orientations on child sexual abuse were conducted in the four communities with the help of their own CPC members and volunteers in order to increase the number of people sensitized in the community. Aangan also conducted review meetings with the older communities in order to identify their needs to work independently in organizing awareness raising sessions and handling of urgent cases.

## RESEARCH

### Research Study with Doctors

When working on a tabooed issue like CSA, where a common response to Aangan's work is the denial that these issues exist in our society, research aimed at increasing our knowledge base and also supporting this work becomes essential. In 2010, Aangan published a qualitative research study entitled "CSA Knowledge and Practice of Doctors in Rawalpindi-Islamabad". The objective of the study was three-fold; to assess the ability of doctors in Rawalpindi and Islamabad to manage cases of child sexual abuse within the clinical setting, to gauge the capacity-building needs of doctors in dealing with CSA, and to inform the development of a CSA curriculum for doctors.

One important finding was that 88% of the respondents shared that doctors needed more support and training to deal with cases of child sexual abuse in their work place.

A launching ceremony for the research study was held and was attended by medical students, doctors, faculty members and principals from different medical colleges and hospitals. During the panel discussion a number of topics were discussed, including the response of doctors to survivors and families affected by CSA, the training needs of medical doctors on CSA, physical and psychological health effects of CSA, the importance of research on child sexual abuse, and child sexual abuse in the medical curriculum.



Launching Ceremony of Qualitative Research on CSA

Medical students attending the launch shared that they were not trained to talk to child survivors of abuse or their parents and often ended up treating the wound/infection and sending the child back home because of their discomfort and lack of knowledge on how to proceed. A number of participants called for institutionalizing curriculum and training on child sexual abuse in medical schools, particularly within the pediatrics, psychiatry, community medicine, obstetrics and gynecology departments.

## Survey on Children's Perceptions of Doctors

In addition to the research study with doctors, Aangan conducted a small survey with children aged 10 to 18 to explore their perceptions when approaching a doctor for support after sexual abuse, and to identify what their actual expectations from doctors would be.

The results of this survey were also shared in the aforementioned research launch: 84% of the children said that victims and survivors of CSA might need to approach a doctor in the case of mood changes, anxiety, headaches or if there is a physical injury because of the abuse. Interestingly, what was identified as the biggest need (79%) of children from doctors was simply to listen and give advice. Aangan was also invited to present these research findings at the 10<sup>th</sup> National Child Rights Conference in Lahore organized by the Pakistan Pediatric Society and Pehchaan.

## MATERIAL DEVELOPMENT

### Information on Safe Childhood and Child Sexual Abuse

Parents have often shared the need for more information and guidance in addressing child sexual abuse. Experience has also shown that parents not only require information on the issue, but also skills for disciplining and developing healthy communication with their children.

With the aim to address child sexual abuse in the overall perspective of emotional health and safe childhood, a book entitled “Keeping our Children Safe” was developed for parents on child protection. This guidebook for parents shares valuable information and ideas on safety and on communicating with their children and teenagers on self-protection.

## COUNSELING AND SUPPORT

In 2010, there were a total of 96 clients who were provided with counseling services in-person, through counseling camps, and e-mails for problems related to child sexual abuse, physical abuse and emotional issues. Amongst these, 25 were crisis cases of child sexual abuse. Crisis cases are cases that need support in terms of medical, police, legal referral or immediate psychological help.

Aangan also published letters and articles for their column “In Your Aangan” in 'US' Magazine, a periodical published under the News and Jang

publishing group. In the “In Your Aangan” page, a regular feature in US magazine running for the last 14 years Aangan counselors respond to letters and queries sent in by children on CSA, and also provide informational and educational articles on child protection.

In the last year the number of in-person clients has increased, both at Rozan as well as in the counseling camps (where Aangan counselors go to the community to see clients). Increasing community demands have led to the introduction of short-term models of group sessions. Children's interactive nature and their need for peer acceptance makes group therapy a viable service. Children that were referred to Aangan had problems of low self-esteem, anxiety, social anxiety, phobia, depression, academic underachievement, family issues, abuse and trauma.

### **Some thoughts of the children attending the group sessions:**

*“After attending these group sessions, I want to share a 'bad touch' that happened to me by an adult male in the community.”* (An eight-year-old girl)

*“When other children share their feelings in a group I also get the courage to share my feelings.”* (A nine-year-old boy)

*“I'm thankful for these counseling sessions as I feel a change in myself and my relationship with others has improved.”* (A nine-year-old girl)

One child who dropped out of school after he was sexually abused was given legal and psychological support by Rozan. He was severely disturbed and full of revenge for the abuser. However, after some time he went back to school and shared *“I would have done something reckless at that time, but your services helped me get my life back with new zeal.”*

## **AWARENESS RAISING**

### **Child Abuse Prevention Day - 19<sup>th</sup> November 2010 Mela**

Aangan organized a children's fun fair (*mela*) to commemorate the World Day for the Prevention of Child Abuse on 28<sup>th</sup> November 2010. The fair was attended by 500 people from different communities in Rawalpindi, such as Rehmatabad, Quaidabad, Bangash colony, Dhok Munshi, and G-7/2 in Islamabad. The mela provided an opportunity for those attending to learn about the issues of emotional health, child abuse, youth issues and violence against women in a relaxed and fun environment.

The day consisted of different activities like face painting, art activities and educational puppet shows for children on safety. Gifts with child protection messages were



Activities at CAP Day Mela

distributed to those children who won games, and a short play was also performed for parents and youth to raise awareness on violence against women and men's role in ending violence. The mela also had a variety of food stalls and different educational games to entertain children.

Working with institutions provides its own set of challenges; it requires that people are willing to make long term commitments, change policies and patterns that have been in place for some time. As such working with school systems was challenging; an important lesson learned was that senior management of schools needed to be on board and additional efforts like regular meetings must be made to ensure that their commitment remains.

## CHALLENGES FACED AND FUTURE PLANS

Aangan's work with communities through the formation of CPCs has been a promising model of building and increasing community ownership around CSA. This is evidenced by the CPCs taking on more and more cases of CSA and becoming more systematic and accountable in their approach. However, the dynamics of each community are different. A problem faced by Aangan in one of the communities approached was the presence of another organization in that community which was giving monetary rewards to members for their participation. Hence, Aangan was also approached to follow suit, however it continued conducting sessions as usual, which helped people to understand the value of attending sessions on child sexual abuse without monetary incentives. Keeping in mind that it was a new community and people take time to grasp the importance of issues and services, Aangan decided to increase the number of orientations in the community until they are able to identify people who are motivated, committed and interested in the formation of a CPC.

Aangan will continue to advocate the formation of child protection and safety mechanisms and provide information to individuals regarding safe childhood.

## Story of Change

A 17-year-old boy, a student of FA, while coming home was sexually abused. He told his sister who then called Aangan. The sister who has been associated with Rozan for some time as staff went to the abuser's house and told his family about the incident. However, they denied it and the abuser threatened the victim and his sister. The victim was then taken to the police station to register the First Incident Report (FIR) and a medical examination was conducted. The Child Protection Committee was involved and supported the survivor and his family through the process of the medico legal examination, filing of the case and subsequent court appearances. The accused despite avoiding arrest for many months after the filing of the case because of having bribed the police, was finally arrested and the court proceedings are finally underway.

The boy was engaged in regular counseling sessions as he was disturbed and highly aggressive. Part of the anger came from the knowledge that the abuser was still free and there was a lot of pressure on the family to settle out of court. He wanted to take revenge from the abuser by any means. In this period he also left college. However, after regular counseling sessions of 8 months he not only started his education but also shared:

“I think that it's a start of a new life for me. It was a painful experience for me; but it has transformed me completely. With this unconditional support I have got back to life otherwise my life would have been wasted”

He started participating in community work on Child sexual abuse. According to him:

“I wanted to see my community CSA free where parents and children have awareness on the issue. This process not only supported me in processing my feelings but also gave a new path to my life”





*Zeest*

At the heart of powerlessness lies strength

# ZEEST

## (Rozaan's Programme for Women)

Zeest works on the emotional health of women focusing on issues of gender and violence against women by raising awareness, providing services to survivors and training to professionals and organizations working towards ending violence against women in an effort to strengthen their capacity on gender issues and psychosocial support.

Over the years Zeest has also developed into a well reputed resource center which has developed modules on gender, violence against women, self awareness and counseling skills for survivors of violence.

A previous achievement of the Zeest program has been to coordinate the process of *Hurmat*, a network for organizations working with survivors of violence which promotes ethical and quality support to survivors of violence.

## ZEEST IN 2010

### CAPACITY BUILDING

#### Ensuring Quality Care for Survivors of Violence

The code of ethics (second edition) entitled “Guidelines for the Protection of Dignity and Rights of the Survivors of Violence” have evolved from a collective process initiated by Zeest which led a group of NGO's to develop a policy document.

The document acknowledges the fact that organizations/service providers working with survivors often face ethical dilemmas where the course of action may not be clear for them, due to the nature of the issues involved. It lists a number of case histories that clarify the concept of ethical dilemmas. However, the document stresses that there are certain 'basic principles' that should be used as a guide while working and when faced with such dilemmas.

Separate guidelines are highlighted for organizations, professionals on various aspects of survivor support. The basic principles on which these guidelines are based are:

- Protection of dignity and respect for survivors
- Beneficence and non-maleficence
- Right to services without discrimination
- Quality of service
- Participation of survivors in all decisions

This year Zeest developed a checklist based on these guidelines in an effort to help organizations ensure that their procedures and policies are compliant with the Guidelines.

In an ongoing effort to raise accountability of service providers Zeest in 2010 shared the code of ethics with a different group of women survivors of violence, service providers and community representatives including Lady Health Visitors. Zeest was able to conduct 14 orientation sessions, ranging from three hours to full day sessions.

### Some comments from participants attending the orientations:

*"I used to feel vulnerable and was afraid to disagree with certain decisions of the social worker, but knowing that this is our right and we have a say is comforting."* (A 40-year-old violence survivor and shelter resident at the Darul Aman, Vehari.)

*"Knowing what we need is one thing, but also knowing where the boundaries and limitations of the service providers is another, and this awareness is very important"* (A female survivor of violence at the Darul Aman shelter.)

Two seminars on the code of ethics and how to deal with survivors of violence were also conducted with the students of the Gender Studies departments at Fatima Jinnah University and the Psychology department at Quaid-e-Azam University.

In addition, Zeest also conducted orientations with doctors from government hospitals who deal with women survivors of violence. Though initially doctors were involved with the development of the guidelines, this group has not been a key target for Zeest in the past. Detailed orientations on the code of ethics were conducted, which was a learning process for both the doctors and the Zeest team. The doctors shared that women survivors of violence face many challenges, especially during the medico-legal examinations. The need for strong referrals within hospitals to support sexual violence cases was highlighted. Zeest has started a desk review of the national and international documents regarding medico-legal services and plans to hold a series of case meetings with doctors to address the gaps during medico-legal examinations, and will seek volunteer support from sensitive doctors.

## Working with Women's Center and the Ministry of Women Development

The year 2010 marked the third year of a sustained partnership with the MOWD. This has included developing Standard Operating Procedures (SOPs) for women centers, training workshops with staff and on-site work at one center.

### Endorsement of Standard Operating Procedures

In 2010, another major achievement for Zeest was the endorsement of Standard Operating Procedures (SoPs) by the Ministry of Women Development for the Shaheed Benazir Bhutto Center for Women, which are state run drop-in centers and shelters. In previous sensitization workshops the staff of the drop-in centers and shelters had highlighted the need for uniform systems and procedures across all its centres in Pakistan, especially with regards to case management and improving the quality of services



Sensitization and Communication Skills Workshop with CBO Baidarie

provided to women survivors of violence. A total of 23 functional centres all over the country endorsed the SOPs, which provide a special focus on improving the quality of care through referral building, the reintegration of survivors and follow-ups.

*“The SOPs have made it easier for the staff to refer clients from one center to another. We can now make references to specific sections of the SOPs and the managers can discuss the issue at the same wavelength”.* (A center manager attending the workshop)

In the follow-up visits to nine of the 23 women centers, Zeest observed that the protocols were being reflected in their systems. Staff of the women centers in Lahore, Vehari, Sahiwal, Multan and Mirpur demonstrated outstanding efforts in improving their interaction with the survivors, as well as streamlining their documentation system. One staff member from the center in Multan shared *“Now that we have started looking at risk assessment and safety planning for each new client, I feel this is an integral area which we had previously ignored, which can have dangerous consequences for the client.”*

The follow-up of the implementation of the SOPs with the women centers brought forth very encouraging results and reinforced the importance of public private partnership efforts to ensure quality services for women survivors of violence.

*“In the past I have dealt with cases in which I was unable to provide different options to the client. Now I know about the importance of and am able to provide different referrals and linkages, which I feel now is one of the strengths of our center.”* (A social welfare officer from Vehari)

*“Exploring options for reintegration of survivors was a new learning for me, as before I would only consider reconciliation as a viable option for women. I have realized the importance of referral building for being able to give alternate options for reintegration into society.”* (Women's Center staff and workshop participant.)

## Skill Building

In addition to addressing the gaps at the systems level with the Women's Center, a series of workshops were conducted with the center's staff to improve their technical understanding of working with survivors of violence.

This year the focus remained on skill-building which was achieved through para-counseling skills workshops with ten of the 29 centers. The para-counseling skills workshop built upon the learning from previous sensitization workshops and focused on



Basic Para Counseling Skills Workshop with Staff of SBBCW

topics like conflict resolution, mediation, negotiation skills, risk assessment and case handling. Following the workshops, on-site support visits to the centers were also carried out to strengthen their skills.

*“After attending the para-counseling workshop I am more aware of the barriers I have to listening attentively. I used to interrupt clients while they were talking, but after attending the workshop I have improved my listening skills and try to use the reflective listening tool, which has helped me build rapport with the clients very effectively.”* (A Women Center Manager.)

*“Through the conflict resolution exercise, I have learned new techniques to deal with colleagues and clients whenever a conflict arises. The skills of negotiation and mediation with survivors have proved to be quite effective.”* (A Social Welfare Officer)

### **Educational and Recreational Activities in Islamabad Women Center**

Zeest believes that in order to facilitate a healthy positive environment which fuels positive mental health, activities which empower and motivate women are essential. Therefore, in addition to the workshops and on-site support visits for the SOPs, Zeest engaged in a series of educational and recreational activities with the women and children residing in the largest shelter facility run by the MoWD.

In collaboration with other NGO Management Committee members and Aangan, Zeest mentored the Women's Center staff member in conducting a series of activities. Through collective planning and facilitation with the Women's Center staff, a number of group sessions on various topics were conducted. This included sessions on self-growth, awareness raising on legal issues, movie screenings and other fun and educational activities. Significant days like 12th February (Pakistani Women's Day), 8<sup>th</sup> March (International Women's Day) and the 16 days of Activism were celebrated at the center, where the women residents enthusiastically participated by singing feminist songs, performing short plays, and expressing themselves through painting and drawing. A large number of children accompanying their mothers also reside in the shelter facilities. Special activities for children were also conducted which included regular life skill sessions, emotional support through counseling, birthday celebrations, physical games and art activities.

*“If I had known my rights regarding the Nikahnama before, I would have filled it out more carefully.”* (A 30-year-old shelter resident not formally educated and mother of three, after attending a session on Legal Issues and *Nikahnama*.)

*“I had never allowed myself to play like this and experience happiness as I did today.”* (A 60-year-old shelter resident, after playing a game which encourages healthy communication.)

*“I have learned that we should not make fun of children who are different from us because it hurts them, and instead we should include them and play with them.”* (An eight-year-old male child resident of the shelter, after a session on tolerance and acceptance.)

## Partnerships with Community Based Organizations on Gender-Based Violence

Capacity building on the issues of gender based violence and ethical handling of women and children survivors of violence is one of the strengths that Zeest has developed over the years. In this regard, Zeest has moved away from short term work and considered long term and in-depth partnerships with organizations wanting to develop minimum standards of care to ensure ethical handling of violence survivors (women and children); and build capacity of their staff to respond to gender-based violence cases more skillfully .

In this regard, Zeest worked with Participatory Welfare Services (PWS) Layyah and Baidairie in Sialkot. The sensitization and skill building workshops involved senior management, mid-level staff and community volunteers. The participants shared that the participatory methodology and case studies used in the workshops helped them learn gender concepts in a very practical way and by relating it closely to their own environment and community.

*“I had more clarity about how vigilant we need to be while interacting with the community, as one wrong move can cause a backlash on the vulnerable groups we work with and on our organization as well.”* (A senior community health worker after a workshop role-plays session)

*“We all know that these issues exist and we ourselves work with rape survivors; but this is the first time that we have had a platform to discuss this issue as a group and enhance our understanding.”* (A young male community worker following a workshop sessions on the Myths about Rape)

At a professional level, Baidarie shared that their understanding regarding dealing with women survivors of violence has deepened after the discussion and role play around the code of ethics for dealing with women survivors of violence. They also included the code of ethics document in the introductory kit of the organization, so as to increase accountability and ensure ethical handling at all levels. Baidarie also reviewed their staff job descriptions and included an ethical handling clause.

Zeest also maintains follows ups with Pirbhat, another CBO working on violence that was trained the year before, on developing different systems and procedures to ensure the implementation of minimum standards with regards to the ethical handling of women and children survivors of violence. Pirbhat shared that the trainings and consistent support from Zeest strengthened their documentation system which is vital for strong follow ups and identification of challenges.

## COUNSELING AND SUPPORT

In 2010, Zeest had the opportunity to deal with a range of crisis cases including rape, domestic violence, threats to life and forced marriages. In this period, extensive onsite support to the survivors of violence was given at court hearings and while seeking medico-legal services. This exposure was intimidating and difficult yet was a learning experience for the team. It helped in understanding the ground realities and the dilemmas faced by

survivors while accessing legal and health services. The team was also involved in risk assessment, safety planning and developing linkages for support for the women survivors.

## Re-Integration of Women Survivors of Violence

In Pakistan, women survivors of violence that flee from abuse usually have limited options, and end up either reconciling with their husbands/ families or seeking refuge with relatives. Zeest worked with the Women's Center in Islamabad to provide more options for reintegrating women survivors. Since most of these women are not formally educated and have never worked outside the home, the women were asked to share what types of activities they were interested in, and were encouraged to take on small income generation initiatives organized by different NGOs. The income earned from these activities motivated many other women in the shelter to also explore independent earning opportunities.

Zeest worked very closely with the staff and residents at the Women's Center through consistent monitoring meetings which provided support to the women at each step of the reintegration process. They were able to address their fears, generate support and provide bridge funding for small time periods to keep the process sustainable. Since this was a testing and learning phase for Zeest and the Women's center, only five women have been initially supported through this initiative.

One of the women in the shelter, who is 35 years old, has started tailoring and holds tailoring classes for the community girls. She also intends to start candle making classes. Her children have resumed their education as well.

Two other girls in their twenties have started a tailoring shop and dress designing in a house they have rented together. Another 48-year-old woman found a job as a helper in a school, and her three boys (ages 14 years, ten years and eight years) were referred to various NGOs for scholarships. The children have resumed their education and the scholarship also covers the boarding charges in their hostel.

Another resident of the shelter was given an internship in Rozan. She shared that *"the atmosphere of Rozan and specifically the English language course helped me identify and polish my skills. I was able to successfully give an interview when I was being referred to another organization for a job."* She is now living independently and is employed.

Although the pilot process of reintegration for women survivors of violence was generally positive, there were challenges at two levels. The first challenge was generating awareness on and building strong linkages with different service providers and services. The second challenge was building the capacity of the service providers regarding the reintegration process to support women, since in the past reconciliation was seen as the only option.



## CHALLENGES FACED AND FUTURE PLANS

Working with the Ministry of Women Development has been a challenging process. Although planned activities were conducted this year, due to changing and fluid leadership at the Ministry, sometimes coordination required more input and repeated meetings with senior officers. It was also a time when Zeest was planning its next three year phase and the reflection during the visioning revealed that Zeest needs to review its direction and balance its activities with state partners and those directly with the community. Over the years because of the extensive demand of its partnership with MoWD, the program team felt that its direct hands-on work with the community has lessened and it is an area that Zeest wants to take up more actively in the future. Another key lesson has been to work closely with other NGO partners so that Zeest can be a more strategic influence at the policy level.

Zeest will be re-starting its community counseling services in Rehmatatabad in collaboration with Rozan's Aangan and Hamqadam programs on gender based violence. Zeest will continue its work with state shelters through partnerships with other civil society groups so as to ensure quality standardized systems and procedures across state structures, whether provincial or federal.

## Story of Change

Sana is a 22 year-old-year old girl who was residing in a shelter run by the Ministry of Women Development for women survivors of violence. She started attending Rozan's self growth sessions which Zeest conducted weekly with the women in the shelter. Sana had completed her high school, and hoped to start an independent life after leaving the shelter, either finding a teaching job or working in an office.

Keeping her needs in mind, Rozan offered Sana an internship with Zeest. Sana's internship involved working within the women's program, as well as assisting with the office management. She learned typing, took English language lessons, and learned how to use the computer, particularly the programs in Microsoft office.

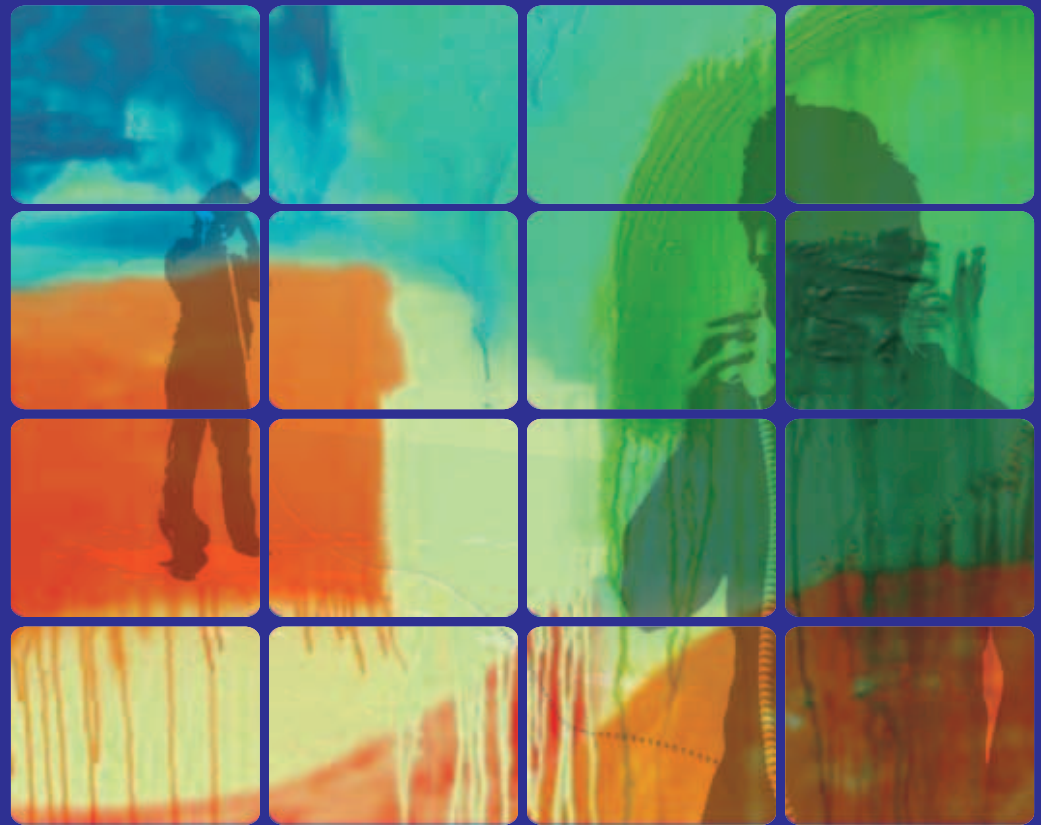
Initially, Sana found the internship difficult, both the tasks, as well as the environment, as she had never worked independently with people from different backgrounds and professions. However with time, she slowly gathered confidence.

*"I feel a difference within myself now. It was difficult for me in the beginning; I felt different from the rest of the group and was unable to share my views. But now I am comfortable with everyone. I am also interacting with other programs and am quite confident in sharing my point of view. The self-awareness workshop has also helped me identify my strengths and skills".*

Sana's gradual self-assurance was also noticed at other forums. She became more vocal and confident. Her increased participation could be seen in various reading meetings and workshops. Her presentation skills were one of the best among her group mates. The Basic English course she was taking also helped her improve her communication skills and prepared her for upcoming job interviews. After she completed her internship, she was referred to another organization where she was offered a job.

*"I wanted to have an independent life but I didn't know how. The atmosphere at Rozan not only helped me lift up my confidence but also gave my life direction".*

Sana is living independently and supporting herself. Rozan continues to follow-up with her and she continues to support and volunteer with Rozan.



*Youth helpline*

Information is our Right

# YOUTH HELPLINE

(Rozan Telephone Counseling Service for the Youth)

**The Youth Helpline aims to improve the emotional, sexual and reproductive health of young people by providing information and counseling to the youth.**

The Youth Help line was initiated in 2001 as a counseling facility that provides young people with information and support regarding their emotional, sexual and reproductive health. Youth Help Line has a nationwide toll free number **0800-22444**. Confidential counseling services are provided by psychologists seven days a week, from **10:00 am to 8:00 pm**. Over the last nine years, Youth Help line has received more than 45,000 calls from all over Pakistan

## YOUTH HELP LINE IN 2010

### COUNSELING AND SUPPORT

#### Telephone and Email/Letter Counseling

In 2010, Youth Help Line (YHL) provided counseling to 3339 calls, out of which 2169 calls were received from men/boys and 1170 calls were received from women/girls. Young people called and shared their concerns related to emotional and reproductive health such as confidence, family issues, anxiety, studies, career choices, relationships issues, pubertal changes and sexuality.

Apart from counseling on the telephone some young people feel more comfortable writing to the counselors for information and support. This year, YHL provided counseling services to 30 clients through emails/letters. Thirteen men and 18 women wrote about their concerns/issues related to boy/girl relationship, confidence, child sexual abuse and pubertal changes.

Concerns	Top Most Concerns	Number Of calls	% of Men	% of Women
Psycho-sexual & psycho-social	Family issues	281	30 %	70%
	Relationship issues	241	59%	41%
	Self confidence	241	60%	40%
Reproductive physiology	Masturbation	149	99%	1%
	Premature ejaculation	64	98%	2%
	Wet dreams	73	100%	0%
Psychological concerns	Anxiety	187	46%	54%
	Mood disturbance	86	70%	30%
	Stress	60	56%	44%

## Referral Networking

Building a referral network of reliable and sensitive health professionals is a key focus of Youth Helpline. Most of the young people calling the Helpline require information and counseling. Some of them also require referrals to services such as legal aid, financial aid, medical health services and more. Thus, the program has a referral network in Islamabad, Rawalpindi, Peshawar, Jhelum, Muzaffarabad and Chakwal. Youth Helpline also has developed a two-way referral networking mechanism in Lahore and Hyderabad city where doctors and other service providers in these cities give their clients Youth Helpline's number for additional support.

The following is a breakdown of new referrals made by YHL in 2010.

Referral Groups	Number	Men	Women
RH Services	6	4	2
Medical professionals	5	4	1
Financial Aid	8	4	4
Mental Health Professionals	24	18	6
Others	9	7	2
<b>Total</b>	<b>52</b>	<b>37</b>	<b>15</b>

## AWARENESS RAISING

### Mass Media Campaign

Since YHL is mainly a telephone counseling facility, there is a lot of emphasis placed on awareness raising and promotional activities. In the past, Youth Helpline has been using a number of mediums aimed at the youth to generate awareness about YHL. These mediums are used consistently throughout the year and include TV and radio programs, print material and promotional spots on the radio. In 2009, one such TV program on PTV alone resulted in YHL receiving more than 2000 calls, and is still a source of clientele.

In 2010, YHL designed a small scale mass media campaign for one month using TV clips, radio programs, advertisements on the Daewoo bus services, slides on cable TV, social networking sites (Face book), print material (newspapers, posters) and other accessories (t-shirts and bags). The TV clips consisted of four three-minute clips on four major issues affecting the youth, namely peer pressure, assertiveness, pubertal changes and career choice. Posters were also developed to complement the TV clips.

According to the data analysis of year 2010, the most effective source of information about the Helpline was radio (57% of calls), with 33% of the calls from boys/men and 25% calls from girls/women. Television was the second most effective source of information (55% of callers), from which 39% were girls/women and 16% were boys/men. The third effective source of information about the Helpline was friends/relatives (44%), of which 23% of the callers were men and 21% were girls/women.

### Information Educational and Communication (IEC) Material Dissemination

To increase awareness among youth and other community members, YHL's IEC material on reproductive health, early marriages and healthy unhealthy relationships were disseminated in orientations, workshops, launch, conferences and educational institutions. In 2010 more than 12,300 awareness raising materials have been distributed among youth, health professionals, communities, teachers and students.

### Orientations on Reproductive Health Issues with the Youth

In order to sensitize adolescents and youth on various reproductive health issues as well as other issues affecting the youth (career, relationships, self-esteem) and to promote YHL as a counseling facility, YHL conducted orientations with young people. A total of 15 orientations were conducted all over Pakistan, in Hyderabad, Chakwal, Vehari, Multan, Lahore and Rawalpindi.



Youth Helpline Introductory Radio Program in Hyderabad at FM 93

## Long Distance Volunteer Program (LDVP)

Another medium being used for the promotion of YHL's services is the long distance volunteers program. Youth seeking YHL's services are asked if they are interested in becoming volunteers and promoting YHL amongst their peer groups. The LDVP program involves a series of steps and requires volunteers to share information regarding reproductive health issues and other concerns of the youth, as well as promoting the YHL number. This program continued this year.

## RESEARCH

### Data Maintenance and Record Keeping

Since its inception, YHL has been keeping track of all calls received on a tracking sheet to record specific details for future analysis and research about the youth and their issues. The data is recorded according to gender, type of issue of the caller (reproductive health concern, emotional health, career/academic concern, etc.), whether they require a referral and so on. In 2010 this tracking sheet has been revised with the help of professional data analyst specializing in quantitative data to make it more specific, and also include geographical areas of the callers. So far a yearly analysis of this data has been used by YHL to inform its own programming and outreach. However in future, based on systematic analysis, it hopes to use this data in raising awareness on youth issues for other stakeholders such as NGOs, media and the Ministry of Youth Affairs.

## CAPACITY BUILDING

### The Smart Chart Tool

**Spitfire Strategies** is a US based organization that provides strategic communications solutions to promote positive social change. Their overall goal is to help social change organizations use their voice in a strong, clear and compelling way to articulate their vision of a better world. The organization has created an easy to use tool called the Smart Chart, which can help individuals plan more effectively. The chart is a guide to planning the communication strategies in a step-by-step manner which takes into account the overall goal and context of the communication as well as the strategic choices, activities and tactics.



Youth Helpline Workshop for Fund-raising with Volunteers



In 2006, members of the YHL team and other leading NGOs in the field of reproductive and sexual health were trained by the Spitfire strategies-USA in collaboration with the Packard Foundation, to conduct similar workshops in Pakistan.

Through this initiative Rozan formally partnered with 13 organizations in the field of SRH, including several governmental and non-governmental groups to build the capacity of their staff through trainings, refreshers and mentoring support in using the tool in communication planning and implementation.

Rozan conducted five trainings and four refreshers for the partner organizations during 2010. More than 100 staff members of partner organizations are trained on the Smart Chart tool. These efforts have resulted in creating a critical mass within the organizations that uses the tool in its communications.



Smart Chart Training in Islamabad

In order to further strengthen these efforts and ensure sustainability of the initiative when the project ends in 2011, Rozan successfully supported World Population Foundation (WPF) in developing formal mechanisms of institutionalization of the tool within their organization. In the next year, Rozan will conduct a training of trainers in an effort to increase the capacity of more individuals to provide this training.

## The Innovative Project Consortium of TRDP, Aahung, Rozan and Sungi

This project aims to strengthen Sungi and Thardeep Rural Development Programme (TRDP) to integrate sexual and reproductive health rights (SRHR) in their Rural Development Programs, empower adolescents on issues of SRHR including HIV and AIDS through the Life Skills based Education Programmes.

The project is being implemented with the joint collaboration of four partner organizations including Rozan, Sungi, Thardeep Rural Development Programme (TRDP) and Aahung. Aahung and Rozan (YHL) provided technical assistance to TRDP and Sungi to implement the project in their field areas. This has included the development of a module combining both SRHR and emotional health through using the expertise available with Aahung and Rozan and then training Sungi and TRDP teams in running this module with school going and out of school children.

In 2010, a five-day sensitization workshop has been conducted with the teachers in Ghazi and five-day TOT was conducted shortly after so that the teachers could implement the curriculum in their schools. In 2011, the life skills based module for in-school youth developed by Rozan and Aahung will be implemented by Sungi in the designated Ghazi schools.

## CHALLENGES FACED AND FUTURE PLANS

This year YHL focused primarily on counseling and its promotional media campaign. The latter was a learning experience for the team. Whereas it allowed for outreach to newer locations geographically, allowing us to expand our caller base, it did not yield the results expected in terms of the number of callers. Some key lessons for YHL were that in future YHL must differentiate between promotional activities (focused on the promotion of YHL) and awareness raising activities (focused on raising awareness on RH and emotional health issues of youth). Measuring the impact of the media campaign purely through the number of calls received may not be an effective strategy. The organization has no means to assess the number of youth that received the messages, since many young people that saw the TV clips or saw the posters may not have called. One indication of this was through the social networking site Face book, where over 200 youth commented on TV clips/ videos uploaded on You Tube.

Ideally, YHL should sustain promotional services through cost-effective mediums. Media campaigns designed at raising awareness and boosting caller rate should be held for short periods as and when funding permits. Reliance on the short term campaigns alone to sustain caller rates throughout the year is not realistic.

In 2011, YHL will also focus on building stronger referrals in the smaller cities of Pakistan. Identifying sensitive referrals has been a challenge in cities like Hyderabad and Lahore, however through other partner organizations in the cities, YHL was able to identify some sensitive services and intends to carry this through for other cities.

YHL also plans to analyze its extensive data on caller concerns with respect to gender, province breakdown and age. It hopes to use this data in future to systematically inform its own counselor training, outreach and awareness raising activities. Information will be shared with other groups working with the youth.

## Some Interesting Stories and Feedback from Callers

*“In a conservative society like ours (rural area of Swabi) your radio programs are the only source of information regarding our issues. We are not allowed to go anywhere, not even to the doctor for our concerns.” (An 18-year-old female caller who called YHL on FM 100.)*

Dear Youth Helpline team,

*“I was pleasantly surprised today when I called your Youth help line 0800-224444 today and discussed about my sexual concerns. The YHL psychologist spoke to me and cleared all my unhealthy concepts and confusions. After a long discussion I found the answer to questions that I have hesitated to ask anyone before.”*

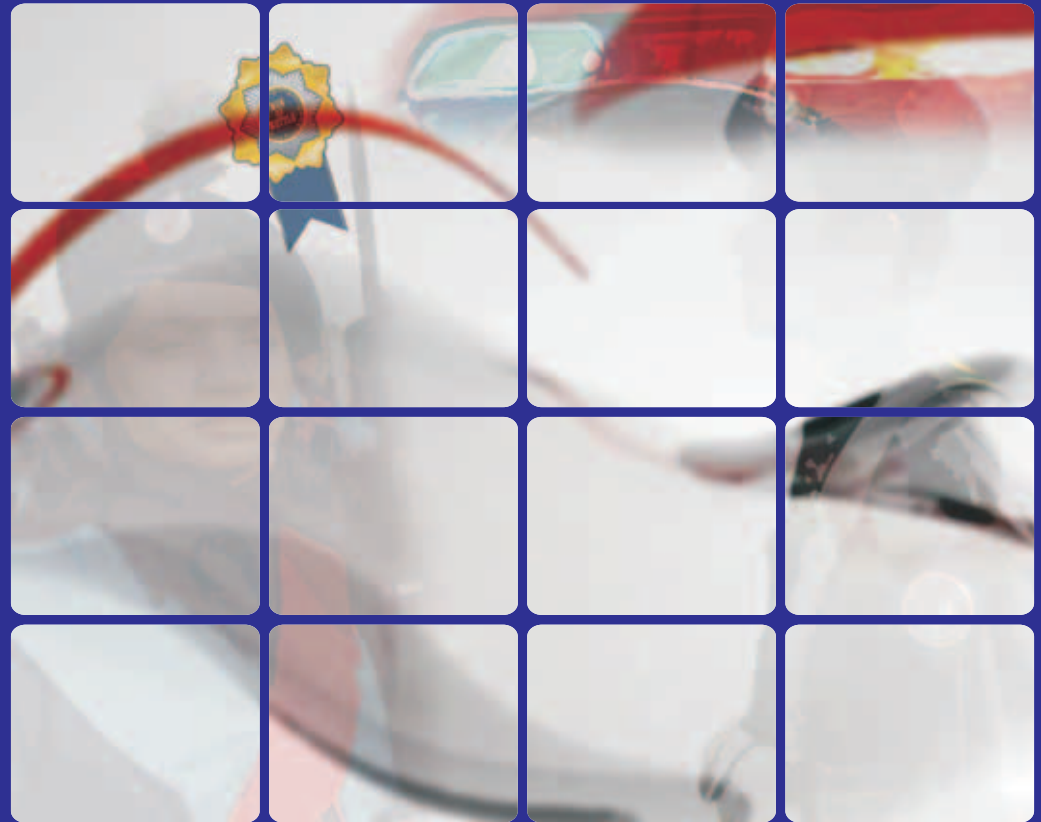
*“I am thankful to Rozan and especially my psychologist for a brief and quality discussion which gave me the confidence to live with courage and HOPE.”*

*“We are living in a society where we are surrounded with a lot of myths and concepts which have no basis and cause unnecessary guilt and doubt in our minds leading to anxiety and fear. I would like to really congratulate Rozan and its team for such an outstanding mission”. (An email from a 25-year-old male client, appreciating YHL after receiving information on reproductive physiology.)*

*“The Youth Helpline service is sensitive and I feel that the person who is listening to me can empathize with my feelings. The things I liked after having a few counseling sessions was that the psychologist listens to me carefully, understands what I am trying to say and responds with questions that make me think. I can share anything openly and be heard without fear of being judged. After calling YHL for three months now, I feel that I have the ability to think realistically and positively.” - A 26-year-old male client shared his concerns related to self-confidence. He shared his views regarding the counseling process in a telephone interview carried out by a senior YHL staff member as part of the evaluation procedure.*

A 17-year-old male client called YHL from a rural area around FATA to share his concerns related to his studies and career. After receiving counseling from a counselor, he further shared the Helpline's number with his sisters, who then shared the number with other females around the village. He also volunteered to facilitate a group of girls where they can get together once a week to call YHL as access to the telephone is limited in his area.





*Rabta*

Strengthening Institutions

# RABTA

## (Rozaan's Programme Working with Police Force)

**Rabta is a Rozaan programme that works with the police in an effort to enhance their sensitivity and capacity to respond to women and children.**

Since the institutionalization of its module on attitudinal change in 2006 as part of regular police training, Rabta works with police colleges and schools all over the country to strengthen their capacity to implement this training. In the 11 years of its work, Rabta has worked with a varied cadre of police personnel, ranging from constable to Senior Superintendent of Police and has trained over 4000 policemen and women across Pakistan.

## RABTA IN 2010

### INSTITUTIONALIZATION AND CAPACITY BUILDING

#### Implementation of Attitudinal Change Module (ACM)

One of the key achievements of Rabta's work with the police is the incorporation of the Attitudinal Change Module (ACM) into the regular police training curriculum. The module aims to transform attitudes of the police and increase their knowledge and sensitivity to key social issues, namely violence against women and children, and gender disparity.

Rabta has defined sequential and strategic steps to initiate the process of implementing the Attitudinal Change Module at the Police Training School/College (PTSs/Cs) level with instructors as follows:

1. One-day orientation session with faculty of the Police Training Colleges and Schools
2. Five-day workshop on the ACM with 25 selected instructors.
3. Five-day training of trainers on the ACM at provincial level with selected instructors from police colleges and schools
4. Provincial launching ceremony of the ACM
5. Back up support visits to PTSs/Cs
6. Five-day refresher course for trainers

As per the defined strategy the implementation of the module has been initiated in two provinces, namely Sindh and Punjab. In 2010, Rabta focused on the implementation of the curriculum in eight PTSs/C's in Sindh where orientations on the module were given to 188 police personnel (186 men and 2 women). Police instructors from police training institutes also participated in the five-day workshop on the ACM. Rabta also trained 20 instructors as Master Trainers on the module at police training schools and colleges across Sindh province.

In 2010, two launching ceremonies for the ACM were held, one in Sindh and the other in Punjab, which were attended by 96 members from different police organizations, including the management of the training wings of each province, civil society organizations and the media. To provide backup support and to facilitate the implementation process of the ACM, the Rabta team carried out field visits to police training institutes of Punjab and

Sindh, which have helped the team in identifying implementation gaps and highlighting the areas where instructors need more support to strengthen their knowledge and skills in delivering the module. Informed by the findings of the field visits the Rabta team organized a refresher course for 14 instructors from police training schools and college of Punjab. Feedback from the instructors remains largely positive with many of them reporting not only how they were implementing the module with trainees but also steps that they have taken in their personal lives especially with regards to improving their relationship with their wives and children. During the field visits to the police training institutes the Rabta team observed that there was a visible change in the attitude of the participants at a personal level, which not only improved inter-family relations but also their relationships at the workplace.

One instructor from the Police Training College Saeedabad shared, “I never used to iron my uniform, my wife did. One day I got up and saw that my uniform was not ready. My wife was busy in the kitchen. Initially I became furious, but shortly after, the Rozan training came to my mind and I thought, ironing is not something I cannot do myself. When my wife came to iron my uniform, I asked her not to worry about it, I can do it myself. She was surprised to hear me say that. She thought I was going to get angry, but I explained to her, this is something a man can also do”

Regarding the content of the module most of the instructors shared that they enjoyed and found it easy to teach topic like self awareness, communication skills and anger management; however they shared that they faced resistance from the trainees when they conducted sessions on gender equality and issues around violence against women. The instructors felt the primary reason for this resistance were the strong socio- cultural values that the trainees espouse due to being part of a society where women are considered inferior to men.

### Emotional Health, Vulnerable Groups and Policing Workshop

In 2010, Rabta conducted a workshop on 'Emotional Health, Vulnerable Groups and Policing' which was especially designed for Assistant Superintendents of Police under training. The key objectives of the course were to highlight the importance of emotional health in life and its relevance to police work. The course also provided participants with an opportunity to understand the dynamics of different types of behaviors and their links to police work. A total of 34 Assistant Superintendents of Police (thirty men and four women) attended the course. Participants at the end of the workshop expressed their commitments for change. Some of the commitments were: to promote fairness; promote police-community relations; provide a secure environment to vulnerable groups; ensure rule of law and speak out against injustice.



Refresher Course for Police Instructors on ACM



## Development of Course on Interviewing Women and Child Victims of Violence

In Pakistani society the first point of contact for many survivors of violence may be the police. The survivor of violence is extremely vulnerable at that point and depending on the kind of questioning that takes place for evidence gathering, survivors can become more traumatized. In 2010, Rabta developed a new manual on Interviewing Women and Child Victims of Violence. Two pilot training workshops were conducted in collaboration with the National Police Academy (NPA) for the police department and other law enforcement agencies. The objective of this workshop was to help police officers improve the current practices of interviewing women and child survivors of violence and promote more sensitivity and awareness regarding the particular needs of these survivors. In total, 33 participants including seven women police officers attended the trainings.



Trainees of Workshop on Interviewing Women & Child Victims of Violence

### Some comments of the participants after the workshop:

*“We came to know about our flaws. We usually do not give much importance to women and children who come to the police station”.*

*“We used to deal every woman and child complainant in the same way we deal with men. But now we realized that there is a difference and more sensitivity is required when dealing with women and children.”*

*“If we do not respond properly to victims, he/she would not be able to explain the incident properly. Consequently, our investigation will suffer”.*

## ADVOCACY

### South Asian Regional Conference

Rozaan, in collaboration with the Ministry of Human Rights Government of Pakistan and the Islamabad Capital Territory Police hosted a two-day regional conference entitled “21st Century and Policing in South Asia, Response towards Gender-based Violence: Challenges and Prospects” in

Islamabad. This was organized in response to the growing need felt both by the policy makers and the communities to bring about constructive reforms within the police system in South Asia to make it more service oriented, people friendly and gender responsive. The work of human rights organizations in the region has underscored that police response to cases of gender-based violence is ineffectual and discriminatory and, at times, abusive. One of the key factors behind the undemocratic and ineffective policing in South Asia is that even after the independence from the British rule the governments in the region have largely retained the colonial structure of policing and Police Act of 1861 remained the fundamental manuscript for police functioning. Although the issue of gender violence is not unique to South Asia, the region's strong patriarchal societies and socio-political conditions further exacerbate the incidence and inadequate response to violence against women.

The key objectives of the conference were:

1. To provide a forum for policy makers, police personnel and civil society organizations to reflect on emerging challenges and opportunities within the institution of police and making it more responsive to the needs of the community
2. To increase understanding and demand for more initiatives to strengthen police response towards gender- based violence in the regional context.

The conference provided an opportunity for participants from Bangladesh, Sri Lanka, Nepal and Pakistan to share the best practices and impediments regarding mainstreaming gender within police institutions in South Asia. Sixteen speakers from the four South Asian countries presented their papers on five thematic areas:

1. Democracy, gender based violence and policing in South Asia
2. Implementation of legislation and policies on gender-based violence and the role of police
3. Gender training as a tool to strengthen police response to gender-based violence: Successes and Limitations
4. Countering gender-based violence through community policing: Impediments to change.
5. Policing in conflict zones and gender-based violence.

The conference was attended by a total of 497 individuals (216 men and 231 women) including policy makers, government officials, bureaucrats, police personnel, media representatives and civil society organizations.



Inaugural Ceremony of South Asian Regional Conference

A number of valuable recommendations for the various players and institutions emerged, namely for legislators, policy makers, government institutions and bureaucracy, and the police leadership, with specific recommendations for women police, training of police personnel, and specifically gender training.

## AWARENESS RAISING

### Police Station Visitors' Week

Police Station Visitors Week is a unique annual global initiative by Altus Global Alliance. The event aims to assess the quality of service delivered in participating police departments, to identify best practices and to strengthen the accountability of the police to local citizens.

Rabta has been organizing the week in Pakistan for the last three years. This year as well, Rabta organized the Police Station Visitors Week which was observed in Pakistan in October 2010 in collaboration with three partner organizations, namely the Cholistan Development Organization, Bahawalpur, Shehri, Karachi and Sahil, Lahore. Ten police stations were selected across Pakistan and were evaluated in accordance with five indicators: community orientation, physical conditions, equal treatment of the public, transparency and accountability and detention conditions. At the end of the visits, three top police stations were selected as best police stations. Darakhshan Police Station Karachi got the highest score. This activity has helped to create awareness amongst the community about the services available and procedure of launching a First-Information Report (FIR). Rabta believes that activities like these allow the community to hold accountable the institution of the police and provide a structured forum whereby community members can share feedback.

## MATERIAL DEVELOPMENT

### Training Manual

In 2010, a manual on Interviewing Women and Child Victims of Violence was also developed in collaboration with the National Police Academy.

### Attitudinal Change Booklet for trainees

In addition, 20,000 books for police trainees on the Attitudinal Change Module were published as part of the institutionalization of the ACM and 7,000 were disseminated to police training schools and colleges.

## Rabta Newsletter

Rabta published two newsletters (half yearly) on the *Importance of Gender Sensitization in Police Work* and the *Impact of Terrorism on Police Work* which was disseminated to more than 800 police men and women across Pakistan. The newsletter has provided police officials with an opportunity to stay connected on a national level express their viewpoints on various subject and understand different perspectives.

### **Below is some feedback received from the readers:**

*“The article on 'The psycho-social impacts of war against terrorism on police' depicted and highlighted the exact issues that the Pakistani police are facing”.* (Muhammad bin Khurshid, Inspector Legal, Police Training School, Multan.)

*“The entire newsletter was related to terrorism and its impacts on and consequences for the Police. This was very relevant and pertinent to issues we are facing these days.”* (SSP Ghazi M. Salahuddin)

## CHALLENGES FACED AND FUTURE PLANS

The main challenges Rabta encountered in 2010 were due to the security threats and the emergency flood situation. Because of these emergency situations, police trainees were called on duty and their availability for trainings was reduced. Rabta hopes in 2011 the process will run more smoothly, as it will take forward the implementation and completion of the Attitudinal Change Module in Baluchistan and Khyber Pakhtoonkhawa in 2011.

After the success of the pilot workshops on Interviewing Women and Children, Rabta plans to conduct a baseline study on the current practices of interviewing women and children to revise and finalize the manual. This baseline study will be conducted mainly in Women Police Stations.

The Rabta program has been working with the police for the last 11 years, however until now the program has not undergone an external evaluation. In the coming year, Rabta intends to conduct a formal external evaluation to determine the impact of the program and improve itself further.

On the basis of its 11 years of work experience with the police, Rabta feels that the police in Pakistan should be a citizen–centric institution. Therefore Rabta will be advocating for the implementation of the recommendations from the regional conference as well as lobbying with parliamentarians to review, amend, and enact laws/ polices which ensure the police is organized on the basis of democratic policing and respect for human rights.



# HumQadam

Shifting Ownership

# HUMQADAM

(Rozan's Programme Working with Men and Boys)

Initiated in November 2008, HumQadam is Rozan's programme working with men and boys on the. The program aims at creating spaces for men to engage on the issue of gender-based violence and to explore alternative, healthier models of masculinities, with a special emphasis on involving men and boys in stopping violence against women.

The program looks at the social construction of masculinities and social norms related to manhood as key entry points for involving men in this struggle. It conducts research, works with young men in communities is also involved with a regional initiative on building capacity in activists and researchers and practitioners on masculinities

## HUMQADAM IN 2010

### RESEARCH

HumQadam started its work by conducting a research titled “Understanding Masculinities: A formative research on GBV in a peri-urban location in Rawalpindi, Pakistan”. The research was formally launched on April 1<sup>st</sup> in the presence of International/National NGOs, donors, researchers and community members from the research field.

Conducted with support from the International Center for Research on Women (ICRW) Delhi, the research is a qualitative study that looks deeply into the lives of young boys and men and attempts to explore the social construct of masculinities. The research also talks about women's perspective on masculinities and their expectations. The findings from this study highlight how perceptions and practices of masculinity influence and inter-connect with issues such as relationships, sexuality, and most importantly violence. The study explores that traditional notions of masculinity put men in a position of power where relationships are often characterized by dominance and control. This control is at best fragile, in the face of rigid expectations from men regarding sexual virility and control over women as well as being primary providers for the family. The research recommends that in programming with men understanding and acknowledging these tension points, contradictions and anxieties in men's lives can be strategic entry points of discussion and engagement with men and boys.

The qualitative data was also used to adapt the Gender Equitable Men (GEM) Scale for Pakistan and four new items have been added that are Pakistan specific. The GEM Scale was originally developed by the Horizon program in the US and Instituto Promundo in Brazil and consist of a series of attitudinal statement about gender roles in the area of domestic work, child care, sexuality and sexual relationships, reproductive health and attitude towards homosexuality and relationship with other men. The adapted GEM Scale is now being used as an evaluative tool to measure change in attitudes of the young men that the Humqadam programme works with.

## AWARENESS RAISING

### Community Work with Young Men and Boys

Working with young boys and men in an effort to involve them on issues of gender based violence is a key focus of the programme. In 2010, HumQadam initiated a number of activities with men in and around the Rehmatabad area where it works through its Aangan programme. These included a series of awareness raising sessions, community theatre plays, discussions forums for men and women, orientation sessions for professionals, counseling camps and the Stop Rape campaign. Based on research findings, the Humqadam programme designed a 16 session training programme for young boys and men in the community.



Elected Representative UC Sehala (RWP), addressing youth gathering

The focus of the trainings with young boys and men were on three major thematic areas, gender and power (with a special focus on masculinities), life skills, and sexual and reproductive health. The importance of the self remained central in all these thematic areas. Based upon this division interactive sessions on self, masculinity and healthy society, gender socialization, power, sexuality, feelings and anger, communication and conflict resolution were conducted with four groups of boys and men. In order to keep the sessions interesting for young participants, different techniques like documentary screenings, discussions and sports activities were introduced. Sixty-five young boys and men participated in the sessions.

In an effort to provide these young men with active opportunities to engage with this issue and put their lessons and reflections into action, activities like the Stop Rape Campaign and theatre training were held. Six boys participated in a ten-day interactive community theatre training organized at Interactive Resource Centre (IRC) Lahore. These boys have gone on to develop a play on violence against women and are now in the process of taking this play to various audiences of men and boys within their community and outside. Three interactive theatrical performances have been conducted at Rawalpindi and Chakwal by trained community boys and men. The performances mainly highlighted the role of men in traditional settings at the family and community level, and also gave a glimpse of the psychological, economic and physical violence at the family and community level. The theatre performance is followed by a dialogue with the community where the audience participates in the performance and corrects/improves the play according to what they think should happen. The performances has been attended by 250 men and women.

Young women from the community have been involved as well in HumQadam's work as it believes that women too have to challenge messaging they receive not only about their own gender but also about boys and their expectations from them. Twenty self growth sessions with women were arranged in which 28 women participated.



Orientation sessions with professionals, five counseling camps for young men and three discussion forums were also been arranged. The latter is an interesting activity undertaken by the programme where men and women sit together and discuss expectations and challenges that they face.

## Stop Rape Campaign

HamQadam has also initiated the “Stop Rape Campaign” which aims to mobilize young men to raise awareness on rape. The campaign focuses on involving young men from universities, the community (Tamman, Taxila, Rehmatabad) and the national scouts. The campaign runs as a step down training, with the youth enrolling and going through successive stages and is designed like a competition whereby the youth can score points based on the kind of activities and number of people they engage. The Campaign will be rolled out in early 2011.

## NETWORKING AND ALLIANCE BUILDING

### Rozan as Secretariat of the MenEngage Alliance Pakistan

HumQadam serves as secretariat of MenEngage Alliance Pakistan (MEP) since May 2009 for a two year period. MEP is a chapter of an international alliance of organizations working on gender issues with a focus on engaging boys and men. The alliance aims to increase networking amongst groups working with men and boys in an effort to enhance learning and working together.

The major activities of MEP this year were as follows:

**Mapping of organizations:** Rozan as the current secretariat of MenEngage Alliance Pakistan and is conducting a mapping study of organizations working with men and boys on gender equality. The purpose of this exercise is to identify those organizations that work with men and boys and study their approach, their strategies, their successes and challenges and to identify strengths and capacity gaps. The mapping started by identifying and gathering preliminary data from 60 organizations that work on ending gender based violence. It included international, national and local NGOs from all four provinces. In the second phase, 12 organizations were selected for in depth interviews on the basis of uniqueness of work and target groups.

**Capacity building of members and meetings:** MenEngage Alliance arranged two meetings last year with Alliance members to share the progress and knowledge with its members across the country. A session covering the definition, historical make up and cultural and social context of sexuality was also conducted for the members of the Alliance.

### South Asian Network to Address Masculinities (SANAM)

As part of a regional group South Asian Network to Address Masculinities (SANAM), HumQadam has contributed in the development of the South Asian Curriculum on Masculinities. HumQadam is an active member of steering committee of the network also.

The curriculum has different thematic areas and HumQadam led the sub group that works on the “self and gender” theme and contributed in development of material on the topic. SANAM announced it's first fellowship programme for South Asian countries based on this curriculum. The purpose of the program is to build a resource pool of men, women and trans gender with the appropriate knowledge base and skills to work independently or through groups to challenge masculinities in different social settings. One hundred and forty three individuals/organizations applied for the fellowship from Pakistan alone. In the first batch, eight participants from Pakistan will take part in an 18-day training in February 2011 followed by a seven day advanced course and implementation of short projects to promote work around masculinities in their respective countries.

### CHALLENGES FACED AND FUTURE PLANS

Research was a new area for Rozan and it was challenging to train staff and implement the program accordingly. However, the team has learned and grown through the process of its first Research and plans to conduct another qualitative research in 2011 to explore some of the trends highlighted by this work.

Keeping the interest of young men and boys motivated for the series of training sessions remained an important challenge throughout the project period and the programme adapted its module and activities many times. Rozan will continue working with the trained young men and boys who will be involved in the Stop Rape Campaign. A club of young boys and men has been formed so that they can take part in campaigns (like the White Ribbon Campaign), have a platform for discussions on gender issues and continue to raise their voice against violence.

HumQadam will be conducting a detailed evaluation of its community intervention through analyzing the baseline and end lines scores on the GEM including a series of qualitative interviews with boys trained in the next one year.

Rozan will also provide technical support in holding symposiums on masculinities in two universities, as part of its plan for the MEP alliance for next year. AMAL development foundation, an active member of the alliance will take the lead in conducting the symposiums. The purpose is to introduce the theme of masculinities to faculty and students of gender studies departments an area which is often ignored.

HumQadam will also be facilitating the SANAM Fellowship program launched in February 2011, and will be the national focal organizations in providing support to the eight fellows from Pakistan in implementing their projects.

## Story of Change

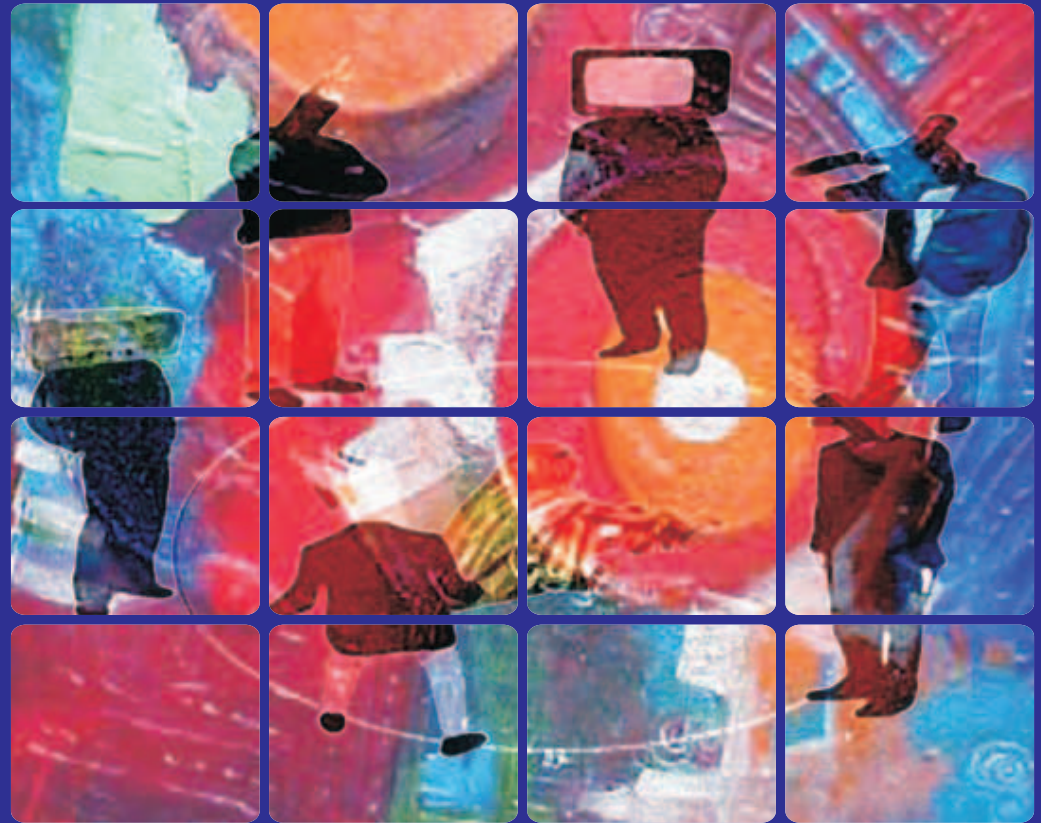
*“Not only am I going to help my wife with the housework, but will also treat her as my equal.” Ahmed, talking to his younger brother*

Nusrat Bibi lives in Rehmatabad Colony in Rawalpindi with her two sons, Ahmed and Ali. Ahmed is 25 years old and works as an office clerk. One day Ahmed learned from his friends that Rozan, an NGO, was working in his community. His friends also told him that they were participating in the programs and had attended workshop sessions. This raised Ahmed's interest and he also started attending the sessions by Rozan.

Nusrat Bibi, his mother shared the following with Rozan. She shared that she overheard Ahmed and his brother having a heated discussion. Her younger son Ali said to Ahmed, “These are all wrong ideas. Women should be treated according to their lower status in society, otherwise they will start taking advantage of you. If you treat them as equals then you'll end up being subservient.” Ahmed explained to him that women are also part of this society and have as many rights as men do. He said he wanted his wife to be able to hold all the rights she is entitled to. “Not only am I going to help my wife with the housework, but will also treat her as my equal.”

Nusrat Bibi shared that she is very pleased with the many positive changes she sees in Ahmed. She said Ahmed never used to speak to women, and felt that a woman's place was in the house and wouldn't respect women who worked outside the home. He used to say that they were not from respectable families, and only men should work outside the house. But after attending the sessions with HumQadam for six months, his mother has noticed a change. According to her he has started talking to the women in his family about any issues they have and is very supportive of them.





# Munsalik

Harnessing the power of the media

# MUNSALIK

## (Rozan's Media Sensitization Programme)

**Munsalik is Rozan's media arm and in addition to running a sustained programme on increasing sensitization and capacity of print and media to address issues of gender based violence, it supports all of Rozan's programs in advocacy and networking with civil society and media organizations.**

Munsalik was initiated in 2008 and oversees all of Rozan's print publications as well as media campaigns. Munsalik has also undertaken a three-year project on gender sensitization that works with the print media in secondary towns to address social crimes such as violence against women and children by involving journalists as advocates for change.

## MUNSALIK IN 2010

### CAPACITY BUILDING

#### Gender Sensitization Workshops with Media Professionals

A series of gender sensitization workshops had been initiated by Munsalik in 2008 which continued into 2010. Though Rozan has been networking with the media and collaborated with them on various campaigns, it had not worked with media as an exclusive target group before this. In 2006, in an organizational internal review, Rozan realizing the increasing influence of the media and the importance of working with them, embarked on this gender sensitization initiative. Rozan set up an eight-member Technical Committee to guide and direct the gender sensitization project. The committee comprised of senior media and development professionals.

This work with journalists was a sustained process of capacity development where participants went through a series of sensitization trainings, ongoing mentorship, refresher trainings and national seminars. The rationale behind this gradual capacity development process is the recognition that in order to have a lasting impact on reporting on sensitive issues like gender, which inform not only an individual's work but also his/her worldview, it is essential that more sustained processes are carried out.

The project has included using discussion forums to debate and discuss the role of the media on gender issues, conducting gender training workshops with crime and social reporters of secondary cities and holding gender sensitization seminars in Universities with students of the Mass Communications departments, in an effort to target upcoming and future journalists.

Previously the workshops have been conducted in Multan, Peshawar, Abbotabad, and Hyderabad. In 2010, two new secondary towns were included and gender sensitization workshops were conducted, in Sukkur and Quetta. The workshops discussed various topics including socially responsible



Gender Sensitization Workshop with Quetta based Journalists

journalism, self awareness, understanding the construct of gender (and its relation to the self, to power, and how it intersects with violence), as well as the portrayal of women in media and sensitive reporting. Ghazi Salahuddin (Editorial Director of Geo Television) and Sohail Sangi (Senior Sub Editor of Dawn newspaper) were invited as guest speakers for these workshops.

Another key initiative was a workshop conducted with the production staff of Pakistan Television (PTV) in Islamabad where in addition to running the Rozan training, a seasoned media person and renowned director, Sahira Kazmi, was invited as a guest speaker. A special session on how movies portray women was also incorporated keeping in view that participants are involved in producing dramas, documentaries and talk shows. In all three workshops, there were a total of 58 participants, with 50 males and 8 females.

As part of the capacity development exercise, baseline information on current standards of reporting are carried out within each secondary town. Information gathered is then compared to reporting practices after the workshops and also reports are used as training material in the form of case studies within the workshop. After the workshops, post assessments of the newspapers were conducted and refresher trainings were arranged for three of the cities where the initial gender sensitization workshops were held. The refresher trainings aimed to refresh and recall what they previously learned and gauge how the trainees have incorporated the learning from the workshops as well as to discuss the plans for the national seminar Rozan conducts every year. Guest speakers Siddiq Baloch, Myra Imran and Waseem Shamsi were invited for the refresher trainings in Quetta, Peshawar and Sukkur respectively. A total of 60 journalists participated, of which 58 were male and 2 were female.



Participants of Gender Sensitization Workshop with PTV Production Staff

Although a detailed analysis will be done using pre and post assessments of the newspaper of the particular cities identified by Munsalik within the next year, the trainees from the workshops have consistently shared with us the changes they have brought in their individual reports and published articles. Some changes include respecting the confidentiality of the survivors, others have started writing increasingly on gender and issues related to violence against women, whereas previously they would not have considered these areas important or relevant.

*“After attending the gender sensitization workshop of Rozan, I started writing features and articles on gender issues in a way that does not sensationalize the issues.”* (A young journalist participant from Sukkur at the gender sensitization workshop in Karachi.)



*'I have been working as a journalist for the last ten years but have never gone through such a training which makes you reflect on the self, enables us to understand the sensitivity needed to write on sensitive issues e.g. understanding the importance of the confidentiality of survivors of violence.'* (A 30-year-old journalist from Sukkur.)

## Gender Sensitization Seminars

In 2010, two seminars on gender were organized with leading universities, University of Sindh Jamshoro and Riphah International University Islamabad. An average of 80 students from the Mass Communications department attended each seminar. The seminar was well received and appreciated as this was often the first exposure for the students on gender and media. The topics covered in these seminars included socially responsible journalism, the definition of gender and its dynamics, definition and impacts of violence, gender and its relation to the self and sensitive portrayal of women in the media. Ghazi Salahuddin and Amar Sindhu (women rights activist and writer/columnist) were invited as resource persons to discuss the sensitive portrayal of women in the media. The total number of students that attended the seminars were 160, with 120 males and 40 females.

*"I am student of third year but so far was not familiar with the term gender in its true sense and was taking this term as defining sexual identities of humans but after this seminar I think gender should be made essential part of journalism student's courses."* - (A young student of Mass Communication Department of University of Sindh Jamshoro during a gender sensitization seminar.)



Group Work During Seminar with Future Journalists at University of Sindh, Jamshoro

## Alternative Media Workshop

In 2010, Munsalik introduced a new training workshop on alternative media for journalists. The objective was to familiarize and equip the participants with new media techniques, such as blog writing and how this medium can be used for social change. This was conducted in response to a need identified by workshop participants, where they shared that due to the heavy amount of breaking-news stories, they were unable to provide follow ups on existing stories. A blog titled 'AUTAK' has been registered where the trainees of Munsalik will share their stories and will be able to analytically look at the issues revolving around gender and social issues along with regular follow-ups. A total of 20 men and 3 women attended the workshop.

## National Seminar for Journalists 2010

Munsalik also hosted its second National Seminar for Journalists entitled “Framing Social Issues, Shaping Individual Responses” in 2010. The seminar was attended by trainees from all over Pakistan including PTV production staff from all centers in Islamabad. The objective of this national level seminar is to provide trained journalists an opportunity to further deepen their knowledge by providing them an opportunity to meet and learn from seasoned journalists and civil society activists in the field. Themes aimed to analyze the ideological differences in Pakistani society and their impact on how news is portrayed in the media, as well as to discuss and understand the difficulties faced by women in the media, focusing on working conditions and sexual harassment. Another theme of the seminar was to share best practices of senior journalists from the electronic media in reporting news, events and producing television dramas on women's issues as well as to provide an opportunity for journalists to reflect on the challenges they face while reporting responsibly in critical situations.



Participants of National Seminar for Journalists 2010

The discussion during the three-day seminar revolved around the following themes: Ideological Framing in Media; Looking inwards; Reporting on Critical Issues; Problems of journalists operating in smaller cities; Women in Media: Challenges and Opportunities; Sexual Harassment and Legislation; Portrayal of Women in Electronic Media (Information) and Portrayal of Women in Electronic Media (Entertainment).

Seasoned journalists and media persons were invited as resource persons during the seminar, including Ghazi Salahuddin, Kamal Siddiqi, Javed Siddiq, Absar Alam, Dr. Moeed Pirzada, Sahira Kazmi, Narjis Zaidi, Quatrian Hosain, Myra Imran, Arfana Mallah, Mujahid Barehvi, Gharidah Farooqi, Anwarul Hassan, Siddiq Baloch, Sohail Sangi, Mazhar Arif, Tauseeq Hyder, Farkhanda Shaheen, Nasim Zehra, Farah Zia, Harris Khalique, Arshad Rizvi and Naeem Mirza.

A total of 33 men and 10 media trainees participated in the seminar

*“The speakers at the seminar provided us with the opportunity to think out of the box and broaden our views on issues that concern everyday reporting and especially how to frame issues in the right manner.”* (A participant from Quetta at the National Seminar for Journalists in Islamabad.)

## ADVOCACY

### UN-WOMEN

After a long process of campaigning for a separate entity for women in the United Nation system, UN Women finally came into being in 2010. Munsalik represented Rozan in the civil society alliance comprising of NGO and activists from Pakistan that were active in lobbying for this entity and aligned itself with the larger global GEAR campaign. It was a principal organizer of a stakeholder consultation held in September 2010 in Islamabad. Munsalik also attended the Commission on the Status of Women session at the United Nations Headquarters in the United States. Rozan was involved in series of consultative meetings with government representatives to share the position paper which was derived after the national consultation on UN Women held in September 2010.



National Consultation on UN Women

### Mass Media Campaigns with Rozan Programmes

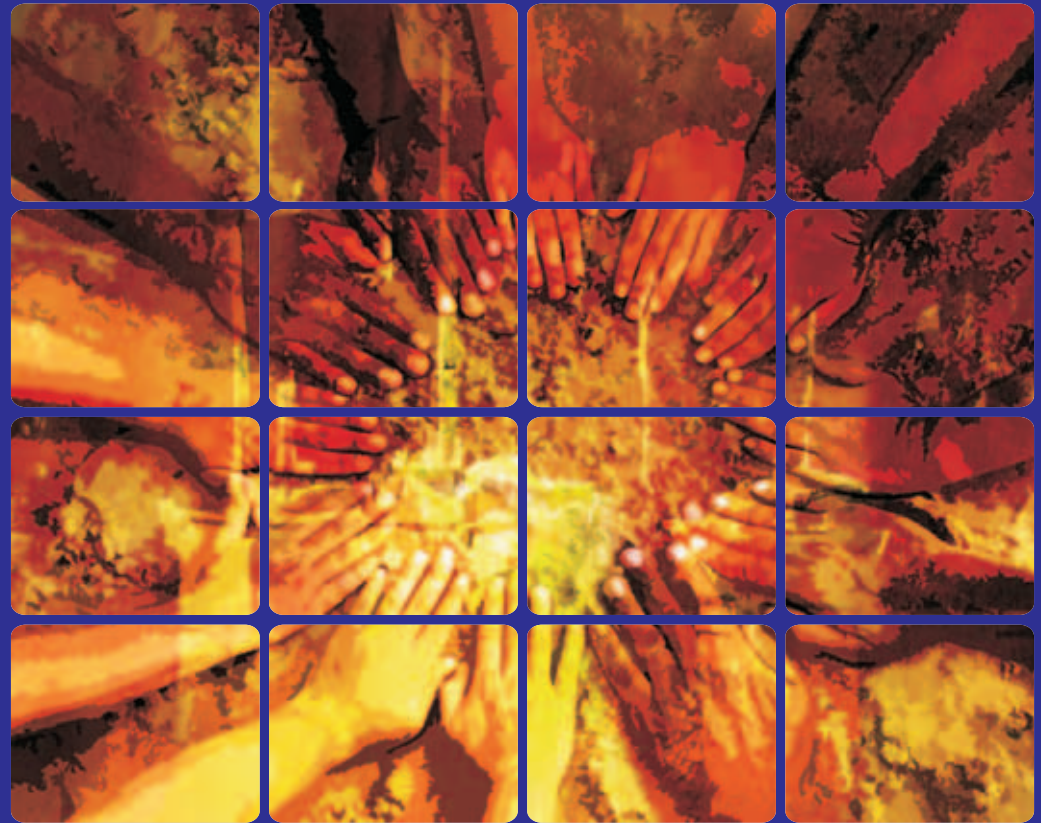
A key role of Munsalik is to support other Rozan programs in designing campaigns and engaging the media in the promotion of the issues Rozan works on. In 2007, Rozan carried out a large scale mass media campaign on the issue of child sexual abuse which included a cartoon animation (Tinkoo and Tina), a series of talk shows, posters, banners, brochures and souvenirs supplemented by work in schools in Islamabad and Rawalpindi. In 2010, the second phase of the campaign was planned which includes the production of two animations on protection and self esteem of children. It is expected to roll out in 2011. Munsalik, in collaboration with YHL, developed and implemented a campaign on adolescent's sexual and reproductive health which consists of a series of TV and radio spots, posters, banners and souvenirs on four thematic areas namely; peer pressure, assertiveness, pubertal changes and career choice.



## CHALLENGES FACED AND FUTURE PLANS

The major challenge Munsalik faced in 2010 was working with the local media because of the emergency situation in the country. Munsalik had been trying to work with private local and regional television channels that showed an interest, but later could not do so because of the flood emergency. Munsalik approached Pakistan Television and received an excellent response, and was able to work with 18 producers from all over the country from the news department, current affairs, drama serials and other entertainment shows. This activity which was initially a challenge became an opportunity and increased the confidence of Munsalik to work with experienced media professionals, add value to their work and keep them engaged.

In the next year, Rozan would like to narrow its focus to working journalists and further consolidate its previous work by selecting four of the six cities worked with and deepen its intervention in these areas. The four cities are Multan, Peshawar, Hyderabad and Quetta. Munsalik will deepen its work with the inclusion of another tier of the print media which is the editorial staff. Working with press clubs of six secondary towns of vernacular and regional press was a unique experience. The journalists were cooperative, efficient and keen learners of new ideas and methodologies on reporting on gender issues and gender-based violence, which negates the stereotypical mindset of journalists that this is a resistant group to work with. As such, efforts will also be made to maintain strong links with this group, and different activities will be planned to keep them interested and engaged. A special focus this year will be to work with women journalists and increase their presence and capacity.



# Volunteers & Interns

'Together' we can make a difference

## VOLUNTEERS AND INTERNS AT ROZAN

### The Volunteer Programme

Rozan strongly believes that change in society can only be possible when the community owns and actively participates in social change movements. As such volunteerism and engaging with volunteers is a core value of Rozan. It envisions a model whereby both Rozan and the community work together for a 'society which is violence free, aware, confident and accepting of itself and others'. Rozan believes in community participation and actively involves volunteers in its activities.

Rozan's most active and sustained volunteer base exists at its very top tier in the form of the Rozan Board and the General Body. Many of these individuals are dedicated professionals and social workers who have supported Rozan for a long time and for many this association is very deep, dating back to even before the birth of this organization. Many of these members have tirelessly given their time and efforts through good times and hard times, but have remained steadfast in their dedication. Some of them deserve special mention as they have been associated with Rozan since its inception: Naheed Mushtaq Khan, Nageen Malik, Dr. Naseer Ahmad and Dr. Ambreen Ahmad. Other supporters are new but are already contributing to the organization by bringing in their energy and ideas.

Rozan volunteers come from all walks of life and different age groups, however the majority of them are young men and women. During the last year Rozan's volunteer program introduced a volunteer management system (VMS). The VMS provides guidelines for induction of the volunteers, how to keep them engaged and different ways of acknowledging the volunteers contribution to the organization and the cause. A database was also developed to keep a record of the volunteers and their contribution to different program activities. During the last year 131 (61 men and 70 women) volunteers registered themselves with Rozan.

Most of the volunteers provided support and participated in two major events of Rozan in 2010. These were the South Asian Regional Conference organized by Rabta and Munsalik's Media Seminar for Journalists. They also supported the programs in providing orientations, field observations, translations, documentation, article writing, dissemination of invitations cards, confirmations calls for events, support to the IT section and data entry. Volunteers also assisted in keeping a record of relevant articles from newspapers and in the management of Rozan's Resource Library, as well as participation and support in Humqadam's Stop Rape campaign. In the coming year, Rozan hopes to strengthen its volunteer program through increased volunteer involvement and integration of a volunteer component in all of its programs.

### The Intern Programme

Rozan has been running an internship program for the last four years. Although learning is viewed as a life-long process, Rozan looks upon the internship period as a crucial stage for this professional and personal growth. The objective of the internship program is to provide youth with an opportunity to build sensitivity, understanding and commitment on social issues, with practical exposure to working in the development and human rights movement, and to provide an opportunity to youth in an environment that is supportive, challenging and believes in their potential to contribute positively to society.

The program has been structured and designed as a specific four-month curriculum for interns. The emphasis of the curriculum is on personal and emotional growth and awareness in relation to sensitization on issues such as violence against women, child sexual abuse and sexual and reproductive health. In addition, opportunities to develop skills such as facilitation skills, report writing and presentation are also provided within the program. An intern coordinator monitors the intern training process. The intern coordinating committee consists of one Intern Coordinator and seven mentors (one staff member from each program) who monitor and review the internship process.

In 2010, Rozan completed its 7<sup>th</sup> internship cycle. This year Rozan structured its internship programme further and created a system whereby all intern activities were rated by program mentors and activity facilitators. Interns were rated on criteria like participation, effort, team work and creativity.

In July 2010, a four-month internship program was advertised. The interns were selected through a rigorous process which involves attracting applicants from five major universities (Quaid-e-Azam University, Fatima Jinnah Women University, NUML University, Bahria University, ARID Agriculture University) through flyers and orientations. In this cycle alone over 90 applicants applied and 10 were selected through a process involving group discussions and interviews.



Interns of Internship Cycle-7

The selected group of interns was then assigned to different Rozan programs. They were assigned a program mentor whose role was to work closely with the intern in the four months. During this time, the group was exposed to two capacity building and sensitization trainings, which covered the following topics: self-growth, gender, violence against women and children, child sexual abuse and reproductive health issues. Aside from trainings, the interns were also actively involved in program work and in various activities planned as part of the intern curriculum which included 8 reading meetings, 3 exposure visits to others NGO's and special intern projects.

Upon successful completion of the four months the interns were given certificates by Rozan, and were also asked for their feedback and suggestions for improvement. One of the interns was also later employed as a Rozan staff member as a result of the strong recommendations from the program team members. Two continue to volunteer with the organization for various activities. A feedback process was carried out at the end of the cycle and the interns were asked to rate each activity in the form of usefulness.

This year Rozan also conducted a review process of its previous internship cycles, and sought feedback from 54 previous interns. Twenty-nine percent of the previous interns responded to the mailed questionnaires. Below are some of their comments:

*"I strongly suggest every youngster to connect themselves with a Rozan internship for excellent exposure."*

*"The Internship program at Rozan is a great platform for learning new things and enhancing knowledge."*

*"I found the Rozan Internship program excellent for professional and personal growth".*

Rozan intends to continue with the Internship program and invest in young people in its efforts to create a more self-aware, sensitive and tolerant society. Based on the cycle review, in the next phase, three areas will be improved; appropriate intern placement based on programmatic needs, review of reading session curricula and a reduction in Rozan events with more time available for programme work and projects.

## ORGANIZATIONAL DEVELOPMENT

The year 2010 has been a busy year for the organization. Rozan's various programs took on many activities and the team has worked very hard to ensure that goals planned and commitments made were achieved. At the same time, Rozan has always been conscious that while its programs could be considered its arms and legs, Rozan's life force, like any organism, lies in its heart. Rozan's health is defined by the organization's culture, resilience, the transparency of its structure and most of the all the people who make it what it is - its staff and volunteers.

A number of initiatives to ensure that Rozan continues to strengthen and grow were taken this year. These include:

### Capacity Building of the Rozan Team and Organizational Culture

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

One major training program that Rozan organized for all of its staff and volunteers was three-day learning retreat in August 2010. The learning retreat was planned with the objective to enhance the knowledge and analytical skills of the Rozan team on topics like

1. Capitalism, Feudalism and Socialism
2. Secularism and Islamization in Pakistan
3. Roots of Patriarchy and Feminism
4. Sexualities

The learning retreat helped the Rozan team not only build their understanding on these broader issues but also create linkages between these concepts and the issues Rozan works on. Dr. Mubarak Ali and Dr. Rubina Saigol were the resource persons for the learning retreat. It was a challenging task for many of the participants to have a discourse around these themes and many shared that earlier this opportunity had been missing. One of the key outcomes of the retreat was the decision to organize a series of learning events within the Rozan office to further discuss topics like secularism, religion and sexualities. As a result, every last Friday of the month a two-hour learning forum is held by the staff and volunteers. This involves pondering over a reading/article, viewing a documentary or film and/or inviting an external resource person. A visible outcome of these events has been the increased comfort of the team in discussing issues that previously seemed rather sensitive to discuss. Annual and program retreats, picnics, staff birthdays and farewell parties were also regularly organized to keep alive the friendly organizational culture that exists and is valued at Rozan.

Rozan hopes to continue these learning events in the coming year and has revised its policy where 70% of capacity building funds of the organization will be spent on combined training programs for the staff and volunteers.



## Organizational Effectiveness

Along with investing in the staff and volunteers and building their capacities, it is equally important to strengthen the human resource development and management systems of the organization. In order to respond to this growing need of the organization, Rozan applied to the Packard Foundation for the Organizational Effectiveness (OE) grant. In the last quarter of 2010 the grant was approved and a consulting firm has been hired accordingly. Under the OE grant next year, the existing HR systems of Rozan will be reviewed and key areas will be looked at, such as recruitment and selection, employee relations, compensation and benefits and staff development (performance management, training and promotion).

## Policy Development in 2010

Policies and systems play a pivotal role in the smooth functioning and development of an organization. At Rozan, policies and systems regularly come up for review and if required, new ones are developed to meet the needs of the organization. In 2010, some new policies were introduced. A donor selection criteria and process along with a program planning and development guideline was introduced and approved by the Board. The need for developing this document arose in order to ensure that Rozan's direction and agenda remain true to its vision and are not hampered or sidelined by emerging funding priorities.

In order to enhance the benefits for the staff, a health insurance policy was introduced and a health insurance company was hired accordingly. Similarly, a new policy on giving an equitable proportion of the salary of the staff as a bonus was approved by the Board.

In addition, policies on external capacity building and Daily Subsistence Allowance (DSA) were revised to make them more relevant to the current needs of the organization.

## Organizational Forums

Rozan has a strong belief that taking time out for reflection and sharing is of utmost importance for an evolving organization. There are many forums at Rozan which are held to increase ownership, accountability and learning. The Joint Program Meeting (JPM) is one of these forums. The JPM is organized fortnightly where all the programs of Rozan share challenges and lessons learned and discuss opportunities for collaboration. Primarily the JPM is a forum where the staff gets an opportunity to understand how all Rozan programs are integrated with each other and contribute to Rozan's mission. During the last year, 17 JPMs were held.

The Staff Meeting is another forum that is held weekly to discuss staff issues and concerns related to administration and management. An important feature of the meeting is the sharing of "highs and lows" amongst staff where the staff is encouraged to reflect on their week and share anything which made them feel "high" or happy, and anything that was difficult in the week or a "low" for them.

Rozan Program coordinators (PCs) and directors also meet twice a week for PC Meetings to discuss issues related to the programs and the management of the organization. This is a forum for the mid level management of the organization to support each other, as well as hold each other accountable and serves as an effective channel of communication between the staff and senior management for organizational decisions. The PC forum also nominates staff for capacity building events. Twenty one PC meetings were held in 2010.

Another important meeting that takes place at Rozan is the Co- Directors (CD) meeting where the three directors and Rozan's Advisor meet on a weekly basis. This is a senior level forum aimed to discuss issues linked to management and programs, but also provides support to the directors, and acts as an accountability mechanism.

The Working Committee (WC) of Rozan is comprised of members from the Board, General body, a staff representative and the Managing Director. The WC holds meetings fortnightly. This is the executive body which directly functions under the Board of Governors and is responsible for overseeing, approving and making core decisions related to financial, administrative and program issues that arise during the functioning of the organization. The Working Committee of Rozan held 18 meetings in 2010.

The Rozan Board consists of eight members who are elected by the General Body for a period of two years. The Board is entrusted with the policy level decisions of the organization. In 2010, three Board meetings were held. Board elections also took place in 2010.

Rozan staff and volunteers also meet twice a year for a day-long planning and review session, where each program and unit of Rozan presents its work and opens it up for critique, questions and a few well- deserved pats on the back! This is the Half-yearly Meeting and was held twice in 2010. Ex-staff members and Rozan supporters are also invited to give their comments and feedback.

# *Annexes*

# ROZAN

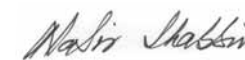
## BALANCE SHEET AS AT 30 JUNE 2010

Annex-A

	Notes	AMOUNT (Rupees) 2010	AMOUNT (Rupees) 2009
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	4	21,278,088	10,412,640
Investments			1,000,000
<b>NET CURRENT ASSETS</b>			
Current Assets			
Advances, deposits, prepayments and receivables	5	1,184,901	864,265
Cash and bank balances	6	40,887,660	50,66,123
		42,072,561	51,530,388
<b>LESS: CURRENT LIABILITIES</b>			
Accrued and other liabilities	7	2,120,595	1,218,599
		39,951,966	50,311,789
		61,230,054	61,724,429
<b>REPRESENTED BY</b>			
General reserve	8	21,286,021	18,915,280
Specific reserve	9	39,885,637	42,734,304
Deferred income	10	58,396	74,845
		61,230,054	61,724,429




---

**MANAGING DIRECTOR**



---

**SENIOR FINANCE OFFICER**

## STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 30 JUNE 2010

	Notes	AMOUNT (Rupees) 2010	AMOUNT (Rupees) 2009
<b>INCOME</b>			
Specific donations	9	40,998,404	37,771,695
Income from Rozan activities	11	2,196,121	3,217,097
		43,194,525	40,988,792
<b>EXPENDITURE</b>			
Specific projects	12	39,347,082	29,903,700
Rozan expenses	13	1,055,622	3,165,256
Repayment of donation	14	421,080	
		40,823,784	33,068,956
Excess of income over expenditure transferred to general reserve		2,370,741	7,919,836



MANAGING DIRECTOR



SENIOR FINANCE OFFICER

Title and Duration of Workshop	No. of WS	Participants Profile	Participants	
			Male	Female
One day CSA Awareness raising sessions with medical colleges	4	Students of IIMC, FUMC, HSA	86	147
3 days CSA Sensitization work shop with Baluchistan CBOs /NGOs	1	Members of CBOs/NGOs	12	12
One day CSA Telephonic counseling Training with YHL	1	YHL Counselors	2	7
5 days Advance level Work shop with Punjab, Sindh CBOs/NGOs	1	Members of CBOs/NGOs	13	3
One day CSA Orientations with SOS mothers	2	Community Mothers	-	19
3 days CSA Sensitization training with CPC members	1	CPC members of UC 9	6	4
2 days CSA sensitization work shop with Volunteers	2	LHVs students of Khyber medical college	18	42
8 days TOT on Life Skills with SLS and Community School Teachers	2	Teachers of SLS and community schools	-	37
One day Life Skills Sessions with SLS and community schools	66	Students of SLS and Community schools	235	57
3 days Self Growth work shop with community volunteers	1	Community volunteers	-	17
2 days Work shop on Disciplining with community volunteers	1	Community volunteers	-	15
4 day Para counseling workshop	2	Staff of women center s and NGOs	-	38
3 day refresher of para-counseling workshop	2	Staff of women center s and NGOs	-	33
5 day communication skills and sensitization to VAW training	2	Staff of Baidarie and PWS	20	18
3 day refresher of sensitization to VAW and communication skills workshop	1	Staff of Baidarie	12	5
2-days Smart chart training	3	NWSQ, SCDO, CRADLE, Shirkat Gah, Aahung, HSA, PRSP, WPF, Green Star, LEAD, MNCH, FPAP	31	27
1-day Smart chart training refresher	4		29	26
1-day session with Population Council on smart chart tool	1	Pop Council	4	1
2-Day session on institutionalization of Smart Chart training	1	WPF	3	7
3 days WS on self-growth with volunteers (for fund raising)	1	Community volunteers	5	16

5 days training on Innovative project by Oxfam-novib	3	Sungi, Health care providers	10	22
5 days ToT Innovative project by oxfam-novib	2	Female/ Male Teachers	8	12
Life skills sessions with young boys	5	Ali trust students	22	-
5-day Attitudinal Change module ( ACM) workshops	6	Police instructors	140	2
5 day ToT on ACM	1	Police instructors Sindh	20	-
Sindh Launching Ceremony	1	Police instructors, Senior Management , CSOs	46	23
Half day session on self awareness and communication skills	2	Traffic Police Officers	55	2
One day orientation on ACM	6	Police instructors	251	-
One day training on self awareness	3	Police Officers	353	12
Series of 14 sessions with young boys and men on gender, VAW and masculinities	56	Students, workers, and private Job holder young boys and men	65 (4 groups)	-
Series of Self Growth sessions with women	21	Students, housewives	-	31 (2 groups)
10- Days Community theatre Training for community boys and men	1	Students, private job holder young men and boys.	8	-
Gender Sensitization Workshops	3	Journalist, PTV production staff	50	8
Gender Sensitization Refreshers	3	Journalist	56	2
Alternate Media workshop	1	Journalist	17	3
Seminars on gender and media with students of Mass Communications Department	2	students	160	40
National Seminar 2010-Framing Social Issues, Shaping Individual Responses	1	Print and electronic media professionals	33	10
Self Awareness and self growth module at the SANGAT training in Bangladesh	3	Govt. and Non-Govt professionals	-	35
Total	219		1770	733
<b>Total Participants</b>			<b>2503</b>	

\* Please note that participants of those workshops which have refreshers sessions have been counted twice.

Title of the Training/Meetings	Trainees	Organizer	Dates	Venue
Self growth sessions	Rozan new staff	Rozan	January to March 2010	Rozan Hall Islamabad
2 Planning meetings of South Asian Network to a Address Masculinities ( SANAM) for Fellowship programme on Masculinities 2011	Maria Rashid	South Asian Network to Address Masculinities (SANAM)	January 29-31, 2010 August 26-30 <sup>th</sup> 2011	Bangkok and Nepal
South Asia Movement Building and Human Rights Institute	Misbah Khalid	Creating Resources for Empowerment in Action(CREA)	February 08-13, 2010	Kathmandu, Nepal
Leadership Development Training	Irum Kanwal	Leadership Development for Mobilizing Reproductive Health (LDM)	February 12-18, 2010	Karachi
54 <sup>th</sup> Session on NGO CSW	Saima Ashraf	United Nations	February 25 to March 10, 2010	New York, USA
54 <sup>th</sup> Session on NGO CSW	Shabana Arif	United Nations	February 25 to March 10, 2010	New York, USA
South Asia Curriculum Planning meeting on Masculinities	Maria Rashid	Partners for Prevention	May 11-13, 2010	Cambodia
Workshop on Survey Research	Irum Atta	Center for Health and Population Studies and WHO	May 20 to June 02, 2010	Lahore
Gender Sensitive Active Non-Violence (GSANV)	Rahat, Umair, Fauzia, Saffi	Step down training by WPP organized by Babar Bashir	May 21-23, 2010	Rozan Hall, Islamabad
Smart Chart Training and refresher	Naeem, Saffi, Saliha, Saiqa	Rozan	June 03-04, 2010	HSA Islamabad
Training Course on Sexuality, Gender and Rights	Rabia Manzoor	Creating Resources for Empowerment in Action(CREA)	June 12-19, 2010	Istanbul , Turkey
2 <sup>nd</sup> ToT on Gender Sensitive Active Non-violence (GSANV)	Babar Bashir	Women Peacemakers Program(WPP)	July 2010	Philippines

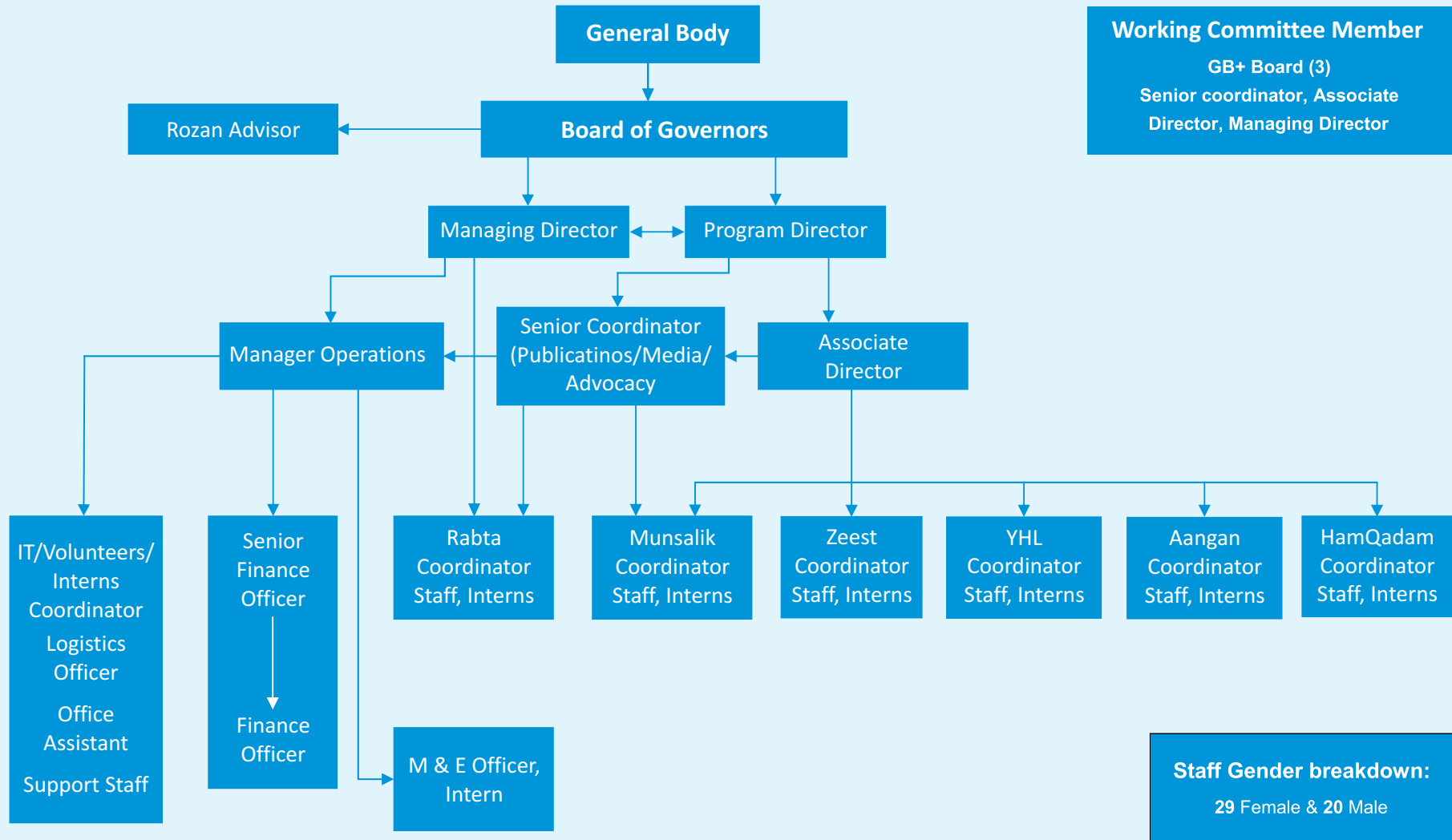


21th South Asian International Fundraising Workshop	Nageen Malik	South Asian Fundraising Group	August 07-10, 2010	India
Learning Retreat	Rozan Staff	Rps: Rubina Saigal and Dr. Mubarik Ali	August 19-21, 2010	Murree
Self Growth Workshop	Interns of Internship Cycle-7	Rozan	August 30 to September 01, 2010	Rozan Hall, Islamabad
International Seminar on Gender Responsive Policing	Babar Bashir	United Nation Development Programme (UNDP)	September 2010	Kathmandu, Nepal
Workshop Child Sexual Abuse	YHL Team	Aangan	September 10, 2010	Islamabad
XV-South Asian Feminist Capacity Building Course on Gender, Sustainable Livelihood, Human Rights and Peace	Shaista Habib	SANGAT Network	September 15 to October 15, 2010	BRAC Center, Dhaka, Bangladesh
English language Course	Shehla, Umair, Shahida, Saiqa, Rahat, Fouzia, Faheem, Rehana	Rozan RP: Aniq Arif	September 20 to October 04, 2010	Rozan Hall, Islamabad
Cognitive Behavior Workshop and Exposure Visit to the US	Saima Ashraf	Center for Cognitive Therapy, University of Pennsylvania and Beck Institute of Cognitive Therapy	September 26 to October 07, 2010	Philadelphia, Washington DC, USA
Gender Sensitization Workshop	Interns of Internship Cycle-7	Rozan	October 29 to November 03, 2010	Rozan Hall, Islamabad
1-day session on reproductive health	Interns of Internship Cycle-7	Rozan	November 2010	Rozan Hall, Islamabad
Interactive Community Theatre	Rahat, Umair, Saffi	Interactive Resource Center Lahore	November 02-10, 2010	Lahore
Logical Framework Approach	Naeem Rehman	Sustainable Development Policy Institute (SDPI)	November 03-04, 2010	SDPI Office Islamabad
Training on Mental Health and Psychosocial Support in Conflict	Roohi Ghani	Peace Building and Development Institute	December 15-21, 2010	Batticaloa, Srilanka

Type of Activity	Number of Activities	Participants	
		Male	Female
Mass media campaign Lahore and Multan <ul style="list-style-type: none"> <li>• Airing of 4 issue based TV clips</li> <li>• Newspaper Ad on YHL services</li> <li>• Airing of YHL Interview on FM-89.6</li> <li>• TV clips on Face book and YouTube</li> <li>• 2 series of YHL Radio aids on FM-100</li> <li>• 2000 SMS through Ufone mobile</li> </ul> 12250 IEC Material were disseminated			
Media consultative meeting	1	20	10
Mass media launch Hyderabad	1	70	30
Orientations on YHL services and youth issues	23	224	336
YHL Research presentation at 10 <sup>th</sup> National child rights conference	1	35	20
Orientation on Guideline for protection of dignity and rights of the survivors of violence	16	50	328
Orientation sessions with Professionals on VAW	6	28	34
CSA Awareness raising sessions	4	86	147
Cartoon screening and book reading on body protection	2	5	16
Community orientations on CSA	86	0	1210
Orientation sessions of Rozaan's Internship Programme in 5 universities of Rawalpindi and Islamabad	5	60	130
Discussion forums for men and women	3	24	23
Community Theaters	3	180	70
Aangan research launch	1	58	37
HumQadam research launch	1	28	52
Total	153	868	2443
<b>Grand Total</b>		<b>3311*</b>	

\*The numbers does not reflect the audience reached out to through radio and TV programs

Counseling Type	Angan	Zeest	YHL	Total
	No. of client	No. of client	No. of client	
In-person	63	17	2	82
Telephonic	-	5	2420	2425
E-mail/Letter	8	-	30	38
Crisis cases	25	28	-	53
<b>Grand Total</b>				<b>2598</b>



***The Poet of the Masses***

**Habib Jalib** (1928-1993) was a Pakistani revolutionary poet. A left wing activist and politician, he was a committed democrat who opposed martial law, authoritarianism and state oppression.





**Rozan:** Plot 11, Street 15, APWA Building, Sector G-7/2, Islamabad, Pakistan

**Phone:** (+92-51) 2890505-7, **Fax:** (+92-51) 2890508

**E-mail:** rozanoffice@gmail.com **Website:** www.rozan.org