

Rozan
Plot No. 11, Sreet 15, APWA Building,
Sector G-7/2, Islamaabd, Pakistan.
Phone: (+92-51) 2890 505-7, Fax: (+92-51) 2890 508
Email: rozanoffice@gmail.com Website: www.rozan.org



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Text by: Rozan Team

Edited by: Naheed Mushtaq Khan and Maria Rashid

Co-ordination & Concept: Shabana Arif, Naeem Rehman, Adeel Pathan

Design and Layout: Nida Salman (createoriginal@gmail.com)

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Dedicated to

MARIA RASHID

who will be leaving us after 13 years to pursue higher studies.

You have earned the respect and admiration of Rozan staff and volunteers with your unwavering commitment and dedication to Rozan's goals and vision and your insistence, both for yourself and others, to always reach higher and do better.



ACKNOWLEDGEMENTS

Rozan wishes to acknowledge the many people who have contributed to the last two years of work at Rozan. It is indeed a long list and we are encouraged and at times overwhelmed with your interest and support to Rozan.

Foremost are the many children, women, youth and men that Rozan's work has touched. We are grateful that you let us in and shared your pain, hopes and dreams with us.

We would like to thank the many police men and women who have participated in Rozan's programmes and shared our dream.

Thank you to the staff of women centers and Dar-ul-Aman for opening up to us and letting us improve services for women.

We are grateful to the staff of various other NGOs and CBOs that have partnered with us as members of networks, alliances and as trainees in various Rozan workshops.

Thanks to the very special team of volunteers at Rozan. All of you, whether you work within communities or on our office premises are an integral part of Rozan and without you our work and outreach would be incomplete.

For the partners that fund our work; thank you for your faith in us. We would like to acknowledge the support of NORAD, Finland Embassy, Oxfam Novib, Partners for Prevention, David and Lucille Packard Foundation, Plan International, Open Society Foundation, Trocaire and Oxfam Germany.

Thank you to our Board members for their continued guidance and support.

And at the end a big thank you to our wonderful team of staff members both current and former. You are what makes us alive and we are excited that we work together to bring about a change that we believe in, for us and for our future.

FOREWORD

A two-year compilation of the work of an organization like Rozan is challenging for many reasons. Foremost because of the very diverse nature of work and issues that we address, it requires a pulling together of various strands and initiatives. Collating all the work also gives us the opportunity to step back and view Rozan's work in one place and that allows us a new perspective. We are a team that is critical, ever questioning and seeking learning. And as such, this opportunity also provides a chance for much soul searching. Lastly, it is challenging as it requires us to prioritize and condense the work that will go into a snap shot view of Rozan over two years. This isn't always easy, as many of us fiercely own the work we do and there is much back and forth on what to include and what to delete!!

The years 2011 and 2012 have been in many ways both exciting and also worrying for Rozan. We have seen some remarkable achievements and breakthroughs in the work that we do such as the regional coming together of activists and practitioners on VAW in the South Asian conference hosted by Rozan, the initiation of a civil society forum on Democratic policing, the launch of the Rozan helpline service and a sustained fellowship programme for media professionals. In these two years, we have also reflected upon our focus areas and recognized the need to link up more proactively with broader social justice issues. We have also centralized and reorganized our organizational structure and way of working.

Yet, it has also been a difficult time within Rozan because of the unstable landscape of Pakistan in the last few years which has made the work of development and right based organizations deeply challenging. The challenge is posed at many levels; one where it literally makes work on 'softer' issues difficult as, it de-prioritizes work on gender and rights as people struggle with survival and the scars of violence; physical and psychological and, the state focuses on law and order and 'national security'.

Two, increasing intolerance and threat of violence increases the risk faced by groups working on rights and development; sometimes limiting agendas and sometimes physically making work in certain geographical areas impossible.

This period also marks the end of my 13 years journey with Rozan as a director. And thus where writing this foreword is as always a source of much pride, this time it is also tinged with feelings of sadness. I will miss Rozan as a staff member but as we have always held forth within the organization, the space for support and contribution to Rozan continues to be open through many other avenues which I hope to avail.

The Rozan team comprising of staff, volunteers including the communities that we work with remain committed to its mandate. Where we look to finding news ways to be relevant and connect with the current scenario in the country, we believe firmly that social change is possible and the search for counter narratives and other worlds must continue.

Maria Rashid
Program Director
Rozan

HIGHLIGHTS OF THE YEAR 2011-2012

POLICE REFORMS

Understanding the importance of policy change in policing, in 2012 Rozan in collaboration with different CSOs took the initiative to revive the debate on police reforms. This initiative is expected to establish police reforms as a priority public policy agenda.

ZEEST CONFERENCE

A regional Conference was held in 2011 to highlight the issue of violence against women as a complex problem that requires coordinated solutions involving the participation of both the state and civil society including strengthening of some key institutions and laws.

MASCULINITIES RESEARCH

Rozan initiated and completed a qualitative study on men who have taken affirmative action against sexual violence. The research suggests that masculinities can be challenged and is actively resisted by many men and presents recommendation on how to work with men and boys on gender equality.

PSYCHOSOCIAL SERVICES IN DISASTER SETTING

For any organization working on social issues, it is imperative that it stays closely connected to circumstances and events in the society it is working with. Tragically, Pakistan has seen many natural and man-made disasters over the last few years and Rozan expanded its programme coverage to include training on psychosocial work for organization working with affected communities.

CAMPAIGN FOR A TOLERANT PAKISTAN

The rising tide of extremism and intolerance in our country has been frightening for all of us. We are moving further and further from a society where all people irrespective of religion, sect, and ethnicity have equal rights. To challenge this, Rozan through the Insani Haqooq Itehad, a network of civil society organizations initiated a campaign for a tolerant Pakistan.

(www.tolerantpakistan.com)

STOP CHILD SEXUAL ABUSE (CSA)

Rozan launched a mass awareness campaign - "Stop CSA" - to educate and inform people about the seriousness of child sexual abuse and its adverse and long-term implications for children, adults and society as a whole. A major aim was to mobilize the community to actively help in the prevention of child sexual abuse. During the campaign, 464 individuals took an active part in the campaign and spread this message to over 4500 individuals.

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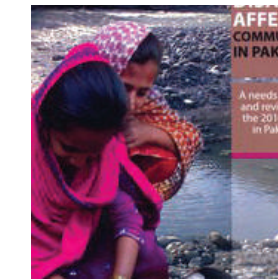
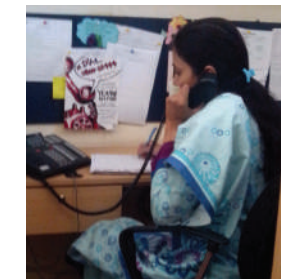
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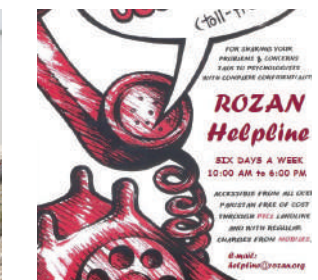
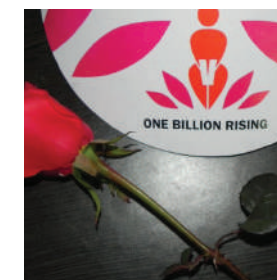
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CHAPTER ONE - ROZAN AT A GLANCE





ROZAN AT A GLANCE: WHY WE DO WHAT WE DO

Rozan's genesis came about through a realization of the impact of violence on individuals and society, a will to overcome and a belief in the potential of all people to improve their lives. Rozan's mission is to work with all people, with a focus on vulnerable groups especially women and children, to collectively strive for a society that is violence free, self aware and accepting of itself and others'. Our mission statement is as relevant today as it was 14 years ago, when the Rozan family, both staff and volunteers, embarked on this journey.

Individuals as well as societies that live in denial of their problems cannot progress. To move forward requires coming to terms with these situations and boldly facing them including problems such as domestic violence, rape, child sexual abuse and gender issues that have been declared taboo by society. The price of denial is high and paid generation after generation by a perpetuation of unhappiness and injustice. However, we know that once people decide to work on an issue, to challenge the status quo, to join with others towards improving their own as well as the lives of others, they can make the impossible become possible. Rozan has been fortunate that in the 14 years since its inception, it has seen some of these changes. This has strengthened our determination to continue the work that we do.

Emotional health is the bedrock on which all of Rozan's interventions are based. We believe that formal education and economic prosperity alone do not necessarily lead to happier, healthier societies. Reflecting and being aware of one's own values, attitudes and behaviour, realizing their impact on others, respecting oneself as well as others, having the capacity to be good listeners, to empathize, be compassionate, to be aware of one's own biases and prejudices, to use one's power thoughtfully and responsibly, these are the essential ingredients that we as individuals must inculcate if we are to move towards a more just and humane society.

It is self awareness and the capacity to accept one self and others that allows individuals to have the courage to take on the long and difficult task of struggling for a positive change in society that may not be even possible in their lifetimes. But for these individuals, as well as for us in Rozan, it is the striving, the journey and the collective faith in a better future that counts.

Rozan's focus on the issue of violence when there are seemingly so many other immediate and serious issues in our society often raises scepticism. While there is no denial about the importance of other problems, we believe that to ignore the issue of violence is a mistake. This is because violence when left unaddressed penetrates and erodes the very fabric of society. It spares no one, not the educated, the rich, the urban dwellers, the powerful, men or women. All individuals who are witness to violence, whether directly or indirectly are affected. Many will become insecure, anxious, angry or mistrustful. Society too suffers. Prejudices, hostilities, divisions and a development of an 'us' and 'them' culture takes roots much more easily in cultures where there is a high incidence of violence. Such attitudes in turn give rise to more violence. Inevitably the people who suffer most are the ones who are more vulnerable –those marginalized historically on the basis of gender, caste, class, religion or age. Hence society has an added obligation to look out more for these groups.

Over the last 14 years, as Rozan has continued to work on issues of emotional health, gender and violence against women and children there have been many successes as well as failures –and always there have been lessons to learn from these. These lessons have shaped some of the directions that our interventions have taken. Today, our work includes working with institutions and organizations instead of only focusing on working with individuals. This is because we realized that to sustain the sort of changes that

individuals undergo while going through attitudinal workshops/trainings, the organizations they work for or interact with must also be conducive and encouraging of such change. We have also learnt to recognize that it is within the culture and practice of these institutions that these values and attitudes are shaped and thrive and thus they must also be a focus of critique and intervention. Our work with the police over the last 13 years started out as an intervention with individual police men and women, but over the years had deepened to an institutional and long term arrangement.

**ROZAN'S MISSION IS
'TO WORK WITH ALL PEOPLE, WITH A
FOCUS ON VULNERABLE GROUPS
ESPECIALLY WOMEN AND CHILDREN, TO
COLLECTIVELY STRIVE FOR A SOCIETY
THAT IS VIOLENCE FREE, SELF AWARE AND
ACCEPTING OF ITSELF AND OTHERS'.**

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

For any organization working on social issues, it is imperative that it stays closely connected to circumstances and events in the society it is working with. Tragically, Pakistan has seen many natural and manmade disasters over the last few years and Rozan expanded its programme coverage to include psychosocial work with affected communities.

The rising tide of extremism and intolerance in our country has been frightening for all of us. We are moving further and further from the Pakistan that was envisioned by our Quaid where all Pakistanis would have the same rights irrespective of which religion, sect or ethnicity they belonged to. To counter this trend, Rozan has joined hands with other civil society organizations through active participation in various civil society networks.

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

**ROZAN'S TEAM CONSISTS OF
PSYCHOLOGISTS, SOCIAL WORKERS,
VOLUNTEERS, AND SUPPORTERS.
ROZAN WAS OFFICIALLY REGISTERED
IN DECEMBER 1998 UNDER THE
SOCIETIES ACT OF 1860 AND WAS
AWARDED TAX-EXEMPTION STATUS
IN 2005. IN 2006, ROZAN ACQUIRED
THE PRESTIGIOUS SPECIAL
CONSULTATIVE STATUS WITH THE
UNITED NATION'S ECONOMIC AND
SOCIAL COUNCIL (ECOSOC).**

ROZAN CURRENTLY HAS FOUR PROGRAMMES:

- **AANGAN - CHILDREN AND YOUTH'S PROGRAMME**
works as a resource centre on the emotional health of children and youth, focusing on child sexual abuse.
- **ZEEST - WOMEN'S PROGRAMME**
works on the emotional health of women focusing on issues of gender and violence against women.
- **RABTA - POLICE TRAINING PROGRAMME**
works with the Police to create capacity and ownership to deal with issue of violence against women and children.
- **HUMQADAM - MEN'S PROGRAMME**
conducts research on masculinities and works with men and boys in the community to mobilize them against VAW.

TWO SUPPORT UNITS WORK ALONGSIDE PROGRAMMES:

- **ROZAN HELPLINE**
Offers counselling through telephone, in person, e-mail and counselling camps for children, youth and women.
- **MUNSALIK - MEDIA AND ADVOCACY UNIT**
Coordinates all advocacy activities of programmes and seeks media support and sensitization on Rozan issues.

ALL ROZAN PROGRAMMES ARE STRUCTURED AROUND ONE OR MORE OF THE FOLLOWING PRIMARY STRATEGIES:

AWARENESS RAISING

Recognizing that the issues that Rozan works with are often socially tabooed or neglected, a core area of intervention recognized by Rozan is raising consciousness or awareness.

PSYCHOLOGICAL SUPPORT AND REFERRAL

Emotional and mental health support and referral services are provided by Rozan to women, children and adolescents.

TRAINING AND CAPACITY BUILDING

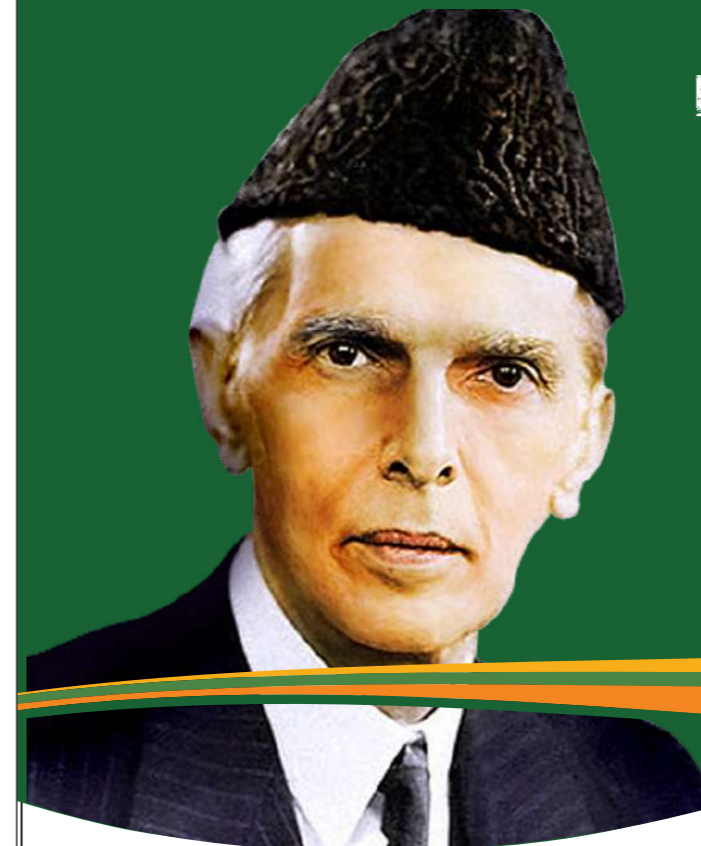
A strategy that has grown considerably within Rozan is training and capacity building. Two distinctions in terms of groups trained are: individuals (these could be members of the community or professionals e.g. the media) or institutions (police department, women centers or CBO/NGOs).

NETWORKING AND ADVOCACY

Through partnerships with other like-minded civil society groups, Rozan seeks to bring about policy change within state institutions that it has prioritized as critical in providing justice and support to survivors of violence. It also raises its voice against various social justice issues through protests, demonstrations, public seminars, press conferences and organizing citizen's campaigns.

RESEARCH AND KNOWLEDGE BUILDING

A relatively new area is research and building understanding and knowledge around the complex issues that Rozan seeks to address.



MAKE A MILLION VOICES RISE AGAINST INTOLERANCE.

LET'S ACHIEVE JINNAH'S VISION

You are free; You are free to go to your temples, You are free to go to your mosques or to any other place of worship in this State of Pakistan. You may belong to any religion or caste or creed—that has nothing to do with the business of the State.

We are starting with this fundamental principle that we are all citizens and equal citizens of one State."

Quaid-e-Azam Muhammad Ali Jinnah
August 11th, 1947

- ★ 3200 terrorism related incidents took place in Pakistan in 2012*.
- ★ Over 92% of these represented sectarian extremism.
- ★ In the past 8 years, 36,000 Pakistanis have died due to terrorism related violence.

**South Asian Terrorism Portal*

**STAND UP FOR A
JUST AND TOLERANT PAKISTAN
FOR ALL PAKISTANIS.**

IHI Insani Haqooq Ittehad

WHAT YOU CAN DO?

Sign up for our petition at
tolerantpakistan.com



Volunteer for ongoing activities with educational institutions and community spaces
advocacyunit@rozan.org



Photograph and capture moments that inspire tolerance and share them with tolerantpakistan;
I stand for a Tolerant Pakistan because..."



Like, comment, post and share on our facebook page.
www.facebook.com/UniteForATolerantPakistan



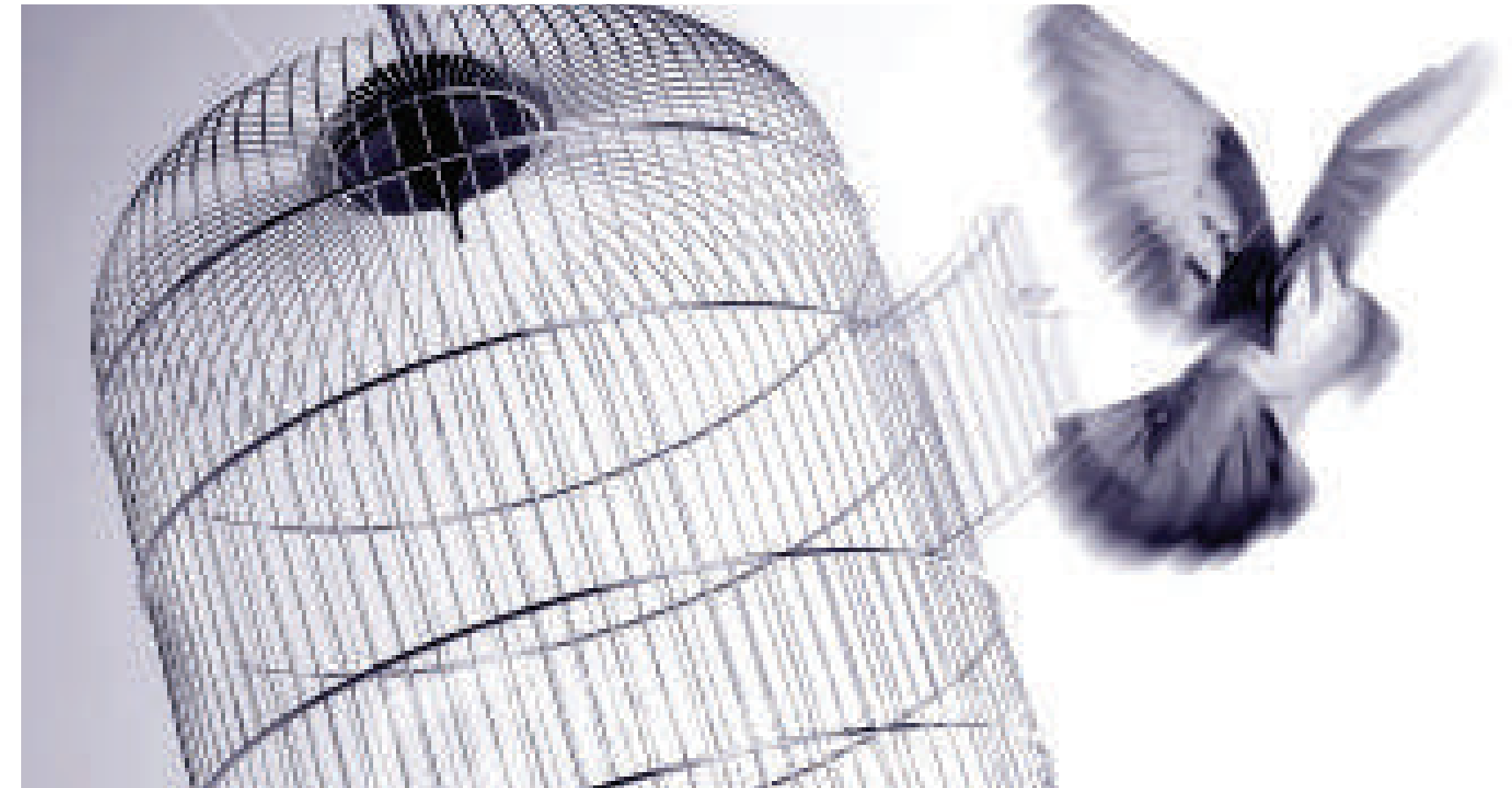
The Boundaries of Love

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

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

Attiya Dawood

CHAPTER TWO - VIOLENCE AGAINST WOMEN



VOLENCE AGAINST WOMEN

Women in Pakistan have to abide by the rules of a social system, which reinforces gender inequalities and is built on values like honor, protection, the sacredness of the family and purdah. A total of 8539 women became victims of violence in 2011 and there was an overall 6.74 % increase in reported cases of VAW in the country. . In a selected sample of 23,430 women from all over Pakistan, one third had experienced physical violence . And where violence is an age old phenomena, changing demographics such as an increase in the number of women within the public sphere, the work force, in schools alongside men is creating new dynamics where women's assertion and presence threatens traditional masculinity with its deeply entrenched notions of entitlement to power.

Survivors of violence who resist the subordinate position that they have been given in society and in homes face formidable challenges; because in doing so they challenge internalized gender norms within themselves, the family and the community and the deeply entrenched gender order institutionalized in the very systems created to provide justice and support.

Violence against women (VAW) is a key area that Rozan addresses by raising awareness in communities on VAW and gender issues, supporting women survivors of violence by providing direct counselling services and enhancing capacity of state and non-state actors to be better skilled and effective in responding to violence. Rozan carries out these activities by actively engaging with partners including government support systems for women, non-governmental or community organizations, police, lawyers, doctors and students.

¹Aurat Foundation. *Policy and Data Monitor on Violence Against Women 2011*

²Neil Andersson, Anne Cockcroft, Umaira Ansari. *Barriers to reporting and disclosing violence among women in Pakistan, 2009*

In the last eight years there has been a flurry of pro-women laws (7 in all) passed which have underlined the state's willingness to acknowledge these violations. Approximately 65 crisis centers and shelters also exist in the country and standard operating procedures for their functioning and for the functioning of police investigation in cases of violence against women have also been notified. The challenge remains the effective implementation of these laws and procedures, ownership by the concerned government departments, institutional inadequacy of the institution of police at the field level and the quality of services in safe houses set up for women.

In addition to carrying out campaigns and awareness raising work within communities, Rozan specifically works with shelter homes for women and with the institution of police to strengthen support systems for survivors of violence against women. In case of violence that compels a woman to leave the home and seek protection and justice, shelters and police are usually the first institutions they contact. It is therefore imperative that these institutions are equipped with required skills to understand the need of the survivors and provide adequate protection, support and security in a manner that reaffirms their rights and dignity.



Provincial Consultation KP

STRENGTHENING SERVICES FOR SURVIVORS: WORK WITH STATE WOMEN CENTERS, SHELTERS AND NGOs

Recognizing shelters and safe havens for women survivors of violence as a critical area of support, many NGOs have in the past been working with the State. Effective service provision in this area however continues to be a challenge and is fraught with ethical dilemmas due to the vulnerability of the survivor, the low level of awareness around issues of violence in society and the lack of trained and sensitised caregivers and professionals.

In the past few years, Rozan's Zeest programme has worked extensively with the public sector by building capacity of the state-run shelters/centres with an aim of improving quality of services in these centres. One such initiative included the development of Standard Operating Procedures (SOPs) in collaboration with the Ministry of Women Development for women centres in 2009.

CHANGING SYSTEMS: ADVOCATING FOR POLICY MEASURES TO STRENGTHEN SERVICES:

In 2011, Rozan, recognizing that it needed the support of other groups working with state support approached Dastak and Shirkat Gah to form an alliance that could take this work forward. This was considered important for three reasons: 1) to act as a pressure group to lobby for more effective policies and systems within these structures 2) to avoid overlap and replication of work amongst groups with similar agendas 3) to offer a seamless and integrated model of support. It was felt at this time that the women centres run by the MoWD and women development departments after devolution and the Dar-ul-Aman run by the Social Welfare Department should have clear linkages and uniformity in systems and practices. In this regard Rozan, Shirkat Gah and Dastak set up a formal alliance in 2011. Later, international groups and other national organizations such as MDM, UN Women, Aurat Foundation, and GIZ also joined the alliance. It is important to note here that, where devolution, of power to the provinces after the passing of the 18th amendment was a long overdue

and critical development, it also impacted the momentum of this work as the fate of women centers earlier managed by the now dissolved Women's Ministry became uncertain. Also the status of the SOPs earlier notified in 2009, came under threat.

During 2011-12 Rozan along with alliance members Shirkat Gah and Dastak organized a national consultation in Punjab and a series of provincial consultations in Khyber Pakhtunwa (KP), Sindh and Baluchistan to involve the relevant government agencies, parliamentarians, zNGOs and other stakeholders in working towards the creation of a comprehensive protection system for women survivors that is fully compatible with their right to human dignity and fundamental freedom.

The initiatives have helped in generating a demand around regularization of standards of care in women centers and shelters. Putting coordinated efforts through the alliance and its subsequent broadening has helped to lessen duplication of services in the same areas of geographic and thematic work.

CAPACITY BUILDING: CHANGING ATTITUDES

In 2002, Rozan's Zeest programme along with other NGOs such as Aurat Foundation, Cavish, WAR, Sahil, Khwendokor, Dastak, Amal, Sach, started a formal collaborative process for the development of the ethical guidelines. After an 18-month consultative process, an ethical code, entitled "Guidelines for the Protection of Dignity and Rights of Survivors of Violence" was formally produced in 2004. The code is being implemented with assistance from a network named 'Hurmat' with Rozan as secretariat and training organization. These guidelines are aimed at addressing the need for raising awareness on survivors' rights with various service providers.

A major focus during 2011-12 was on orientations on these guidelines with different groups. Rozan held thirteen orientations with staff and survivors of 7 Dar-ul-Amans i.e. Jhelum, Gujrat, Khushab, Chakwal, Faisalabad, Gujranwala and Rawalpindi. An orientation was also held on survivors' rights for lawyers in Islamabad.

Another measure adopted by Rozan to ensure the use of uniform and effective procedures for responding to women survivors of violence, is to conduct capacity building workshops on gender-sensitization, skills to effectively communicate and respond to survivors of violence, and legal awareness. During 2011-12 Rozan was approached by the provincial Social Welfare Departments of Baluchistan and Sindh for arranging awareness raising and skill development courses with the staff of these departments. These training were conducted with support and collaboration of alliance members namely Dastak and Shirkat Gah. Responding to the need, Rozan arranged two trainings.

A five day sensitization and communication skills workshop by Rozan followed by a 3 day refresher course jointly held by Rozan and Shirkat Gah was held. The latter specifically focused on legal awareness and was held in Quetta for the staff of women and social development departments, Dar-ul-Amans and women centers in Baluchistan.

In Sindh, a two-part workshop with staff of Dar-ul-Aman, women centers and private shelter homes and women and social welfare departments was conducted. The first was a three day sensitization and communication skills course by Rozan. This training focused on self reflection of the participants as social workers/case workers and deepened their understanding with regards to issues and dynamics of violence against women and gender. The workshop also reviewed the current functioning and systems of the Dar-ul-Amans/Women centres and put forward recommendations for improvement. This was followed by a 7 day course on "Survivor Centered response in Shelters/Centres" conducted by Rozan, Shirkat Gah and Dastak in Karachi with the same group and some additional members of the staff of NGOs working on violence.

Trainings were not held within Punjab and KP primarily as GIZ and MDM were offering capacity building opportunities within these provinces.

In addition to these trainings that focused primarily on state support mechanisms, Rozan also offered a ten day residential training on 'Survivor centered approach in Case Management'. This was attended by 20 individuals from groups such as Sungi,

Noor Education Trust, Shirkat Gah, International Rescue Committee, Bedari, ARC International, CHIP, MSF Belgium, PVDP, UNHRC, IDSP and some representatives from government departments such as Child Protection Units and Social Welfare.

The course covered issues in police reporting, legal aspects of violence cases, medico-legal procedures, dealing with difficult clients and counselling with children.

"RECLAIMING SPACE- FROM VICTIMHOOD TO AGENCY: STATE AND CIVIL SOCIETY RESPONSE TO VIOLENCE AGAINST WOMEN"

A regional Conference was held in 2011 to highlight the issue of violence against women as a complex problem that requires coordinated solutions involving the participation of both the state and civil society including strengthening of some key institutions and laws. Main objectives of the conference were, to review activism, policies, and institutions in South Asia that have attempted to provide redress to women survivors and to collectively analyze gaps in service provision and support services for survivors.

The Conference had a strong participation of panellists from South Asian countries including Pakistan, India, Nepal, Bangladesh and Sri Lanka. Attendees included parliamentarians, representatives of ministries like provincial health and women development departments, social welfare departments, staff from the women centers and Dar-ul-Amans, police officials, media representatives, civil society organizations and academia. Recommendations were drafted in three categories. A glimpse is given below

1- INTERSECTIONS BETWEEN SUPPORT SERVICES FOR SURVIVORS OF VIOLENCE.

- Through initiating coordinated efforts among different services the principle of reducing burden on survivors was one of the central recommendations in all three areas i.e shelters, police and medico-legal services.
- If services are to be placed within the police station, they must ensure availability of female police officers, privacy and conducive police station environment. Presence of social workers and strong liaison with women's groups of the area can further strengthen this system of support. Allocation of funds by the government must be ensured to facilitate timely investigation.
- For shelters it was highlighted that shelters should not act as reconciliation bodies for protection of the family but must provide real alternatives to women. Government should work on a framework to provide viable reintegration options for women survivors of violence.
- The government should undertake review of the medico legal procedures and of the training curriculum of doctors. It should allocate appropriate funds to the department of health for implementation of the recommendations.



South Asian Conference

2- MEDIA, MEN AND COMMUNITY RESPONSE TO VAW

- This session looked at the alternate dispute resolution models from India and Pakistan and laid out some cautions 1) They must not spill over into another quasi community mechanism which traditionally have always been patriarchal and non responsive to women. They must be strictly monitored for this. 2) They must not create the opportunity for the state to abdicate responsibility and relegate these issues as less important and not replace formal legal systems and structure. Women must always have the choice to reject the ADR altogether or revert to formal legal procedure if ADR mechanisms fail.
- The session on Media highlighted the importance of media recognizing its role as providing a voice to survivors and challenging systems and attitudes and not spill over into becoming service providers.
- In the session for working with men it was emphasized that interventions planned for mobilizing supportive men must do so in ways that support women's agency and right to violence free life, ensuring that this does not tip into paternalistic protection in the process.

3- LEGAL PROVISIONS ON VAW

- Constituencies that the law making seeks to address, in this case women, and the general public should be involved and mobilized at the time of framing of laws. Moreover active campaigning during the lobbying process is critical if pressure is to be created to move and then sustain this process.
- Building an implementation framework into the law and the bill being tabled was another key recommendation.

STRENGTHENING POLICE RESPONSE

Police holds a crucial position in the context of violence against women because it is often the first institution in the justice system, which is contacted by the survivors for redress. The response systems at the police stations usually reflect how violence against women is perceived in the larger society. In Pakistan, most cases of violence against women are considered as family or private matters and the police responds accordingly. The response systems at police stations therefore often reinforce the power differences that are at the roots of violence against women. Another challenge is severe shortage of services to meet a range of needs of women and girls at immediate risk or who are survivors of violence. Moreover, policing remains an overwhelmingly male profession. Female staff makes up less than 2% of the entire police force nationwide.

Rabta- Rozan's Police Programme - has specifically been working on police attitudes and response to violence against women. For this purpose Rabta has been involved since 1999 in training police in dealing with violence against women and children sensitively and effectively. Rabta is also engaged in advocacy for police reforms in Pakistan and a wide scale change in the laws and policies that govern the institution of police.

CAPACITY BUILDING: CHANGING ATTITUDES

Personal histories and distinct backgrounds shape our attitudes, thoughts and actions towards violence in the society. Keeping this in view an Attitudinal Change Module (ACM) was developed by Rabta in collaboration with the National Police Academy (NPA) in 2006, to make the police more responsive to the needs of vulnerable groups especially women and children. The module was approved by National Police Training Management in 2006 as regular

curriculum for police training schools and colleges (PTS/C) across the country. Currently Rabta is facilitating the effective implementation of the module through building capacity of police instructors to teach this course.

The institutionalization of ACM had already been carried out, by 2010, in Punjab and Sindh. During 2011-12, Rabta included instructors from Baluchistan and KP to institutionalize ACM in police training institutes in these two provinces. Instructors from Recruit Training Center (RTC) KachMorh and Police Training College (PTC) Quetta in Baluchistan and instructors from PTC Hangu and Recruit Training

Wings of Mansehra and Kohat in KP, attended the ACM courses organized by Rabta. The law instructors of the provinces also received 1-day orientations on the same modules. A refresher course on the ACM was also conducted for the instructors of Sindh Police in Karachi.



Training of Trainers at Quetta

CHANGING SYSTEMS: ADVOCATING FOR POLICE REFORMS

Nevertheless, such individual efforts can lose their impact if the larger justice systems and structures stay unresponsive. Many believe that without basic legislative and policy changes such as de-politicization of the police force and increase in budget of the police institution wide-scale impact cannot be achieved. Up till 2002, despite the fact that over twenty committees and commissions were formed to reform police in Pakistan, the Police Act of 1861 remained the main governing manuscript for policing. The Police Act 1861, contained inefficacies as the main design of the law was to secure the interests of the regime in power, control the masses and be unapproachable to the community. The enactment of Police Order 2002 was seen as a major step in the right direction to have community oriented policing in Pakistan. However in the year 2004, the Act underwent massive amendments, which not only caused distortion of the manuscript in context of being a 'human rights protector document' but also ruined its essence of citizen-centric policing. Moreover, after the 18th constitutional amendment, the provinces have more autonomy to bring changes in policing for their respective areas, which was long standing demand of provinces for de-centralization of powers. However, this also opened more opportunities to the provincial political aristocracy to opt for the police laws which best served their vested interests. Currently, Sindh has reverted to colonial policing pattern—The Police Act 1861, Balochistan has also adopted the same with varied nomenclature.

Understanding the importance of policy change in policing, in 2012 Rozan in collaboration with Center for Peace and Development Institute (CPDI), SHEHRI-CBE, Strengthening Participatory Organization (SPO) and Aurat Foundation took the

initiative to revive the debate on police reforms. This initiative is expected to establish police reforms as a priority public policy agenda by reviving this discourse both within the public and before of the concerned state authorities.

Rozan held a consultation in June 2011 with about 20 civil society organizations (CSOs) working on women issues and police reforms in Pakistan. Seven more consultations were held with several other CSOs in Balochistan, Sindh and Islamabad. One of the outcomes of the consultations was the decision to form a forum to keep the agenda of police reforms alive and push the legislators and policy makers for making our police citizen-centric and democratic. The forum was named the Pakistan Forum for Democratic Policing (PFDP) which issued a consensual Charter of Demands (CoD) for police reforms on behalf of the Pakistani CSOs. One of the key purposes of the forum is to keep the agenda of police reforms inclusive and alive. Rozan is the first secretariat of PFDP. The CSOs' Charter of Demand (CoD) on democratic policing provided the basis for drafting of an amendment bill for the province of Sindh.

BREAKING THE SILENCE: AWARENESS RAISING

One Billion Rising (OBR) Campaign is a global campaign being taken up by more than 185 countries across the globe to mobilize grass root communities, individual men and women, intellectuals, politicians and the youth to raise their voices against the injustices faced by women. Moreover, the One Billion Rising campaign is a celebration of the achievements of and for women over the years. It is also a global demand for an end to rape and rape culture that still exists in various forms in various societies all over the world. On 14th February 2013, the world will rise together to demand an end to VAW issues.



OBR Flyer - Front

Countries all over the world have endorsed this campaign by adapting it to their respective cultures. In Pakistan, Rozan along with other civil society organizations; initiated different activities, with schools, universities and communities. These activities included seminars, orientations, discussion panels and a signature campaign. Material, was developed to publicize the campaign, such as flyers, banners and reading packs. The Pakistan Facebook page was initiated to update and share the OBR Pakistan activities with different OBR initiatives all over the world.

The OBR initiative was endorsed by Rozan in June 2012 and was formally launched on 10th December 2012 in collaboration with Quaid-e-Azam University, Amal, Aurat Foundation, RSPN, WORD and We Can. Different educational institutions that welcomed the OBR campaign included Bahria University, Air University, Khaldunia High School, Arid Agricultural University, COMSATS Fatima Jinnah Women's University, Froebels International School, Beaconhouse School System, FAST National University and SZABIST. Keeping up with the spirit of volunteerism in Rozan most of the activities were coordinated and conducted with the support of the Rozan Volunteers. Approximately 90 volunteers supported these activities. Up till the printing of this report 17,014 signatures have been documented and series of activities are to follow till the conclusion of the campaign on 14th February 2013.

COUNSELLING AND REINTEGRATION FOR SURVIVORS OF VIOLENCE

Along with raising awareness on the issues of violence against women in the society and strengthening support structures for better service delivery for women survivors of violence the Zeest team at Rozan also provided direct counselling to wide range of survivors in need of psychological/emotional problems and crisis cases including rape, domestic violence, threat to life, forced marriage etc

"WE WERE NOT AWARE OF THE RIGHTS OF WOMEN BEFORE THIS ORIENTATION AND SOMETIMES DUE TO LACK OF AWARENESS WE DID NOT CHALLENGE THE DARULAMAN'S MANAGEMENT ON MISHANDLING".

-A RESIDENT IN A DARULAMAN

Zeest expanded its counselling services from in-person to holding counselling camps in a community of Rawalpindi where it had direct outreach through its various awareness raising programmes. The need for this camp arose from the community where women were facing issues such as domestic and emotional violence. In 2011-2012 a total of 79 clients were supported by Zeest through 179 sessions.

This included extensive support to the survivors of violence in court hearings and medico-legal services. The team also involved in risk assessment, safety planning and developing linkages for support to 67 crisis cases during 2011-12.

WHAT NEXT

Despite the impressive network of support centers available for women, an area that is often neglected in state and civil society efforts, is developing economically viable options for women who have chosen to break the silence on violence by providing skill trainings and livelihood opportunities. The current approach especially within the government is welfare, with women facilitated through a difficult period for a limited time (3 month within a shelter home) and with the ultimate aim of negotiation and reconciliation within the family system. Women have limited options of support if they chose not to return to abusive homes and families. In such cases, it is standard practice by both state shelters and NGO professionals to pressurize women to go back and reconcile. The need for expansion of current programming by both NGO and State support systems to extend to strategies that allow social reintegration opportunities for these women is critical as numbers of women reaching out for support increases.

Rozan intends to continue working to create an enabling environment for the issues of violence against women to come into the public domain so that the responsibility and capacity of state mechanisms, civil society actors and community men and women to challenge violence and support survivors is enhanced. This will be achieved through trainings, campaigns and advocacy with concerned government departments. Specific areas of focus will be strengthening efforts around building momentum in police reforms, working with shelter homes to enhance skills and understanding of programmes on reintegration of survivors of violence and work with women and girls, and in communities to prevent violence and enable access to support.

ابنِ آدم

میری کوکھ سے جو جنا گیا
میری گود میں جو پلا بڑھا
وہ ابنِ آدم

میری ذات بے اماں کرے
مجھے ذرہ بے نشاں کرے
کبھی خطا کبھی بھول کہے
کبھی اپنے پاؤں کی دُھول کہے

میری قدر شاید وہ جانتا نہیں ہے
اس کو یہ بھی پتا نہیں ہے
کہ اُسکی رگوں میں لہو سے پہلے
میرے وجود کی مہک رچی تھی
وہ کچھ نہیں تھا جو میں نہ ہوتی
کہ اس کے ہونے کو میں بنی تھی

تزیلہ مظہر

CHAPTER THREE - MASCULINITIES AND WORK WITH MEN



MASCULINITIES AND WORK WITH MEN

Efforts of rights based groups and development organization in the area of violence against women and gender justice have focussed largely on women. These have involved enabling women to empower themselves, to cope with the effects of violence in their lives, providing better quality service and comprehensive legislative and affirmative action for women in general and survivors in particular. The other part of the equation, that is men, is often forgotten.

It is of critical importance to deepen the perspective of men and masculinities in Pakistan and to understand men as gendered beings. This focus is inevitable for several reasons. Firstly, gender equality is a long-term process of changing power relations in gender, and making them more equal, less oppressive and less patriarchal. This involves changing men as they are the gatekeepers of the current gender order. Gender equality efforts are simply less effective if they do not engage men and they burden women with the responsibility for change. Secondly, although many men are violent, there are many who are not and can be powerful allies in the development of a balanced, harmonious, violence-free society. Thirdly and maybe most importantly, it is crucial to realize that men too carry the load of inflexible gender stereotyping and as individuals, suffer from gender inequalities and injustices in their own right, particularly due to unhealthy definitions of "manhood".

Rozan's telephone helpline receives a large number of calls from male youth. Male adolescents and youth because of lesser mobility restriction have better access to education, health and employment. However, privileges or standards that masculinity imposes create vulnerability e.g. societal expectations to be brave and not admit vulnerability, exposure to situations where violence and specifically sexual abuse can occur, risky behaviour including sexual experimentation etc. Our data re-affirms that men and boys need these spaces to talk as well. In a

research on masculinities carried out by Rozan in 2009, many young men talked about the 'pressures' of keeping a certain image, engaging in violence and risky sexual experimentation³. Rozan's programme Humqadam's work with men and boys began as a result of this acknowledgement.



Community Theatre on role of men to end GBV

³Humqadam, Rozan *Understanding Masculinities: A formative research on masculinities and gender-based violence in peri-urban areas in Rawalpindi, Pakistan (2010)*



RESEARCH: SHARPENING OUR UNDERSTANDING

To build knowledge on masculinities in the context of Pakistan, two research studies were carried out by Humqadam in the last two years.

MAPPING STUDY OF ORGANIZATIONS WORKING WITH MEN ON GENDER BASED VIOLENCE

Rozan as secretariat of the MenEngage Alliance conducted a mapping exercise of organizations working on gender based violence with a focus on engaging boys and men. It was aimed at documenting and capturing the work with men being carried out in Pakistan. Data was collected in two stages. In the first stage the questionnaire was sent out to 66 organizations across Pakistan including local, national and international organizations. In the second stage, 11 organizations were selected, interviewed and case studies were developed detailing:

- types of men worked with (e.g. vulnerable men, men in uniform, men in positions of authority jirgas, religious leaders, parliamentarians etc.),

- issues addressed (masculinities, sexuality, gender equality, gender based violence, conflict, child sexual abuse (CSA), Sexual and Reproductive Health and Rights (SRHR) ,
- strategies used (awareness raising, advocacy, research, training, campaigning)

The study highlights a number of challenges, cautions and learning needs of groups working with men and boys.

QUALITATIVE RESEARCH ON LIFE HISTORIES OF MEN WHO HAVE TAKEN AFFIRMATIVE ACTION ON SEXUAL VIOLENCE

Rozan also undertook an extensive qualitative research titled 'Will the real men please stand up?'. This aimed at exploring the experiences of men who took affirmative action against sexual violence. It was a qualitative study where histories of selected participants were gathered and analyzed to understand the influences, motivations and coping

techniques of these men as they try and create alternate ways of being 'man'. Detailed data collection process was carried out where the researcher spent an extended period of time sometimes up to a week to gather required data through informal in-depth interviews. After extensive analysis of data according to objectives of study, each individual's story was written in the Urdu language. The final study has been published in both Urdu and English and is used to form content and design of Rozan interventions and messaging in working with men and boys. The research report has been disseminated to different NGOs, universities and individuals working on violence against women and social justice.

The foremost conclusion of the study was that men's experience and notions of masculinities is a complex terrain; their lives and their gendered experiences reveal contestations and contradictions. The two realities, of disengagement from popular norms of masculinities and yet being complicit exist side by side and expose the shifting nature of masculinities within one person's life history.

Another key finding is the reality of violence in the lives of these men and how this violence is gendered not only in terms of who the perpetrator is, but also how they respond to it as young boys and then as men. Witnessing and experiencing violence at the hands of another man from childhood to adulthood seems to be a common and powerful influence in shaping the self and motivating actions. The study points to a need to recognize boys' and men's vulnerability to sexual violence.

The complex relationship with the father, and the fluctuation between intense admiration and questioning and distancing from the actions of the father, also debunks a popular myth that it is predominantly the mother that shapes children's socialization into gender roles.

An important conclusion was the need to look beyond the individual to understand how men's distancing from pain – physical and emotional – feeds into the project of masculinities shaped by tribes, sectarian groups, and nation states, whereby men's bodies are seen as essential sacrifice to protect identities, weaker groups, and territories.

EVALUATION STUDY OF HUMQADAM'S WORK WITH MEN AND BOYS

The Humqadam programme worked with 96 young boys and men in Rehmatnagar, Rawalpindi for two years ending in 2011. Activities carried out in the area included a series of training sessions, interactive community theatres, stop rape campaign, counselling camps, and discussion forums.

The evaluation reflects changes in attitudes of participating boys and men in areas such as attitudes towards violence against women and domestic democracy. A distinct shift in the end line interviews indicates the participants' ability to draw a line between what society/religion thinks and what their view is. This was often accompanied by questioning or criticizing these values and norms. There was an increased willingness to recognize types of violence faced by women and children and the dynamics of power that shape who this violence happens to and why. Areas that proved resistant to change included a strongly entrenched belief that men must stay providers and this quality was linked to being a real man. Many also continued to see themselves as brave, fearless and protectors of women.

CAPACITY BUILDING: WORKING WITH OTHER GROUPS

TRAINING MODULE FOR WORKING WITH YOUNG MEN IN THE COMMUNITY

In 2012, Rozan produced a module titled 'Engaging with boys and young men on gender based violence and Masculinity'. This module is designed for use by facilitators and programme planners who wish to engage young men. It is designed as a 15 session series that can be run with groups of 10-25 men in community settings. The module has been based on the findings of the action research titled 'Understanding Masculinities, A formative Research on Masculinities and Gender based Violence', conducted by Rozan in a peri-urban location near Rawalpindi in 2009-10. The module was further run with 96 young men in the community and contents revised upon feedback. The main thematic areas of the module include self, masculinity, gender based violence, sexuality and life skills.

TRAININGS AND SEMINARS

In an effort to encourage discussion and debate within the academia especially gender studies departments of universities, two symposiums on masculinities were held in collaboration with Amal and MenEngage, Pakistan. The symposiums titled "Gender equality and Justice; Exploring masculinities bridging the gap" were organized in October 2011 at Quaid-e-Azam University, Islamabad and Agriculture University, Faisalabad.

At the regional level, Rozan is a member of the South Asian Network to Address masculinities (SANAM). A basic objective of this network is to promote discussion, debate, research and understanding of masculinities with focus on gender based violence. Rozan is an active member of the network and is providing support to this regional process. SANAM offers intensive fellowships at the regional level selecting candidates from each South Asian member country. Eight candidates from Pakistan qualified for the fellowship in 2011 and another 5 were selected for 2012. Humqadam was focal point in coordinating the 2011 fellows' projects for timely submission and dissemination. Rozan hosted the SANAM "In-country Dissemination" seminar in Pakistan in April 2012 at Quaid-e-Azam University, Islamabad. The seminar aimed at encouraging discussions on masculinities and emphasized its importance in relation to work on gender justice in the relevant university departments. The seminar was attended by 163 students from gender studies and sociology departments of 5 leading universities in Rawalpindi and Islamabad including Fatima Jinnah University Rawalpindi, Allama Iqbal Open University Islamabad, International Islamic University Islamabad, and Iqra University Islamabad.

Humqadam organized a five day residential course for NGOs working in KP and Sindh to introduce masculinities within their work on gender. Discussions centered around the ways in which work with men and boys in context of fighting gender based violence maybe enhanced in specific contexts. Major themes addressed included gender, self, masculinities, patriarchy, violence and role of men in taking responsibility. Lectures on understanding patriarchy and religion, culture and masculinities by renowned feminists and researchers Nighat Said Khan and Rubina Saigol were also a part of the course.

WHAT NEXT

Gender is a complex terrain as it involves temporal and contextual realities pertaining to inequalities and social injustice. The understanding of gender is still an area that needs to be emphasized by practitioners in development sector. In coming years it can be predicted that organizations will seek to involve more men within this work. It is important that this be done with a view that challenges men's dominant position within the gender order and also brings out the vulnerabilities associated with masculinities and its expectations. Initiatives that seek to do this without challenging men's role may serve to further strengthen men's positions within the gender order as legitimate power holders and protectors of women.

Rozan will continue its own exploration in this area through its work in the communities and attempt to involve more and more men in this work. It will also aim to stimulate interest and capacity within other groups working on social justice and gender to take up this agenda.



In-Country Dissemination of Projects by SANAM Fellows

وہ جو بچیوں سے بھی ڈر گئے

وہ جو بچیوں سے بھی ڈر گئے

وہ جو علم سے بھی گریز پا

کریں ذکر رب کریم کا

وہ جو حکم دیتا ہے علم کا

کریں اس کے حکم سے ماورایہ منادیاں

نہ کتاب ہو کسی ہاتھ میں

نہ ہی انگلیوں میں قلم رہے

کوئی نام لکھنے کی جانہ ہو

نہ ہو رسم اسم زناں کوئی

وہ جو بچیوں سے بھی ڈر گئے

کریں شہر شہر منادیاں

کہ ہر ایک قدر حیا نما کو جواب دو

نہیں چاہیے کہ یہ لڑکیاں اُریں طائروں کی طرح بلند

نہیں چاہیے کہ یہ لڑکیاں کہیں مدرسوں کہیں دفتروں

کا بھی رُخ کریں

کوئی شعلہ رو، کوئی باصفا، ہو کوئی

تو صحن حرم ہی اس کا مقام ہے

یہی حکم ہے یہ کلام ہے

کشورناہید

CHAPTER FOUR - CHILD SEXUAL ABUSE



CHILD SEXUAL ABUSE

Child Sexual Abuse (CSA) continues to be a bitter universal reality and Pakistan is no exception. A compilation of reported cases in newspapers and various NGO puts the figure at a staggering 2,303⁴ for 2011. Crimes include rape, sodomy, gang rape and attempted rape/sodomy. Furthermore, a total of 4,846 attackers abused 2,303 children. The largest group identified was that of acquaintances, the second largest group being strangers followed by perpetrators within the family. Important to note here is that this crime is grossly under reported. Incidents that make it to the media and police are usually the ones that involve brutal physical violence. Boys and girls are equally vulnerable to child sexual abuse. Aangan's analysis of 200 client letters published in 2006 revealed that 49% of the abused children were girls and 51% were boys⁵. The percentage of children abused by their own relatives was the highest followed by acquaintances and a small percentage of strangers. In addition to this pernicious form of violence there are commercial and also culturally condoned/ sanctioned forms of sexual violence against children. Some forms of violence can lead to death or severe physical trauma. Even where physical violence is not so severe, it can result in serious psychological impairment, inability to form healthy relationships, association of guilt and violence with sexuality and a loss of self esteem - all fundamental challenges to the capacity of an individual to contribute to society.

There has been a steady increase in reporting on CSA. It would be difficult to assess if this increase in statistics is due to an increase in the incidents or awareness on CSA. However, this increase does indicate a greater acceptance to talk about the issue. We see programs and dramas on national television which highlight the issue of child sexual abuse. Newspaper articles and blogs highlighting the issue and cases of child sexual abuse have been seen more frequently compared to fifteen years ago when even the word 'child sexual abuse' couldn't be published.

Yet in a traditionally conservative society where discussions on aspects related to sexuality are tabooed, discussing CSA continues to be a challenge. Professionals working directly or indirectly with children - doctors, policemen or teachers - lack knowledge on CSA and are thus unable to identify and address the issue. Parents are usually very sceptical about talking to children on this issue. As a result children are not given enough information to be able to protect themselves. Often information about body protection is confused with sex education due to which school administration and teachers find it unnecessary and inappropriate for children. Child protection is a neglected area on the state level as well. Pakistan is a signatory to the Convention on the rights of the child (CRC) since 1990 yet the state has still not taken any measures to legislate for preventive or punishment mechanisms. Legally CSA is still handled as a case of rape under Pakistan Penal Code.

Aangan, Rozan's programme for children is the first civil society programme to initiate discussion on this critical topic has been working on issue of child sexual abuse for the last eighteen years.

⁴Sahil, Cruel Numbers, 2011

⁵Aangan, Rozan. The Bitter Truth: An analysis of 200 letters from victims and survivors of child sexual abuse, 2007

CAPACITY BUILDING: STRENGTHENING OTHER GROUPS

During 2011-12, Rozan's programme Aangan has focused on building skills and knowledge, around the issue of child sexual abuse of key stakeholders who work directly or indirectly with children. These stakeholders include teachers, caregivers, lady health workers/visitors, child protection committee members in communities, and volunteers. In this regard, the program conducted 12 capacity building workshops on self-growth, CSA sensitization and case handling, life skills and emotional health of children. Rozan worked with 17 NGOs and CBOs from different parts of KP and Baluchistan in this period and through a sustained process of workshops, refreshers, sharing of material and experience sharing meetings, it built capacity in these groups to develop programming on child sexual abuse.

In order to empower children and to enhance their emotional health, Rozan conducted life skills session in different schools in which 357 children participated. The key findings from pre and post assessments of children attending life skills courses suggest that this education has brought significant change in the children's knowledge, understanding and attitude towards self esteem, feelings and their management, communication skills, behaviours, tolerance and acceptance of diversity and self protection. Also encouraging are the observation of the teachers and facilitators where they find marked changes in children's behaviour especially in terms of class participation and ability to communicate with the teacher especially on CSA.

COMMUNITY CHILD PROTECTION MECHANISMS

In order to ensure community involvement in child protection, safety structures have been formed in the communities where Rozan is working. These safety structures, Child Protection Committees (CPCs), are comprised of dedicated volunteers from the community. The mandate of the protection committee is to actively respond to issues of child protection in the community and also to mobilize people on the issue of child sexual abuse. During 2011-12 the committees in four communities namely Rehmatabad, Dhokmunshi, Quidabad and Bangash worked actively towards this goal. These CPCs mobilized other members of the community to take part in advocacy on societal issues of abuse, neglect and child sexual abuse. One refresher was conducted with CPCs from Quidabad and Bangash. In Rehamatabad and Dhokmunshi, CPCs were very active in planning activities for the exit phase according to which Rozan will phase out of these communities in the coming year and focus on new areas.

AWARENESS RAISING

BREAKING THE SILENCE IN COMMUNITIES

Fifty eight awareness orientations were held in four communities - Rehamatabad, Dhokmunshi, Quidabad and Bangash by Rozan to share information with 844 mothers and young girls on CSA. These orientations also aimed at preparing community members/volunteers to further conduct orientations within the community. Sixty orientations were then arranged and conducted by these volunteers in the communities. These orientations reached out to 656 mother and young girls. In an evaluation on Aangan's work in communities carried out by an external consultant one of the encouraging findings was that the community members clearly prioritized CSA as one of the major child rights issue in their communities.

"NOW I AM MUCH MORE CONCERNED ABOUT MY SON. I REMAIN CONCERNED WITH WHAT HE DOES OUTSIDE AND WITH WHOM HE SPENDS TIME AND PLAYS. IF HE ENTERS THE HOME IN A DIFFERENT MOOD, I NOTICE AND TALK TO HIM ABOUT THE REASONS"

"I WAS VERY STRICT WITH MY CHILDREN AND USED TO SEVERELY BEAT THEM. I USED TO VENT ALL MY TENSIONS AND FRUSTRATIONS ON MY CHILDREN, BUT WHEN I ATTENDED ORIENTATIONS AND SESSIONS OF ROZAN'S TRAININGS I REALIZED WHAT I WAS DOING TO MY CHILDREN WAS VIOLENCE. MY ATTITUDE HAS CHANGED GREATLY. I SHARE EACH AND EVERYTHING WITH THEM AND HAVE WORKED TO DEVELOP THEIR CONFIDENCE IN ME. I FEEL THIS HAS BROUGHT POSITIVE CHANGES IN OUR RELATIONSHIPS"

COMMUNITY MEMBERS- REHMATABAD

AWARENESS RAISING ACTIVITIES CONDUCTED BY NGOS/CBOS

Major awareness raising activities have been conducted by the CBOs/NGOs as a follow up of the trainings they received from Rozan in the last two years. Ten active CBOs across Pakistan conducted different activities like awareness sessions, seminars, and CSA animation screening, Tina Tinku book readings, events with parents, teachers and children and reached out to 1910 people.

CAMPAIGNS, MELA AND VOLUNTEERS

Rozan launched a mass awareness campaign - "Stop CSA" - to educate and inform people about the seriousness of child sexual abuse and its adverse and long-term implications for children, adults and society as a whole. A major aim was to mobilize the community to actively help in the prevention of child sexual abuse. During the campaign, 464 individuals took an active part in the campaign and spread this message to over 4500 individuals.

Six children festivals were held in Sindh, Punjab, and Islamabad. The main objective of these festivals was to spread awareness on life skills and CSA amongst the children and parents by sharing the animations on life skills and CSA developed by Rozan. The activities of the festival included animation screening with children, discussion about the animations and distribution of the activity book among children. 3859 children and 1038 adults participated in these festivals.

Volunteers also ran a summer school with Aangan within Rozan premises for children of adjoining areas. Through the four week programme, children were exposed to various activities including life skills games and messages on body protection.

During 2011-12 Long Distance Volunteers (LDVs) were also engaged who reached out to 220 people all over Pakistan to raise awareness on CSA.



Puppet Show at Rozan on CSA

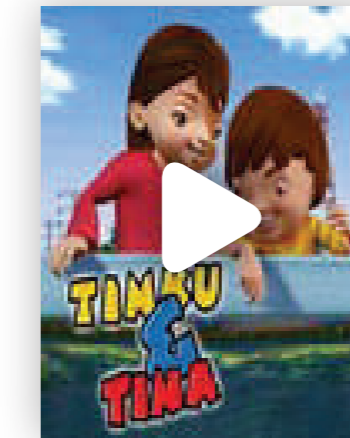
INFORMATION MATERIAL ON SAFE CHILDHOOD AND CHILD SEXUAL ABUSE

Aangan has developed different Information, Education and Communication material to provide information and awareness to children and their parents regarding child sexual abuse and life skills. During the last two years Aangan developed the following:



SNAKES AND LADDER GAME

The Snakes and Ladder game is designed to help adults encourage children in reflecting and communicating about their thoughts, feelings, safety, and the world around them. These games are widely used for dissemination in public and for use in workshops and sessions with children. These games were distributed in our recent work with child protection centres in Sindh and with NGO's working on psychosocial support.



ANIMATIONS ON LIFE SKILLS AND CSA

The second and third animation on protection and safe childhood in a series of three were developed in these two years. The second focussed on life skills for younger children of ages 8-12 and the third on child sexual abuse for older children of ages 12-18. The first animation developed by Rozan "Apni Hifazat ki bath Tinkoo Tina ke sath" in 2008 has already been widely screened, broadcasted and shared with various stakeholders all over Pakistan. There was an increasing demand for it to be translated into different regional languages from various organizations working with children. Rozan has dubbed the animation into Pushto to spread awareness on body protection amongst the children of Pushto speaking areas. Furthermore, Thardeep Rural Development Program (TRDP) made a Sindhi version of the animation for sharing it with children in Sindh.



AAO MIL KER KAM KAREN, TINKO TINA KAY SATH'

Rozan developed an activity book for the children of 8-12 years old. This workbook emphasizes the importance of life skills by engaging children in learning skills in an enjoyable and interesting way. The book contains different activities like puzzles, mazes, stories, colouring pages, etc. The book covers issues of self awareness and self esteem, feelings, healthy and appropriate ways to deal with anger, tolerance, gender and self protection.

COUNSELLING SERVICES FOR CHILDREN

During last two years, Aangan provided counselling services to survivors of CSA and children with emotional health issues. These counselling services were provided in-person, through emails and in counselling camps in Aangan communities.

Community members widely appreciated and acknowledged the accessible counselling services provided for CSA survivors in the community. 84 children were supported through counselling services by the programme within the community, in person at Rozan, through letters and in the SOS home in Islamabad.

WHAT NEXT

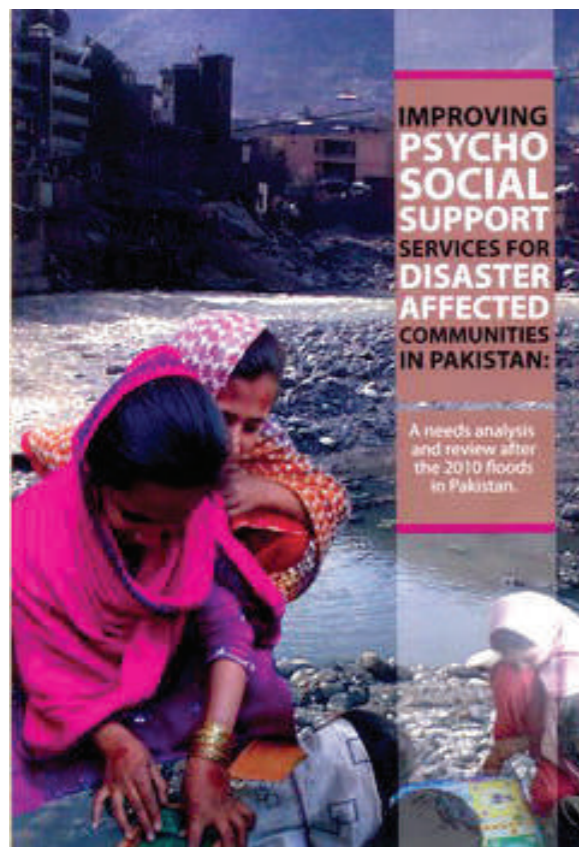
Rozan will continue to focus on prevention and raising awareness on CSA in the coming years. Rozan will continue its efforts to raise awareness and build community ownership on the issue of child sexual abuse. The work with the community has been implemented very successfully for 6 years in four areas and this will be extended to other areas. Empowering children through life skills trainings in school systems is another area that will continue to be a focus.

Advocacy for better systems to support survivors of abuse especially within the medical and legislation areas needs attention in the context of Pakistan. Rozan has in the past attempted to work with the health sector to include CSA in the medical curriculum. Despite a detailed study with doctors that has highlighted their inadequate knowledge on CSA and subsequent meetings with Pakistan Mental and Dental Council this has still not been achieved. Rozan is an active member of networks like the Child Rights Movement forums, and through this is also a member of South Asian Initiative for Ending Violence against Children (SAIEVAC). Sustained advocacy through collaborative networks is an area that Rozan hopes to explore in the coming years to take up protection aspect of CSA.

CHAPTER FIVE - EMERGENCY AND DISASTER RESPONSE



EMERGENCY AND DISASTER RESPONSE



The floods of July 2010 in the Khyber Pakhtunkhwa, Sindh, Punjab and Baluchistan were an unprecedented disaster. At one point, approximately one-fifth of Pakistan's total land was underwater. According to estimates the floods displaced about 20 million people with a death toll close to 2000⁶. The floods destroyed properties and livelihoods of people as well as physical infrastructure. Moreover, the response of national and international actors to the floods was slow in view of the devastation caused.

Where provision of basic physical needs and programmes of rehabilitation are integral to any post disaster effort, an aspect often ignored is psychosocial support to communities. Disasters whether natural or manmade causes significant psychological and social issues for affected populations. These may be acute in short term and have significant implications for long term recovery, rehabilitation, development and peace. This support aims to create initiatives and spaces that are safe, and equipped for community members to socialize, develop a daily routine and gain information on physical and mental health and hygiene in the context of the disaster. These can also include short-term education and skill based programming. These address the isolation, loneliness and to some extent the grief and depression that the affected may suffer from.

To respond to the specific needs of women and children during and after the disaster Rozan's Zeest programme worked in partnership with other organizations with field presence in the affected areas in an effort to integrate these services in their programmes. In addition, Rozan's Munsalik programme focused on the presentation of the disaster in the media. Munsalik engaged with journalists to build knowledge and skills in addressing the narrative on the disaster by focusing on the structural devastation caused by the floods with a special focus on vulnerable groups such as women, children and minorities.

KNOWLEDGE BUILDING: UNDERSTANDING NEEDS

In an attempt to increase understanding and contribute to an effective psychosocial support strategy tailored to the needs of the disaster-affected communities in Pakistan, Rozan conducted a small-scale qualitative study; 'Improving psychosocial support services for disaster affected communities in Pakistan: a needs analysis and review after 2010 floods in Pakistan'. The study aimed at gaining a better understanding of the psychosocial needs of the flood-affected community and the psychosocial models currently being employed in disaster settings in Pakistan. It also developed a set of recommendations. Sindh and KP were selected as sites for research. Recommendations argue for a more holistic approach to psychosocial support and that it must be a blend of psychological/mental health and social support including livelihood, educational programmes. It must also address protection issues such as increased risk of VAW and CSA. It also highlighted building capacity in the staff of NGOs and as well as the need to develop standard guidelines on psychosocial programming.

⁶UN Dispatch. 2010. Pakistan Floods Facts and Figures. [online] Available at <<http://www.undispatch.com/pakistan-floods-facts-and-figures>>

BUILDING CAPACITY ON PSYCHOSOCIAL PROGRAMMING

Vulnerabilities of women and children increase during and post disasters. In a country like Pakistan mobility and purdah restrictions pose serious hurdles for many women in accessing basic facilities such as health and education. Risk of gender based violence for both women and children increases as family and society's protective mechanisms break down. Moreover, staff of organizations working in disaster affected areas often lack skills and knowledge to effectively respond to incidences of gender based violence or handle the emotional and mental stress faced by the survivors.

In order to strengthen the NGOs/CBOs response to gender based violence and psychosocial needs of the communities affected by floods, Rozan in partnership with UNFPA started a capacity building and resource development initiative.

Rozan offered 8 trainings for NGOs/CBOs through the gender cluster. This included training over 120 people in a number of trainings on gender dimensions and psychosocial support, case management and a TOT on running psychosocial modules with women and children. These included groups like Rahnuma FPAP, Aghaz, SHAMA, IRDO, Indus Resource Centre (IRC), CCHD, Paiman Alumni Trust, Sharp Help Line, Right to Play, PODA, SPARC Quetta, Plan International, Social Welfare Department, Shirkat Gah, SYCOP, Noor Education Trust, Pirbhat Women's Development Society Shahdadkot, Development and Women Resource Centre, Jaffarabad, ARC and SHEDS. In addition to this, supervision, technical support visits, information material development on psychosocial support and its translation in local languages was also done to support the local NGOs and CBOs. The monitoring mechanisms were very strong throughout the activities. Pre-workshop profile forms and developing Memorandums of Understanding process increased the accountability of the organization and individuals as well.

It was re-emphasized that issues like these should be discussed on periodical basis within organizations to enable the staff to talk and read about them.

Psychosocial support and personal growth modules were developed for specific groups like men, women, adolescents, children and parents. This set of modules is designed to initiate a process of self-awareness and personal development, focusing on emotional distress, helplessness, grief, stress and to facilitate an understanding of gender role socialization and its effects in the context of recovery from disasters. Important publications in English and Sindhi by this project were the guidelines for psychosocial support to communities with a special focus on women and children.

WHAT NEXT

The Psychosocial support is an essential component of Rozan's program support for the emotional health of women and children and Rozan will continue its work in building knowledge and skills of care providers for more sensitized and effective support. The last 7 years or so have seen a number of natural and man made disasters hit Pakistan resulting in devastation and bringing in their wake large scale humanitarian crises and displacements. As such the need for organizations dealing with human rights and disaster management, to be prepared to deal with these situations and mainstream psychosocial support and capacity in their work, is critical. This will be done through regular trainings and material development on psychosocial support in the future.

"THIS WORKSHOP HELPED ME ENHANCE MY UNDERSTANDING OF DIFFERENT CONCEPTS I.E. CONCEPT OF PSYCHOSOCIAL SUPPORT AND ROLE OF GENDER IN CREATING SPECIAL VULNERABILITIES FOR WOMEN, MEN AND GIRLS. I HAVE LEARNED HOW WE CAN ENSURE ACTIVE INVOLVEMENT OF THE COMMUNITY, ENSURE CONFIDENTIALITY OF SURVIVOR AND INDEPENDENT AND INFORMED CONSENT OF SURVIVOR"

"THIS TRAINING HAS GIVEN ME CONFIDENCE WHICH HELPED ME IN CONDUCTING PRACTICE SESSIONSON ON GENDER BASED VIOLENCE WITH A GROUP OF 32 PARTICIPANTS FROM DIFFERENT ORGANIZATIONS. THIS COURSE PROVIDED ME WITH AN OPPORTUNITY TO INCREASE MY CAPACITY AND IMPROVE MY FACILITATION SKILLS BY OBSERVING AS WELL AS BY PRACTICING DIFFERENT SESSIONS"

PARTICIPANTS OF WORKSHOPS

SOHNI DHARTI MEDIA FELLOWSHIP

Pakistan has a broad array of TV channels and newspapers with both regional and national presence. These media outlets are appreciated for their round-the-clock information as much as they are accused of sensationalizing social issues to keep the clock ticking.

However, media reports and analysis are sometimes simplistic representations of events and do not address structural influencers that impact a situation or social phenomena. This was felt during and post floods of 2010. Media played a critical role in conveying information about the disaster and devastation but it was mostly narrative or descriptive. Social vulnerability of many survivors was not discussed in the media. In Pakistan, the vulnerability of a person to a disaster increases with his or her social position. Instead of reminding viewers and readers that many among the survivors are victims of their social position, media's focus remained somewhat generalized ignoring nuances like class and religion in our social fabric. Where media addressed the social and physical vulnerabilities of a survivor, media reports or opinion pieces reduced those survivors to 'objects' of the tale. Sometimes, the shared information of survivors breached their personal privacy. At other times the coverage clearly ignored the right of the survivor to share their stories in a respectful and dignified manner. Also as the water receded, media's focus on the floods also ebbed away and the needs of displaced communities for rehabilitation were not covered with as much attention.

Realizing the need for building a local and sustainable media resource which understands issues around the structural causes of the disaster and can also report it in professional and ethical ways, Rozan, launched the 'Sohni Dharti Media Fellowship' in 2011.

Rozan saw this as an opportunity to engage with the media on an issue that was relevant and connected integrally to the organization's social change agenda. For this purpose a situational analysis of floods 2010 and the devastation caused by them in Pakistan was carried out by field visits to the flood-hit areas. The analysis enriched Rozan's knowledge pool on the flood which helped the team in development of content for the media training that followed.

The Fellowship model was designed to build a local resource on informed reporting on floods in Pakistan. Through training and opportunity to apply learnings from the training, the fellowship aimed to build a deeper understanding in selected media personnel on the water and disaster discourse in Pakistan and enhance their capacity to analyze structural roots of problems.

Media houses and newspapers like Jang, The News, Dawn, Express Tribune, PTV, GEO TV, SAMA, Dunya News, KTN were part of this programme. These fellows produced 91 news reports, features, 102 news package for electronic media, 8 mini-documentaries, 300 images/photographs on floods and vulnerabilities, and 2 major documentaries around the water issues. The projects undertaken by the fellows showed a deviation from the mainstream coverage of floods. Instead of only narrating the disaster caused by floods of 2010 and blaming authorities alone for the poor disaster response, the fellows focused on issues such as impact on women's mobility during flood disaster, relief to minorities, hurdles in water distribution, mismanagement and wastage of water, the challenges in construction of small reservoirs etc.

The fellows did not stop with the project. They continued producing analytical and investigative media stories addressing the floods of 2011, discrimination against vulnerable groups such as women, children and minorities and other issues relating to human rights and social justice in Pakistan.



Group picture of Sohni Dharti Media Fellows in Swat

WHAT NEXT

This fellowship allowed Rozan to take on and explore a relatively new but critical thematic area. Working with media persons enabled a deeper understanding of how the media operates. The media is not a homogenous group and it is important to understand that there is diversity in terms of the streams within the profession; electronic versus print, local versus regional and national, editorial versus reporting staff. These dynamics present conflicting demands, pressures and challenges and also equip them with their own strengths. The near equal ratio of men and women participants, although challenging to achieve considering the skewed representation in the media especially in local and regional settings was also something that we feel projects like these must aspire to. This is also said especially in the context of reporting on disaster issues which must ensure a gender lens and accessibility to women affected by the disaster.

The experience from Sohni Dharti fellowship allowed Rozan to take the engagement with the media to address its mandate of social justice and human rights. A review of media coverage of social justice and human rights issues during the past few years reveals that these are either under represented or missing completely from front page news and prime time programmes. Moreover, the problem is simply not underrepresentation but also the quality and lack of depth in analysis that sometimes can be problematic. As such in the coming years, Rozan's engagement with the media through fellowships and training which aims to broaden their capacity and skills to reflect and report on social justice issues will continue.

کمرے میں بڑی گھٹن ہے

ہاں، ابھی اکیلا پن ہے
تنہائی کی اُلجھن ہے

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

کمرے میں بڑی گھٹن ہے
اک دبی دبی اُلجھن ہے

پر اس کمرے سے باہر
گھن گھن بادل گر جا ہے
کیا ٹوٹ کے مینہ برسے ہے
دھندلائی ہوئی ہیں سڑکیں
جیسے کچھ سوچ رہی ہیں
جُگ بیتے۔ سے نے ڈھالی
چاندی کی نئی گھٹائی
جنموں کے کرم پگھلے ہیں
سب دین دھرم پگھلے ہیں
اب دھرم کا رُوپ نیا ہے
سارا بہرُ وپ نیا ہے

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

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

اور ٹینک کے پیچھے دھن ہے
اس دیس میں بڑی گھٹن ہے

فہمیدہ ریاض

CHAPTER SIX - EMOTIONAL AND REPRODUCTIVE HEALTH OF YOUNG PEOPLE



EMOTIONAL AND REPRODUCTIVE HEALTH OF YOUNG PEOPLE

The period of adolescence and youth is marked by storm and stress as young people usually encounter a wide range of events for the first time, for instance school-leaving, employment, greater responsibility for oneself and family, choosing a spouse, marriage, first sexual intercourse, beginning a family and parenthood. This requires making decisions and adjustments to meet societal norms and expectations. An estimated 39.504 million of Pakistan is of 10-19 years age which is approximately 24% of the population and, 14.814 million are of the 20-24 years age which is approximately 9% of the population⁷. Pakistan has one of the largest cohorts of young people in its history, adolescents and youth constitute over 33% percent of the country's population.

Pakistani adolescents and youth are residents of a conservative and patriarchal society and in addition to economic disparity they also face the impact of gender differences. With regard to women, Pakistani society like other South Asian countries links family honour to women's sexual chastity which is therefore preserved by controlling their interactions with males through restrictions on their mobility and seclusion norms. Direct and immediate outcome of these restrictions is female's low access to education, healthcare and employment. As a result of being less productive economically, women have a lower social status, face violence and are vulnerable to a fair amount of emotional and mental stress. On the other hand male adolescents and youth because of lesser mobility restriction face specific vulnerabilities such as financial pressures, sexual abuse and exposure to risky sexual situations and violence outside the home.

Social taboos prohibiting discussion about changing bodies and sexual health particularly with unmarried young people, restrains them from seeking guidance when needed. Societal norms prohibiting open communication with adolescents and young people

result in hampering identification of problems and issues that young people face. These problems specifically emotional, sexual and reproductive health of young people thus stay largely ignored in the society.

To provide a safe space to young people to discuss their emotional, sexual and reproductive health issues and seek trusted and credible information and guidance, Rozan's programme Youth Help Line (YHL) provides telephonic, email and in-person counselling through trained psychologists and counsellors. In January 2012, the helpline shifted its exclusive focus on youth and expanded services to include women and children as well. This includes centralization of all counselling services within Rozan, including in person and counselling camps within communities offered by Aangan and Zeest and has been re-named as Rozan Helpline. This was based on restructuring within Rozan, explained in the subsequent chapter on Organizational Development.

⁷United Nations Population Fund (UNFPA)
<<http://undp.org.pk/undp-and-the-youth.html>>

COUNSELLING AND SUPPORT

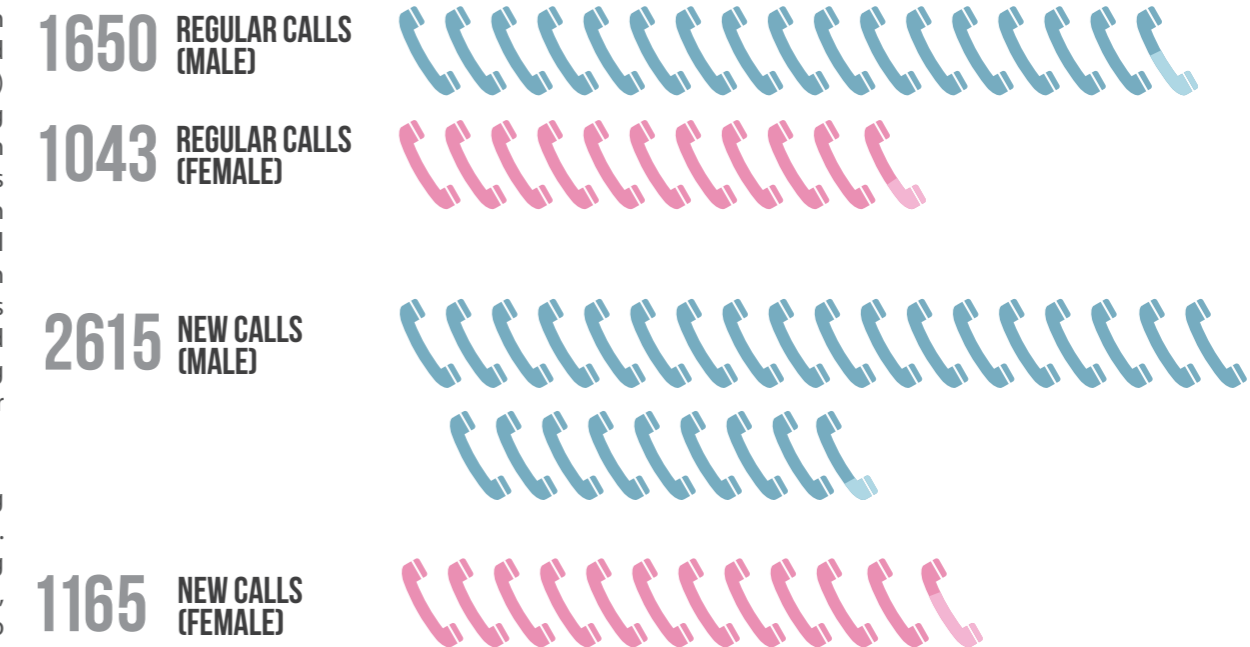
Counselling is provided by the Help Line through telephone, e-mails and In person by the YHL.

TELEPHONE COUNSELLING

To provide a safe space to young people to discuss their emotional, sexual and reproductive health issues and seek trusted and credible information and guidance, Rozan's programme Youth Help Line (YHL) provides telephonic, email and in-person counselling through trained psychologists and counsellors. In January 2012, the Help Line shifted its exclusive focus on youth and expanded services to include women and children as well. This includes centralization of all counselling services within Rozan, including in person and counselling camps within communities offered by Aangan and Zeest and has been re-named as Rozan Helpline. This was based on restructuring within Rozan, explained in the subsequent chapter on Organizational Development.

The Helpline analyzes data of attended counselling calls every month through a computerized database. 6473 counselling calls were received by YHL during 2011-12 and a total of 3819 callers (2441 males, 1375 females and 3 transgenders) called the Help Line. The following are the details of these calls:

GENDER BREAKDOWN OF REGULAR & NEW CALLS



TOP MOST CONCERNS, AREAS, SOURCES

Issues	Total calls	Gender	
		Males	Females
Health concerns: Skin problems, hair problems, aches and pains, allergies, handicaps etc.	105	74	31
Psychosocial Psychosexual Issues: Family Issues, Self Confidence, Relationship issues, Peer issues, Violence, CSA etc.	2766	1591	1175
Psychological concerns: Anxiety, Mood Disturbance, Stress, Suicidal thoughts, sleep disturbance etc.	1297	776	521
Academic and career related concerns: exam anxiety, subject selection, lack of interest and concentration problems, job seeking, job selection and job satisfaction etc.	517	302	215
Reproductive pathology: Infections, STIs, HIV/AIDS, Infertility, Irregular Bleeding, Hormonal imbalance etc.	67	53	14
Reproductive physiology: Body image, virginity, family planning, menstruation, impotence, wet dreams, masturbation, premature ejaculation.	767	683	84
Miscellaneous: Helpline info seeking, Greetings, Long distance volunteer, Referrals etc.	954	660	294

	Categories	Total Calls	Gender	
			Males	Females
Top Most Areas	Rawalpindi	1568	1019	549
	Islamabad	1343	902	441
	Lahore	515	397	118
Top Most Sources Of Calls	Radio	3224	2248	976
	Friends	1099	816	283
	TV	887	317	570

Some young people feel more comfortable in writing letters/emails to the counsellors for information, guidance and counselling. During 2011-12 the Helpline received a total number of 136 emails and 2 letter on different issues. These 37 men/boys and 35 women/girls wrote about their concerns/issues related to relationship issues, confidence, pubertal changes, gender identity disorder, communication, suicidal thoughts, family issues, rape, decision making, information seeking and feedback/appreciation of counselling service.

IN PERSON CLIENTS:

From 2012, the helpline started its in person counselling services and carried out 62 in-person sessions with clients. A total of 42 clients were supported. This included 10 men, 14 women and 16 children. Issues ranged from child sexual abuse, physical & emotional violence to self-confidence, anger management, obsessive compulsive disorder, anxiety and phobia.

PROMOTION OF YHL SERVICES AND AWARENESS RAISING ON YOUTH ISSUES

RADIO

FM channels have proved to be one of the most effective medium for attracting young people since beginning of the Helpline services. Based upon this experience FM Channels were given priority in promoting the Help Line services and raising awareness on youth as well as women and children issues. During 2011-12 short radio spots for 8 months and a series of 49 live radio programs were aired on different FM channels. Six to eight listeners participated in each live radio programs on average.

ORIENTATIONS

In order to sensitize adolescents and youth on their sexual reproductive and emotional health issues and to promote YHL as a counselling facility, YHL conducted 8 orientations with young people in Rawalpindi & Islamabad communities i.e. Rehmatabad, Shakrial, Hundred quarters, Muhammad Ali Jinnah university.

INVOLVING VOLUNTEERS

Some of the regular callers, who show interest in being a part of the helpline and working for social causes, become long distance volunteers. In this period 7 regular callers became a part of helpline as Long Distance Volunteers. YHL provides basic counselling skills trainings to those individuals who are sensitive and committed to take forward YHL's work as volunteers. These also include those who volunteer as backup support for YHL psychologists and counsellors.



MATERIAL DEVELOPMENT

In 2012 Helpline printed its counselling booklet to raise awareness on issues related to emotional health, youth, women and children and to highlight the importance of counselling services to deal with these concerns and to promote Rozan's counselling services in organizations and communities.

Information material on reproductive health, bodily changes, early marriages, healthy and unhealthy relationships and promotional material on YHL service are frequently disseminated in different Rozan activities including conferences, communities and other organizations.

DATA ANALYSIS

Rozan published a report 'Meri Awaz Suno' on the basis of an analysis of extensive caller and e-mail data analysis. The report was launched in June, 2012 in Lahore in a seminar where Ministry of Youth Affairs was also invited. In the report YHL presented their analysis on current issues of young people in Pakistan and suggested areas of policy formulation. Some key findings were that girls are more challenging to access; girls and boys have differential pressures due to differing socialization and norms; there is limited information provided by parents who feel ill equipped to handle their adolescents; young people face problems in maintaining relationship with older family members and often face a lot of conflict; both boys and girls are entering and exploring sexual relationships with very little credible information; boys suffer from a considerable amount of misconception about physiological pubertal process; noticeable proportion of boys and girls face violence including physical and sexual abuse; and there is a fairly high level of anxiety and depression within the youth with girls being more vulnerable to these disorders.

The study recommends provision of accurate, complete, timely, relevant and youth friendly information to Pakistani adolescents and youth so that they can be confident and healthy adults.

CAPACITY BUILDING: TRAINING AND MODULE DEVELOPMENT

The Ministry of Youth Affairs in Punjab with the collaboration of Plan Pakistan is now establishing Punjab Youth Help Line in Lahore to address issues of young people. Rozan was invited to build capacity of the counsellors through trainings, and technical input into the systems and procedures. A six day Para-counselling training for the staff of Punjab Youth Helpline was held in October 2012. Sessions included topics such as self awareness, communication and counselling skills, sexual, reproductive and emotional issues of youth sensitization on gender and violence and an orientation on important procedures and systems for a counselling facility.

Another training on counselling skills with youth counsellors of Family Planning Association of Pakistan was also held in December 2012. Here, too the focus was similar and allowed the organization to further strengthen its capacity as a training organization on counselling.

The Help Line developed a training module on Adolescent Sexual and Reproductive Health for parents and other community gate-keepers engaged with adolescents (9 to 19 years of age, both girls and boys) This module is currently a part of a project of Plan Pakistan, titled 'Reproductive Health Initiatives with Adolescents -RHIA'.

The staff at YHL also took measures to increase their own skills and knowledge on issues of young people and counselling techniques to serve their clients effectively. During 2011-212 different techniques of capacity building were used. Case supervisions were conducted on weekly basis that includes discussion on calls as well as reading meetings under the supervision of a senior clinical psychologist/counselling supervisor of Rozan.

WHAT NEXT

YHL and services like these fulfil an important need within the community and provide information to young people that they often do not have access to. The youth Help Line provides non-judgemental, non-threatening and confidential space to young people where they can call and share their concerns related to adolescent's emotional, sexual and reproductive health. The experience proves that young people are willing to talk and try to seek information related to sexual and reproductive health concerns if they can be assured of confidentiality, dignity and respect.

Funding constraints have been a challenge due to which YHL was not able to promote its services for six months. Some FM channels were approached to air the radio spots as their social responsibility. Although the process was time consuming, radio spots were aired for a month without funds.

To streamline counselling services in Rozan, the Help Line started to provide counselling to women and children along with the youth as well. The Help Line will now be actively promoting telephone counselling facility for women, children and youth with a special focus on violence against women and children, and sexual and reproductive health. The Help Line will function six days a week. In-person counselling will be promoted through orientations in the community, information material dissemination through other partner organizations.



Training on Counseling Skills at Lahore

A CASE STUDY

A 24- year old woman client contacted Rozan Helpline regarding her mood disturbances stating low mood, lack of pleasure in any activity and negative thoughts about life. The client stated that she has been having disturbances in her mood for the past 2 years. She also disclosed harming herself twice in the past.

In the beginning she was very reluctant to open up about her past. The counsellor respected that and let her talk about what she was comfortable with. The counsellor explained to her the importance of sharing and how repressing feelings can affect our behaviour. After a few phone calls she opened up and shared that she had become involved with a man whom she had met over the internet and subsequently married him but had not shared this with her family. Later she had discovered that he was married and had children who were even older than her. The counsellor provided her an open space where she could vent her feelings while discussing her past. She shared that she felt extreme guilt and considers herself responsible for all that has happened to her.

In further sessions she also shared past experiences of sexual abuse. She shared that she had been sexually abused once around the age of 17 when her grandfather touched her in way which did not seem appropriate and made her uncomfortable. The client also shared that she had been sexually abused by her elder brother. She never shared any of these incidents with anybody. During the whole counselling process the counsellor normalized her feelings and gave her space for catharsis while all the while affirming that what has happened was not her fault and incest happens to other children too. Over a period of sustained support and counselling, where the counsellor helped her understand how sexual abuse had affected her and how her choices in life though unfortunate did not make her responsible for what had happened to her. She shares now that she feels talking about these issues has helped and she is able to take charge of her life and move on. She still calls the helpline from time to time.



Seeking help and information is your right!

FREE TELEPHONIC COUNSELING

0800 22444

Free telephonic counseling services for women, children and youth.

Psychologists provide confidential counseling through the telephone on concerns related to violence against women, child sexual abuse, emotional and reproductive health.

Accessible from all over Pakistan

(Free of cost through PTCL landline and with regular charges from mobiles).

Who can contact us?

- Women, children and youth survivors of violence (psychological, physical and sexual)
- Parents concerned about their children's behavior
- Individuals and families with mental health issues such depression, anxiety etc.
- Youth wanting information and counseling on reproductive health concerns, educational and academic issues and challenges in changing roles and relationships.

Contact us

For telephonic counseling: 0800 22444 (From Monday-Saturday 10:00am-6:00pm)

For In-person counseling: 051- 2890505-7 (From Monday-Friday 10:00am-5:00pm)

For crisis cases: 051-2890733 (From Monday-Friday 10:00am-5:00pm)

For email/letter counseling: helpline@rozan.org

P.O Box 1298 Islamabad

CHAPTER SEVEN - INTERNS AND VOLUNTEERS AT ROZAN



INTERNS AND VOLUNTEERS AT ROZAN



A Rozan volunteer helping students at OBR stall in COMSATS University

THE VOLUNTEER PROGRAMME

Rozan strongly believes that change in society can only be possible when the community owns and actively participates in initiatives for social change. As such volunteerism and engaging with volunteers is a core value of Rozan.

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. Other Rozan supporters are younger and new but contribute 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. In 2012 Rozan's volunteer program introduced an innovative program 'Aao hum Banein Awaz' awareness program. The awareness program is to spread awareness in society about tabooed issues like Child Sexual Abuse, violence against women and emotional health of youth through awareness raising material. This programme enabled Rozan to involve those individuals who are unable to come to our office for various reasons. 29 volunteers (11 men and 18 women) participated in this awareness program.

According to our database, during the last two years 272 (108 men and 164 women) volunteers registered themselves with Rozan. Volunteers participated in the one-month long summer camp for children organized by Aangan for children aged 7-13 in Rozan office and the One Billion Rising Campaign (OBR).

In the summer camp children learned about managing feelings, communication skills, tolerance and self-protection. Other activities for children included puppet shows, cartoon screening, games, session with Islamabad Traffic Police and an exposure visit to ICRC Resource Center.

Most of the activities of OBR campaign were conducted in different universities and schools of Islamabad/Rawalpindi with the support of over 90 volunteers. They also supported the programs in providing orientations, translations, documentation, article writing and data entry. Volunteers also assisted in keeping a record of relevant articles from newspapers and in the management of Rozan's Resource Library. Our community volunteers also played a vital role in arranging and holding orientations meetings in the various communities that Rozan works in including Rehmatabad, DhokMunshi, Rawat, Bangash and Quiadabad.

“ I ENJOYED THIS ASSIGNMENT WHERE I SHOWED ANIMATION TO YOUNG CHILDREN ON BODY PROTECTION. THE KIDS REALLY ENJOYED CARTOONS AND ESPECIALLY LIKED TINKOO AND TINA'S CHARACTERS. ANIMATIONS ARE PROBABLY THE BEST MEANS OF GIVING AWARENESS TO CHILDREN REGARDING SELF PROTECTION AND LEARNING SUCH SKILLS” .

A YOUNG VOLUNTEER



Group picture of participants of summer camp with a Rozan volunteer

THE INTERN PROGRAMME

Rozan has been running an internship program for the last six years. 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 sector. The program has been structured and designed as a specific four-month curriculum for interns. The emphasis of the curriculum is on personal growth and awareness and skill building in areas such as facilitation skills, working in communities and report writing.

In 2011-2012, Rozan completed four Internship cycles. A total of 26 (6 men and 20 women) interns passed through extensive training in the four cycles. Internship projects ranged from developing audio visual aids for use in Rozan workshops on VAW, conducting research on the needs of vulnerable groups after the floods in 2010, evaluating Aangan's Snakes and Ladders game, conducting orientations with adolescents girls and boys on CSA, compiling women survivors' perceptions of police attitudes during interviewing etc.

In 2012 Rozan was also able to secure partial support in the form of stipends for interns through donations from the private sector. 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.



Farewell party for Rozan interns of Internship Cycle 11

CHAPTER EIGHT - ORGANIZATIONAL DEVELOPMENT



ORGANIZATIONAL DEVELOPMENT

In these two years, Rozan undertook a number of activities to ensure that as an organization, it strengthens its systems and procedures. Rozan finds it imperative to invest in its staff and volunteers who carry forward Rozan's mission and goals. One aspect of this investment is in the form of providing and promoting a culture based on values such as commitment to social justice and the communities we work with, transparency and an openness to new learnings. The other aspect is the enhancement of knowledge and skills through on job training and specialized programs.

ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY

HR REVIEW AND STRENGTHENING POLICIES

Acknowledging the fact that organizational efficiency and effectiveness has a key link with the human resource development and management functions, Rozan hired the services of Sidat Hyder and Murshad Associates. The firm carried out an extensive exercise during 2011-2012 to review and develop Rozan HR policies, systems, procedures and tools. As a result of the exercise, Job Descriptions (JDs) of all the staff were redesigned spelling out the key result areas and performance indicators, a comprehensive recruitment policy was developed and a new appraisal system was introduced.

The exercise also helped Rozan to review the mandate of its different forums like Working Committee, Co-Directors meeting, and Program Coordinator (PC) meeting.

CAPACITY BUILDING

The Learning Forum is an internal event that Rozan organizes for its staff and volunteers in order to enhance their capacities and understanding on topics linked to social justice and in particular to the issues Rozan works on. This involves contemplating over a reading/ article, viewing a documentary or film and/ or inviting external resource person.

Seven learning forums were organized during 2011-12 that covered topics like:

- Movements and revolutions for social change
- Legal reforms for social change
- Revolutionary thought in arts and literature
- Masculinities and sexualities

As part of the Learning Forum a two day annual learning retreat was also arranged in December 2011 and the focus was to deepen understanding on issues like pluralism and diversity, development aid and role of NGOs. Along with on the job and in house trainings, Rozan staff and volunteers availed many opportunities to participate in external capacity building events organized within and outside Pakistan (please see annex for details)



Rozan staff members pictured with Dr Anjum Altaf

ORGANIZATIONAL FORUMS AND CULTURE

Rozan believes that reflection and sharing of lessons and challenges amongst Rozan team members both staff and volunteers are of utmost importance. There are many forums at Rozan which are held to increase ownership, accountability and learning. The Joint Program Meeting (JPM) is organized fortnightly where all the programs of Rozan meet, update and discuss opportunities for collaboration. During the last two years 35 JPMs were held.

The Staff Meeting is another forum that is also organized fortnightly to discuss staff issues and concerns related to administration and management. An important feature of the staff meeting is the sharing of "highs and lows" 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 meet twice a month for the PC meeting 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.

Another important meeting that takes place at Rozan is the Co-Directors (CD) meeting where the Directors, Rozan's Advisor and member of the Rozan board meet fortnightly. This is a senior level forum 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 on monthly basis. This is the executive body which directly functions under the Board of Governors and provide external oversight to the organizational functions. The Working Committee of Rozan held 24 meetings during the last two years.

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. The Rozan Board meets on quarterly basis. In December 2012 the General Body of Rozan elected the Board of Governors for the next two year term.

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 and questions. Ex-staff members and Rozan supporters are also invited to give their comments and feedback.

In order to keep organizational culture alive and have fun as well, Rozan celebrates birthdays of the staff and organize retreats and picnics from time to time.

In May 2011, a two day retreat was organized for Rozan staff and volunteers in Murree. The retreat focussed on discussions on activism and the role of NGOs. It also provided an opportunity for team building. Another key focus was the discussion on exploring the linkages between the work we do and our personal lives. Keeping in mind the needs expressed by the group the discussion on activism remained alive in the learning and facilitation forums in the coming year.

ORGANIZATIONAL SUSTAINABILITY

In order to move ahead and sustain its work Rozan is very conscious about reducing its reliance on the international funding agencies/ donors. Therefore since its inception Rozan has been making efforts to build its endowment through taking on initiatives like fund raisers, consultancy assignments, sale of material, counselling charges and drives for voluntary donations.

MONITORING AND EVALUATION

Along with ensuring the implementation and strengthening of monitoring processes that are in place at Rozan as per its monitoring and evaluation strategy, during the last two Rozan also invited external expertise to evaluate its work with Police, interventions to address issue of Child Sexual Abuse (CSA) in Rehmatabad, Rawalpindi and its initiative on Smart Chart Trainings.

Rabta's evaluation report (1999-2010) reflected the views and feedback of police trainees who were part of Rozan trainings, senior management of police both at federal and provincial level and civil society activists. The core finding of the evaluation was that Rozan's work with police is unique in its nature and has been well appreciated and acknowledged by the aforementioned groups. The evaluation report also provided future direction to the program and recommended that Rozan should also take up the agenda of institutional reforms in the police in collaboration with other civil society actors building on its training and capacity building initiative and the credibility it has earned over the years. External evaluation of our 10 years work in Rehmatabad on the issue of CSA was also done within this period. The evaluation confirmed that Rozan's approach to address tabooed and sensitive issues of CSA at the community level has been successful. The evaluation provided good insights for the Rozan program review exercise and the findings were incorporated in our work in the new community i.e. Rawat. An external evaluation of 3 years project of Smart Chart (communication planning tool) was also conducted. The evaluation report showed varied views and experiences of different Rozan partner organizations (NGO, INGOs and Government Departments) about the Smart Chart project and its usefulness in their respective organizations.

In order to translate its learning into action Rozan conducted a comprehensive baseline study in its new community Rawat and gathered baseline qualitative and quantitative data from the inhabitants. The primary objective of the study is to gather information based on defined indicators before interventions are carried out. The results of baseline study will be utilized in planning of interventions and it will also provide benchmark for end-line study.

ROZAN PROGRAM REVIEW AND FUTURE DIRECTION

Rozan has grown considerably in the last 14 years. Rozan's plans in the past have been based on program reviews, growing expertise and recognition in particular areas by the communities we work with and changing national context or external development. Internal review and reflection has been carried out from time to time at Rozan but planning has been largely programmatic rather than organizational.

Recognizing the need to consistently strive for greater synergy in its programme planning and maintain its strategic relevance in a fast-changing context, Rozan undertook a two- day review and visioning exercise in 2011 that was attended by senior Rozan staff, members of the Rozan Board and key Rozan volunteers. This was a first step to review its work and develop a joint plan for the next 3 years. This was followed by detailed planning session within the organization's core team of programme coordinators. As a result of the review exercise Rozan developed a joint organizational plan and drafted a 3 year proposal (2012-215).

Following were the key outcomes of the program review exercise:

- **PROGRAM DIRECTION AND ISSUES:**

Programmatically Rozan will continue with its mandate. However, in light of the discussion on relevance and legitimacy of agenda, issues will no longer be addressed vertically but will allow for flexibility and connection with larger social justice agenda such as peace and active non violence within which gender and children's issues will be framed.

- **STRUCTURAL DEVELOPMENTS:**

- a As per Rozan's new structure effective as of January 2012 Rozan is organized across four programme units with each programme defined by the group it focuses on: children, women, men and the police.

- b Each of these programme units has its own areas of focus and programme specific work. However, they are connected through our work in the community where they contribute as Rozan and bring their own specific expertise to a larger collaborative effort. This is a shift from earlier practice where each programme worked vertically with sharing of expertise but little or no joint programming. Rozan will offer an integrated model of social change within local community settings and where all 4 Rozan programmes (Zeest, Humqadam, Rabta and Aangan) will be engaged. This will include work with women, children, youth and men as well as key local institutions like police, media, health and school system. This the organization feels will be a powerful model as yet untried by Rozan, as it will seek to address all major players within a local community setting rather than segmenting and restricting intervention to one group as has normally been the case.

- c Certain functional areas (as opposed to issue or target based) have been separated as units that will work with different programmes, centralizing the expertise required to run them. This includes networking and media and counselling services. This re-organization, Rozan believes will allow for more cost effective programming. e.g. instead of expecting each programme to offer counselling services or advocacy, or run monitoring and evaluation activities, units that specialize in this function will work with all Rozan programmes, allowing a deepening of expertise, and a more uniform organizational approach. As a result a major shift has been renaming Youth Help line as the Rozan Helpline. This expands the counselling from youth to include services to women and men along with children.

WHAT NEXT

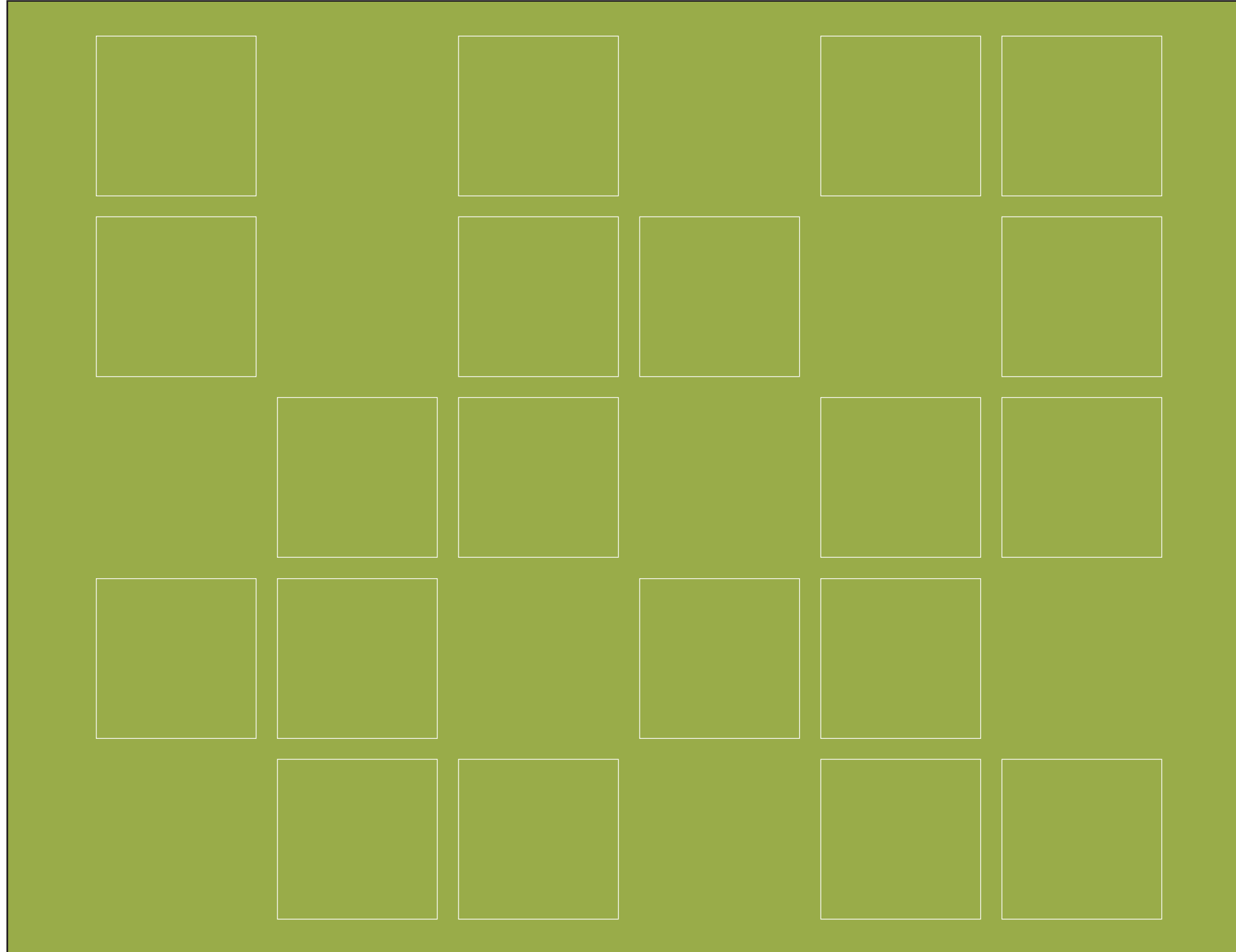
For an organization that is 14 years old, organizational development (OD) remains a continuous and challenging process. In the last two years a key areas with regards to OD for Rozan was the program review and the development and implementation of HR policies, systems and tools. As such developments have been both programmatic as well as institutional. There were expectations as well as fears linked to this process within the team. Expectations were mainly linked to the changes that came about as a result of the review that were seen to be linked to strengthening Rozan and making it more efficient. Fears were linked to changes in structure and the resulting discomfort and resistance which is natural in any change. By making the process democratic and taking the staff and volunteers on board at each step, Rozan was able to address the challenge to a large extent. The involvement of Rozan Board members who have expertise in this area has also been very useful.

Identification of consultants with experience and ethos required in analyzing HR management functions of non-profit rights based groups was a challenge and Rozan spent considerable time reviewing various groups.

A major challenge in 2012 and one that continues is finding programmatic funding for long term initiatives that Rozan wants to take up. Funding is either available as short one year grants against very defined previously stipulated objectives or through partnerships in consortiums or the basket funding model that has become popular in Pakistan. This model has been a severe blow to the organization as funding sources have shrunk and the space of unsolicited fund seeking has become very small. This approach has the threat of reducing Rozan's role from a 'developer' of programmes to a 'implementer' which is contracted by international NGO's to carry

out pre-defined short term activities. For an organization that has built upon its own lessons from the grass roots and direct field work, this formula allows little space for innovation and ownership and is deeply discomforting.

Though we received partial support from certain on-going and some new donors to implement part of the joint proposal developed in 2011, the kind of institutional funding it had hoped to receive to take further its programming holistically is missing. This continues to be a challenge for national mid level groups working in the NGO sector and Rozan will pursue avenues that allow it to ride the new wave of international funding arrangements without compromising on its goals. Rozan is also actively seeking national donor support for some of its programmes although it recognizes that this is a donor base that will take some time to grow.



**ROZAN BALANCE SHEET
AS AT 30 JUNE 2012
ANNEX A**

	Notes	Amount (Rupees) 2012	Amount (Rupees) 2011
NON CURRENT ASSETS			
Property, plant and equipment-operating	4	14,494,943	21,064,024
NET CURRENT ASSETS			
Current Assets	5	1,313,591	2,290,658
Advances, deposits, prepayments and other receivables	6	8,469,496	
Short term investment	7	28,240,335	51,114,522
Cash and bank balances		38,023,422	53,405,180
LESS: CURRENT LIABILITIES			
Accured and other liabilities	8	5,096,274	6,391,038
		32,927,148	47,014,142
		<u>47,422,091</u>	<u>68,078,166</u>
REPRESENTED BY			
General reserve	9	29,517,581	23,478,212
Specific reserve	10	15,981,585	43,544,442
Deferred income	11	1,922,922	1,055,511
		<u>47,422,091</u>	<u>68,078,166</u>



MANAGING DIRECTOR



SENIOR FINANCE OFFICER

**ROZAN STATEMENT OF INCOME
AND EXPENDITURE FOR THE
YEAR ENDED 30 JUNE 2012
ANNEX B**

	Notes	Amount (Rupees) 2012	Amount (Rupees) 2011
INCOME			
Specific donations	13	67,230,883	56,944,055
Others	12	8,466,778	4,357,951
		<u>75,697,661</u>	<u>61,302,005</u>
EXPENDITURE			
Specific projects	13	67,230,883	56,944,055
Rozzan expenses	14	2,427,406	759,663
		<u>69,658,290</u>	<u>57,703,718</u>
Excess of income over expenditure transferred to general reserves		<u>6,039,372</u>	<u>3,598,287</u>



MANAGING DIRECTOR



SENIOR FINANCE OFFICER

CAPACITY BUILDING WORKSHOPS CONDUCTED BY ROZAN IN 2011-12 ANNEX C

Region	Title and duration of Workshop	No of WS	Participants Profiles	Participants		Region wise participants
				Men	Women	
Balochistan	Training of Trainers (ToT) on Attitudinal Change Module for the instructors of Balochistan Police	1	Police	20	0	46
Balochistan	Basic Sensitization and Developing Survivors Centered Approach	1	Social Welfare, Women Development, Women centers and Darulaman staff.	7	11	
Balochistan	Training with SW/WD/Darulaman/WC staff on SoPs in Baluchistan	1	Social Welfare, Women Development, Women centers and Darulaman staff.	3	5	
Gilgit Baltistan	3-Day training on Emotional health, Vulnerable Groups and Policing with DSPs	1	Police	7	0	7
KP	3 Day CSA Sensitization Training CBOs/ NGOs	1	NGO workers	16	12	114
KP	2 Day CSA Sensitization Training	1	Medical Students	11	12	
KP	6-Day training on attitudes for better policing for Muharrir staff	1	Police	20	0	
KP	8-Day Training of Trainers on Attitudinal Change Module at PTC Hungu	1	Police	17	0	
KP	3-Day Training on Attitudes and Life-skills for Better Policing" with D. I. Khan Police	1	Police	25	1	
Punjab	1 Day Refresher* on LSE with Schools	2	Teachers	0	20	437
Punjab	One Day CPC Refresher* with New Communities	1	CPC members (Volunteers)	4	2	
Punjab	One Day Refresher* on LSE with SLS School	1	Teachers	0	17	
Punjab	Life Skills Sessions	62	Children	207	73	

Region	Title and duration of Workshop	No of WS	Participants Profiles	Participants		Region wise participants
				Men	Women	
Punjab	Workshop with National Highway & Motorway Police on self-awareness and job satisfaction level	1	Police	21	3	437
Punjab	2-Day workshop with National Highway & Motorway Police	1	Police	19	0	
Punjab	Gender Dimensions and Psychosocial Support in Disaster Situations workshops with GBV sub clusters	1	Staff of National/International NGOs	11	11	
Punjab	6-Days Para counseling workshop	1	Punjab youth helpline staff	4	6	
Punjab	5- Days Para Counseling workshop	1	NGO workers	10	15	
Punjab	Sohni Dharti Media Fellowship Refresher*	1	Media professionals	10	4	106
Sindh	Refresher on Attitudinal Change Module with police instructors	1	Police	20	3	
Sindh	Training with SW/WD/Darulaman/WC staff on survivor centered response in Sindh	1	Social Welfare, Women Development, Women centers and Darulaman staff.	4	14	
Sindh	Gender Dimensions and Psychosocial Support in Disaster Situations workshops with GBV sub clusters	1	Staff of National/International NGOs	8	12	
Sindh	ToT on Psychosocial Modules	1	Staff of National/ International NGOs	6	13	
Sindh	Sohni Dharti Media Fellowship Refresher*	1	Media professionals	14	2	
Sindh	Training with SW/WD/Darulaman/WC staff on SOPS in Sindh	1	Social Welfare, Women Development, Women centers and Darulaman staff.	4	6	
Islamabad	Gender and Masculinities	1	Staff members of NGOs, Community mobilizers	10	9	
Islamabad	Two Day CSA Sensitization Workshop with LHV's	1	LHV's and LHW's	0	13	
Islamabad	10 Day TOT on Life Skills with EMS School	1	Teachers	0	12	
Islamabad	1 Day Refresher* on LSE with EMS School	1	Teachers	0	10	216
Islamabad	2 Day Volunteer Training on CSA Awareness Raising	1	Volunteers	6	12	

Region	Title and duration of Workshop	No of WS	Participants Profiles	Participants		Region wise participants
				Men	Women	
Islamabad	Self Growth Workshop with SOS mothers	1	Caregivers	0	13	
Islamabad	ToT on " Building survivor centered approach in case management"	1	Staff of National/International NGOs	2	18	
Islamabad	Advance level workshop on case management	1	Staff of National/ International NGOs	1	15	
Islamabad	3-day Self Growth Workshop	4	Rozan Interns/staff	12	32	
Islamabad	5-day Workshop on Gender sensitization, Child Sexual Abuse and Reproductive health issues	4	Rozan Interns/staff	11	31	
Islamabad	Workshop on Self Awareness and Activism for Rozan's Volunteers	1	Volunteers	3	6	
Country Wide	5 Day Advance Level TOT with CBOs of KP & Balochistan	1	NGO workers	11	8	124
Country Wide	6-Day ToT on Interviewing Women and Children Victim of Violence	1	Police	16	2	
Country Wide	5-Day Workshop on Interviewing Women and Children: Victims of Violence with SSPs/DSPs	1	Police	14	1	
Country Wide	Gender Dimensions and Psychosocial Support in Disaster Situations workshops with GBV sub clusters	1	Staff of National/International NGOs	6	15	
Country Wide	5 day workshop on "structural issues around water with special focus on floods"	1	media professionals	23	5	
Country Wide	Gender Dimensions and Psychosocial Support in Disaster Situations workshops with GBV sub clusters	1	Staff of National/International NGOs	9	14	
	Total	110		592	458	1050

*Note: the participants of those workshops which followed by refreshers have been counted twice.

AWARENESS RAISING ACTIVITIES IN 2011-2012 ANNEX D

Region	Type of activity	Number of Activities	Participants		Region Wise Participants
			Men	Women	
Balochistan	Consultative Meeting on Police Reforms, Quetta	1	26	5	91
Balochistan	Consultative Meeting on Police Reforms, Loralai	1	32	2	
Balochistan	Consultative Meeting on Police Reforms, Turbat	1	22	4	
KP	No. of Seminars, orientations, screening of animation conducted by different partner CBOs		1562	132	1694
Punjab	Symposiums: "Gender equality and Justice; Exploring masculinities bridging the gap"	1	153	79	6500
Punjab	Community orientations on CSA	118	0	1500	
Punjab	Children Festivals (animation launch to highlight the issue of SCA)	4	3548 (Men, women, children)		
Punjab	Session on Behavioral Change Communication with Sargodha Police	1	352	0	
Punjab	Orientation on Vulnerable Groups at Police Training School Sargodha	1	300	0	
Punjab	Orientations with professionals on ethical guidelines	7	33	43	
Punjab	Orientations with survivors on ethical guidelines	6	0	114	
Punjab	Orientation on laws with survivors	1	0	30	
Punjab	Orientations on reintegration and internships	3	0	82	
Punjab	Orientations on youth issues	7	94	86	
Punjab	Youth helpline Report lounch (Meri Awaz Suno)	1	43	43	
Sindh	Children Festivals (animation launch to highlight the issue of SCA)	1	1006 (Men, women, children)		
Sindh	Press Conference on Recent Police Legislation in Sindh, Karachi	1	14	3	
Sindh	Consultative Meeting on Police Reforms	1	19	10	
Sindh	Consultative Meeting on Police Reforms	1	37	16	

Region	Type of activity	Number of Activities	Participants		
			Men	Women	
Sindh	Consultative Meeting on Police Reforms	1	33	10	
Sindh	2 Day Orientations on Gender Dimensions and Psychosocial Support in Disaster Situations	2	19	17	
Islamabad	In-country Dissemination of Projects by SANAM Fellows	1	68	95	
Islamabad	Teacher forum	1	0	22	
Islamabad	Children Festivals (animation launch to highlight the issue of SCA)	1	343 (Men, women, children)		
Islamabad	Seminar on "Police-community collaboration in purview of police portrayal in media"	1	112	50	978
Islamabad	Consultative meeting on Police Reforms	1	14	12	
Islamabad	Launch of Pakistan Forum on Democratic Policing	1	42	29	
Islamabad	Orientations on reintegration and internships	2	0	26	
Islamabad	Symposiums: "Gender equality and Justice; Exploring masculinities bridging the gap"	1	68	97	
Country Wide	2 Day Experience Sharing Seminar	1	8	4	5026
Country Wide	Stop CSA Campaign	1	5014 (Adults)		
	Total				15473

**NO. OF CLIENTS WHO RECEIVED
ROZAN COUNSELING SERVICES IN
2011-2012
ANNEX E**

Counseling type	Gender disaggregated clients				
	Men	Women	Children	Transgender	Total
In person	13	21	27	0	61
Telephonic	2441	1375	0	3	3819
Email/letter	39	38	0	0	77
Counseling camps	0	12	19	0	31
Crises cases	0	78	0	0	78
Total	2493	1524	46	3	4066

**TRAININGS ATTENDED BY
ROZAN STAFF IN 2011-2012
(AS OF NOV 2012)
ANNEX F**

No	Title of training	Participant Name	Organizer
1	Gender Mainstreaming Learning Trajectory Workshop	Rozan Staff	Shirkat Gah
2	Planned Parenthood's-IPPF, 60th anniversary celebrations	Zehra Kamal (Rozan Volunteer)	FPAP
3	Recruitment Skills	Adeel Pathan	MDI
4	Understanding Masculinities: Culture, Politics & Social Change"	Safullah Khan	SANAM
5	16 th Feminist Capacity Building Course on Gender, Sustainable Livelihood, Human Rights and Peace	Ambreen Sharif	SANGAT
6	Super T- Training for Trainers	Babar Bashir	Training for Change
7	Exposure Visit	Shabana Arif	USAID-AF
8	Primary Data Collection & Research Methodologies Using SPSS	Naeem-ur-Rehman	HRLC
9	Plan Partner Capacity Building Workshop on Internal Control Systems.	Nasir Shabbir	PLAN
10	Financial Record & Budgeting	Muhammed Kashif	Social Welfare Institute
11	Research with Children		Child Rights Movement
12	Plan Partner Capacity Building Workshop on Internal Control Systems.	Nasir Shabbir	PLAN
13	Child Focused Budget Analysis in Pakistan	Ayesha Inam	Child Rights Movement
14	Result Based Management	Safullah Khan	Trocaire
15	15 th Feminist Capacity Building Course on Gender, Sustainable Livelihood, Human Rights and Peace	Sumera Malik	SANGAT

No	Title of training	Participant Name	Organizer
16	Interviewing Skills, Leadership & Team Management	Directors/Senior Staffers/WC Members	ROZAN
17	Understanding Masculinities: Fellowship	Adeel Pathan	SANAM
18	Phase II Understanding Masculinities: Fellowship	Adeel Pathan	SANAM
19	Understanding Masculinities: Resource Person	Maria Rashid	SANAM
20	Understanding Masculinities: Phase II Resource Person	Maria Rashid	SANAM
21	Review Meeting	Maria Rashid	SANAM
22	South Asian Exchange Program on Police	Sayed Saffi Pirzada	CHRI
23	GBV Capacity Development Promoters Training	Saliha Ramay	UNFPA
24	Researching Violence against women in Southeast Asia and the Pacific	Rizwan Saeed	Mahidol University, in collaboration with WHO, P4P and UNFPA
25	9 th Regional Conference	Ayesha Inam	International Society for Prevention of Child Abuse and Neglect

POETS

**ATTIA DAWOOD**

YAttiya Dawood is a much acclaimed poet, writer and women's rights activist from Pakistan. She has numerous publications to her credit, and writes mostly in Sindhi. She draws inspiration from her own traumatic girlhood experiences of an upbringing in rural Sindh. However her poetry is more than creative expression. For Dawood it is revolution — a tool for challenging society with and provoking its change. It is the creative fire that she carries into the work she does with the Women's movement in Pakistan. Amrita Pritam had said of her "Attiya is a real poet..I would like to write her in Hindi and Punjabi."

Dawood has been bestowed with the prestigious Sindhi Aadeeb Award from Akhal Bharti Sindhi Boli and Sahtya Sabha at Bombay.

**TANZEELA MAZHAR**

She is working as journalist since 2003. For last 8 years, she is working as TV anchor and doing current affairs program. Beside, she is drama writer, poet and lyricist.

**ZEHRA NIGAH**

Zehra Nigah was born into a literary family on 14th May 1937 in Hyderabad, India. She migrated to Pakistan in 1947 and she married Majid Ali, a civil interest who was also interested in Sufi poetry.

Besides her writing, she also became known for her spellbinding rendition in mushairas. For her immense contribution to literature she has been awarded the Pride of Performance award.

Zehra Nigah, entered a male dominated literary society, in 1950 but quickly established herself as a prominent figure in the literary realm.

She has published two volumes of poetry ; "Shaam ka Pehla Taara" (The First Star of the Evening) and "Waraq".

**FEHMIDA RIAZ**

Fehmida Riaz, was born on July 28th, 1946 in Meerut, UP, India. She shifted to Hyderabad, Pakistan along with her family at a very young age. Her poetry writing skills manifested themselves at the tender age of four at the same time as she lost her father.

She was a literary entrepreneur as she started her own Urdu publication, "Awaz", which during Zia-ul-Haq's regime caused her to flee to India with her children as the liberal and politically charged content got in her deep trouble with the repressive government. She returned back to Pakistan, after seven years in exile.

She received many prestigious awards such as the Sitara-e-Imtiaz by the President of Pakistan in 2010 and the Hemmet Hellman Award for Resistance Literature from Human Rights Watch.

Fehmida Riaz through her use of free verse or the 'nazm' has questioned the backward degenerative interpretations of Islam, the suppressed position of women and the dictatorship that has ruled Pakistan time and time again.

**KISHWAR NAHEED**

Kishwar Naheed, was born in Uttar Pradesh, India in 1940 and moved to Pakistan during its partition in 1947. She witnessed violence, rape and abduction of women when Pakistan was coming into being as a nation.

Director General of Pakistan National Council of the Arts, she helped in developing Urdu and Punjabi literary communities. She lend a helping hand to women without an independent income through her organization "Hawwa" (Eve) by enabling them to become financially independent through cottage industries and handicraft trade.

For her outstanding work and lifetime achievements she has received the Sitar-e-Imtiaz.

Starting from 1969, when she won the Adamjee Award for Literature upto 1991, Kishwar Naheed published six collection of poems.

Her poetry insists for juridical rights for women in Pakistan and she uses her poetry as a political tool to stand up against President Zia-ul-Haq's Hudood Ordinance Laws, which manipulated and twisted Islamic principles to control and suppress women.