



25th Anniversary

1998 - 2023

Working For a Violence Free Society

ANNUAL REPORT 2023

Acknowledgements

Rozan's achievements in 2023 would not have been possible without the support and involvement of many children, adolescents, transgender, women, and men whose lives we touched just as they touched ours. We thank the communities we worked with during the previous year. Rozan would also like to acknowledge the support, trust and collaborative efforts of its partners including;

- Ministry of Human Rights
- National Commission on Status of Women
- Social Welfare Departments KP & Punjab
- Women Development Department, Sindh
- Elementary and Secondary Education Department, KP
- National Vocational and Technical Training Commission
- Sindh Technical Education & Vocational Training Authority
- Punjab Women Protection Authority
- Police departments Islamabad, KP & Baluchistan
- The World Bank
- UNTF
- UNFPA
- NCA

We recognize and value the determination and efforts of our dedicated team including staff and volunteers. We acknowledge everyone's contribution that made it a successful year.

Babar Bashir

Managing Director

Rozan

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List of Acronyms

Capital Development Authority	(CDA)
Islamabad Capital Territory	(ICT)
Gender Based Violence	(GBV)
Civil Society Organization	(CSO)
Dar-ul-Amaan	(DuA)
Letter of Understanding	(LOU)
Memorandum of Understanding	(MOU)
Ministry of Human Rights	(MoHR)
Minutes of the Meeting	(MOM)
Persons with Disabilities	(PWD)
National Commission on the Status of Women	(NCSW)
Lahore College for Women University	(LCWU)

Social Welfare Department	(SWD)
Women Development Department	(WDD)
Case Management	(CM)
Khyber Pakhtunkhwa	(KP)
Punjab Commission on Status of Women	(PCSW)
Training of Trainers	(ToT)
Pakistan Forum for Democratic Policing	(PFDP)
Sindh technical education & vocational training authority	(STEVTA)
Institute of Business Administration	(IBA)
Civil Society Support Program	(CSSP)
Sindh Agriculture University	(SAU)
Quaid-I-Azam University	(QAU)

About Rozan

Rozan is a non-profit organization established in December, 1998 under the Societies Registration of Act 1860. Rozan has acquired Tax exemption status in 2005.

Rozan Vision

“A humane, self-aware, gender-just society”

Rozan Mission

“Promoting emotional health, gender equality, inclusion & reducing violence especially against women & children”

Rozan’s strategies

Rozan core intervention strategies include, capacity building, awareness raising, research, counselling and referral building.

Rozan core competencies

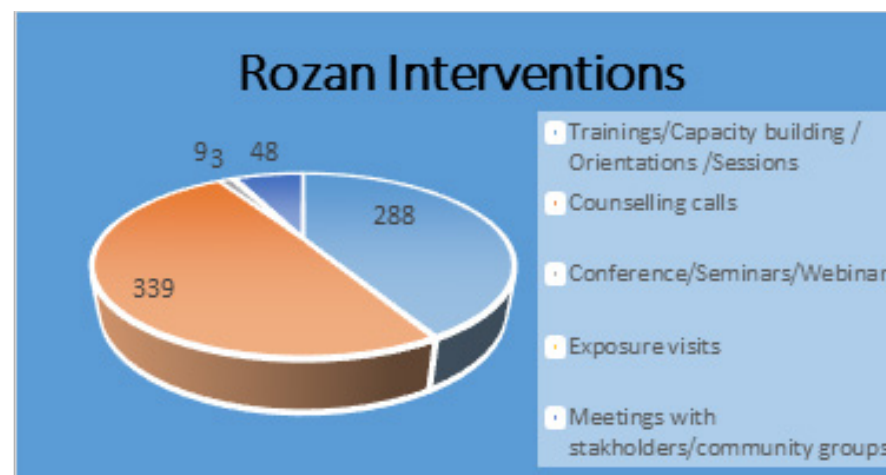
Rozan has a team of experienced professionals and a large group of volunteers. It fundamentally recognizes the primacy of emotional health for a humane society. It understands how gender inequity, intolerance and violence profoundly impacts individuals, families and communities. It works at the levels of self and institutions to reduce vulnerabilities, especially of women and children. Rozan’s core competencies are,

- Using innovative and participatory approaches to strengthen capacities of individuals, groups and institutions on emotional health, gender, masculinities, and child protection.
- Engaging to advocate child-protective and gender-sensitive policies and systems in public and private institutions.
- Extending quality services of psychological counselling and referrals by a team of mental health professionals.
- Providing ethical and sensitive multi-sectoral support to women and children and their families.
- Reaching out and involving others to promote social responsibility.
- Practicing a culture within the organization that reflects its values and aspirations.

Executive Summary

During 2023 Rozan has continued its efforts to bring the positive change in the people lives through collaboration with Government Departments in the areas of trainings, capacity building, and system strengthening. On the other hand, close engagements with communities was the key of success in leading towards improving the response mechanisms to address the needs of women and children survivors of violence. Our direct intervention in the form of counselling supported the individuals and groups we worked with and helped them to improve their mental and emotional well-being. During January to December 2023, Rozan successfully organized 288 capacity-building sessions for government counterparts, community members, civil society and service providers. Also we have conducted counselling sessions by organizing camps, support groups and telephonic calls. Rozan organized 9 seminars and webinars to reach the masses and increased their mental health awareness and well-being. During 2023, Rozan has successfully reached and benefited 5793 persons including 3885 women, 1904 men and four

Interventions



transgender through its programmatic interventions. Details are reflected in below table;

Summary of Rozan outreach in 2023							
S #	Activities	Frequency	M	W	T	Total	Awareness through media
1	Trainings/Capacity building / Orientations /Sessions	288	1200	2950	2	4152	4640000 persons
2	Counselling calls	339	143	196	0	339	
3	Conference/Seminars/Webinars	9	232	306	2	540	
4	Exposure visits	3	15	17	0	32	
5	Meetings with stakeholders/community groups	48	314	416	0	730	
	Total	687	1904	3885	4	5793	

Detailed Progress

Rozan Counselling Helpline

Program overview

In 2001, Rozan initiated a toll-free Helpline to provide the community with information and support regarding their mental and emotional health issues. Rozan Helpline work includes provision of direct services through a team of trained psychologists who provide counselling over the phone, in person and through letters/email. The helpline also serves as a resource centre. It had developed a number of training modules on psychosocial support and trained range of professionals like helpline staff, lawyers, doctors, teachers, shelter staff and community workers.

Key achievements

Work with Government Led Helplines and Social Welfare Workforce

Project overview

The objective of the project was to strengthen the capacity of Government led Helplines in Punjab and KP to respond to the needs of the women and girls who are in distress. The project closely worked with Social Welfare Department in KP and Punjab.

Collaboration with Ministry of Human Rights Govt of Pakistan

- **Building synergies among Provincial and Federal Governments helplines to strengthen the Response Mechanisms**

Rozan in partnership with the Ministry of Human Rights (MoHR), and the National Commission on the Status of Women (NCSW) conducted 2 days of learning and capacity-building conference to build synergies among the government helplines. The conference “Building Synergies GBV Helpline for Women and Girls” provided the eleven government helplines an opportunity to share best practices and challenges and to deliberate on ways by which some of the challenges can be addressed. Learnings from the joint exchange of ideas were translated into thematic recommendations to be shared with the government decision-makers responsible for monitoring the GBV situation in the country and the allocation of human and financial resources. Representatives from following helplines from the SWD, WDD, and Police participated in the conference;





- Bolo Helpline 1097 (by the Zakat, Ushr, Social Welfare, Khyber Pakhtunkhwa, KP)
- 15 Peshawar- KP Police
- Violence Against Women Centre Helpline 1737, Multan (Punjab Women Protection Authority),
- Punjab Women Helpline 1043 (Punjab Commission on the Status of Women),
- Punjab Safe City Authority 15 pucar
- Pucar 15 (Islamabad Police)
- Helpline 1094 (Women Development Department, Sindh)
- 15, Women Protection Cell Sindh Police Helpline
- 15/1715, Police helpline, Baluchistan;
- GBV Helpline, 1089, (Women Development Department, Baluchistan)

- 1099 Helpline (The Ministry of Human Rights)

Key recommendations were developed on different thematic areas including; knowledge, skills and attitude towards GBV issues, needs of the vulnerable groups & GBV related ethical considerations during crisis and emergencies, data and caller safety protocols and measures, management and financial issues and referrals, synergies, and integration between helplines.

During reporting 2023 Rozan has meticulously developed a series of training videos for Helpline response staff, strategically focusing on five pivotal themes. These themes include:

- Short Introduction and Assuring Comfort & Safety,
- Assessment of Concerns,
- Safety Planning,
- Implementation Planning,
- Provide Resources and Key Messages by emphasizing these areas.

The objective of developing these videos is to produce engaging, concise, and effective training content for call agents/helpline staff, specifically focusing on their interactions with survivors.



- **Strengthening of bolo helpline in Khyber Pakhtunkhwa**

Strengthening of Government Helplines is a key area of Rozan's work. During 2023 Rozan collaboration with Bolo Helpline working under the Social Welfare Department Gov. of KP was further strengthened. Rozan conducted a 5 - day training and monthly mentoring meetings with the staff of Bolo Helpline. These sessions were dedicated to enhancing the capacity of the Bolo Helpline team especially psychologists, facilitating reading meetings, and providing on-the-job guidance.

The focus of capacity building was to clarify the role of various services including legal and police processes and ethical standards of care in dealing with women and children who are in distress. It also emphasized the importance of strengthening the referral mechanism and system of integration which will help in the future to deal with the cases.

Rozan also supported Bolo Helpline, in generating an analytical report of calls data received in 2022 to improve the gaps of data entry at the helpline level.

In partnership with Bolo Helpline running under the leadership of SWD KP, Rozan has successfully conducted multiple awareness-raising campaigns aimed at educating the public, especially women and girls, about the Bolo Helpline and its mission.

Local transport in Peshawar and Swat was used in promotional campaign. Rickshaws were given the flyers/banners of displaying Bolo helpline number. The objective to use this medium was to reach out to the maximum population. Consequently this campaign helped the women survivors of violence to reach out to the Helpline and the required services.

Under this campaign, flyers and posters were also developed to be disseminated in universities and colleges. This material will be further disseminated in women-friendly spaces (places that are designed and structured to be inclusive, welcoming, and safe for women in the flood-affected areas), and

Basic Health Units. A social media campaign through Facebook and Instagram was also used to disseminate the messages about the available services at Bolo Helpline, SWD - KP.

Additionally as part of these efforts, Rozan orchestrated a month-long Digital Streamers Promotional Campaign for Bolo Helpline in KP Peshawar. Various digital streamers and billboards prominently displaying the Bolo helpline number and message were strategically placed to sustain the momentum of awareness surrounding the Bolo Helpline and its objectives.

- **Strengthening of helplines and women centres in Punjab**

Rozan's collaboration with Govt of Punjab expanded during 2023. Punjab Women Protection Authority and Social Welfare Development Punjab have developed their databases, but after having multiple meetings with the SWD and PWPA and thorough assessments it was identified that none of the databases is capturing the journey of survivors.



So, it was agreed to conduct an in-depth assessment of the systems and protocols of the data management. The main objective of the assessment was to identify and comprehend the specific requirements and challenges faced by the Violence against Women Centre (VAWC) Multan, which provided a foundational understanding of the centre's operational landscape.

While the VAWC is making strides in adopting a centralized database and utilizing technology for data management, critical gaps in record-keeping, data security protocols, and adherence to privacy regulations need to be addressed to ensure the confidentiality and integrity of survivor information.

Rozan team reviewed the existing formats and upgraded the data sheet for recording the cases as per the minimum standards. VAWC Multan management was oriented on the developed datasheet for effective utilization of the formats during the reporting period.

Like KP, Rozan is also working with the Punjab helplines to strengthen response mechanisms for women in distress. An analytical report was generated by using the data of Helpline 1043 inquiry and complaint calls and



recommendations regarding standardization of the database were shared with Women Development Department Govt of Punjab. Finalization of SoPs for PCSW was another important initiative during the 2023. The launch of PCSW SOPs was executed on March 8th. In the result of meetings and advocacy the SOPs have been finalized by the WDD.

By promotional campaign of helpline 1043 two mediums i) Rickshaw campaign and ii) Radio spot, were used to increase the visibility and outreach of the PCSW Helpline 1043.

Rickshaw Campaign was designed to reach out to women and girls residing in both rural and urban locales, acknowledging the hurdles they encounter in accessing communication tools such as mobile phones, telephones, radio, and more. The Rickshaw campaign has been successfully executed in different areas of Lahore.

The content of the Radio Spots for the promotion of Helpline was finalized in consultation with the PCSW, WDD Secretariat, and WDD Directorate. 1344 radio spots were on-aired in Urdu, Saraiki, and Potohari in 6 Districts of Punjab (Rawalpindi, Mianwali, Lahore, Sargodha, Bahawalpur and Multan).

Training on Case Management

Two helplines are working in Punjab, VAWC Helpline 1737 under the umbrella of Punjab Women Protection Authority (PWPA) and Helpline 1043 under the Women Development Department (WDD). A 5-Days Training of Interagency Gender Based Violence Case Management, was conducted for both Helplines in the mutual collaboration WDD, PCSW, and PWPA. The training was attended by the 29 participants (W:26, M:3) including the CSRs of PCSW (Lahore:12) and VAWC (Multan: 5, Lahore:10) helplines and 2 Rozan staff (Islamabad) and also the front desk officer, staff nurse, IT officer and police station staff of VAWC centre Multan.



The training objective was to improve understanding on gender based violence, its causes and consequences, as well as the underpinning theoretical frameworks and survivor-centred approaches.

The training also facilitated the enhancement of the skill set of those who are dealing with survivors in case management and ethical dealing of cases. Through these trainings participants were enabled to learn the ways to deal with the GBV calls and cope with their own stress and burnout as case workers.

Media Fellowship in collaboration with National Commission on Status of Women

Rozan supported The National Commission on the Status of Women (NCSW), the IBA Centre for Excellence in Journalism (CEJ), in conducting

a National Media Fellowship on issues of Gender-Based Violence and Child Marriages. The fellowship comprises a 10-day capacity-building workshop, followed by a refresher course and mentoring process, for the production of featured reports in print, electronic and digital media. Stories from all mediums will be considered for the National Awards in categories of print, electronic, digital media and documentary film-making.

The primary purpose of this fellowship was to train journalists towards human rights issues with a particular focus on vulnerable groups, i.e. women, children and minorities. It aimed to build the local media’s capacity to address the root causes of the issues of women, children and minorities. Professionals were selected from all over Pakistan through a rigorous process. The journalists were trained for promoting gender-sensitive reporting. These trained professionals hold the commitment to play a vital role in moulding public opinion in the future, be it their personal or professional front.

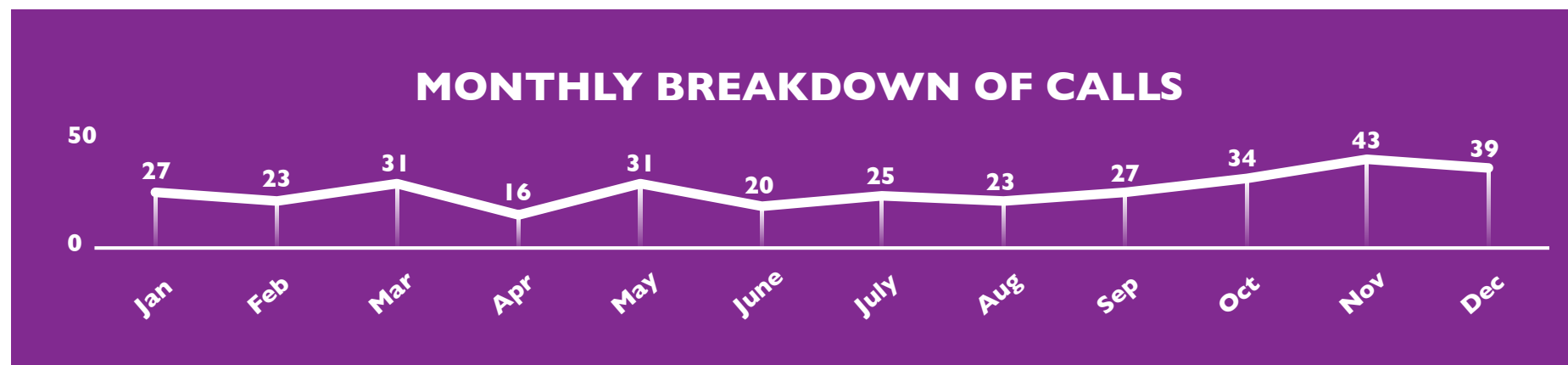
First fellowship was conducted in 2021-2022 in which 36 fellows (M: 19, W: 17) were trained. For the year 2023-2024 40 fellows were selected however 39 were trained in which 20 were male and 19 were female.

The National Media Fellowship provided participants a platform to reflect on learnings and gauging the effectiveness of their work. It also provided participants with knowledge and importance of self-care as a journalist (emotional well-being) and Mojo (mobile journalism) while covering issues of Gender Based Violence (GBV) and Child Marriage.

This also provided an opportunity to learn and demonstrate practical technical skills. The participants discussed the guidelines for responsible representation and reporting of violence against women. This fellowship is increasing the gender-sensitive and disability-inclusive reporting trend in Pakistan. This will include reporting of persons with disability problems and challenges and how to make media reporting/communication accessible to them.

Psychosocial counselling services:

Rozan also provided psychosocial counselling services to the youth and GBV survivors. Rozan Helpline received total number of 339 (W 196 & M 143) counselling calls from January to December 2023.



Way forward

RCHL will continue its telephonic, email and in-person counselling in 2024. Counseling camps, and in-person orientation sessions regarding mental health with community members at Kuri will also be part of 2024 planning.

RCHL will organize online capacity building sessions for support staff of safe houses of Rawalpindi, Mirpurkhas and Sanghar. Islamabad Shelter home support staff will also be invited for these sessions.

During 2024, RCHL will plan case management and GBV call handling training of the GBV helplines staff from Sindh, Baluchistan, Punjab, ICT and KP and awareness-raising promotional campaign of the Ministry of Human Rights helpline in the coming year.

RCHL will also plan mental health activities during the month of October which is world mental health awareness month.

In 2024, multiple activities will be planned, including assessment for establishing helpline at VAWC Multan, developing SOPs for VAWC helpline & its launch and development of toolbox for helpline.

Humqadam Program – Men Engagement

Program overview

Men in our society are generally perceived as bossy, authoritative and hegemonic due to their roles that are shaped by the deeply rooted culture norms. Moreover, men in patriarchal societies are perceived capable of ruling and enjoying the privilege of being the head of the family and are expected to be the bread earner of the family. This phenomenon of producing ideal and hegemonic men create vulnerability not only for women and trans-persons but also men who do not confirm to such norms.

Humqadam – Men Engagement Program aims to create spaces for men and boys to engage on the issue of violence against women and children and to explore alternative and healthier models of masculinities. While engaging men and boys, Humqadam explores different facets of masculinities through, capacity building, awareness raising, research and mobilization. For a gender sensitive and violence free society, Humqadam works with public and private institutions, communities and individuals from all segments of society.

Key achievements

Promoting positive masculinities in academia

In the endeavour to promote positive masculinities within academia, Rozan has undertaken training sessions with students to facilitate discussions and generate discourse on the concept of GBV and positive masculinities. These sessions aim to foster a deeper understanding of GBV, healthier and constructive models of masculinity among the participating students.

Additionally, Rozan has actively involved university's students in conducting action-oriented research on alternative and positive masculinities. This

means that students are encouraged to explore and investigate different manifestations and expressions of masculinity that deviate from traditional or stereotypical norms. The objective is to encourage critical thinking and research initiatives that contribute to a more comprehensive and nuanced understanding of masculinities, ultimately promoting positive and progressive perspectives within academic settings. Through this dual approach of training sessions and action-oriented research, Rozan seeks to create an environment that encourages thoughtful dialogue and research on positive masculinities among students within the academic community.

Agreement/MoU with the selected universities Islamabad and Sindh

During 2023, Rozan has successfully formalized agreements by signing Memorandums of Understanding (MoUs) with pertinent universities, including Quaid-I-Azam University in Islamabad, Fatima Jinnah Women University in Rawalpindi, University of Sindh, Mirpurkhas Campus, and IBA Sindh.

The Civil Society Support Program (CSSP) has provided valuable support to Rozan throughout the process of executing the MoUs with universities



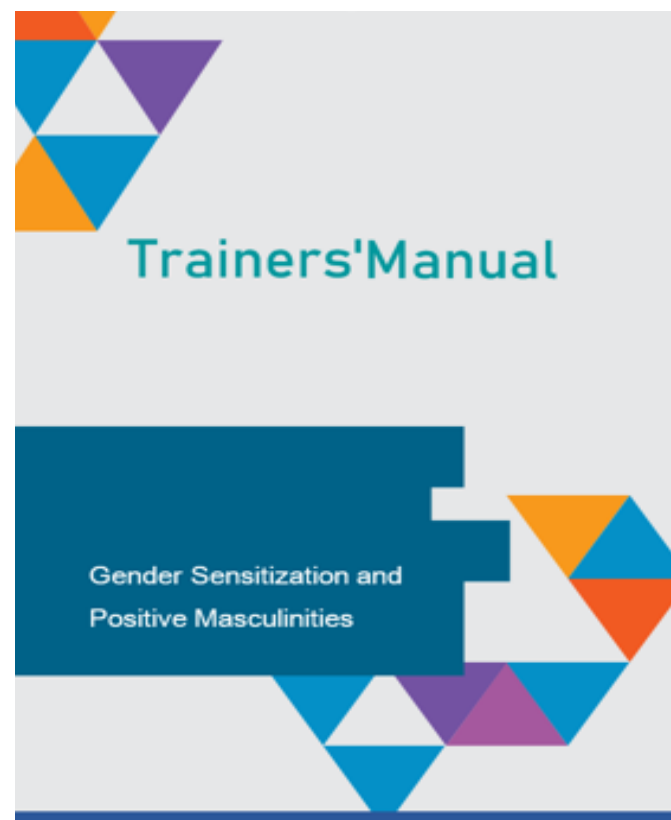


in Sindh. These encompassed the implementation of training on positive masculinities and the facilitation of selected university students in undertaking action-oriented research to promote positive masculinities. The successful completion of these activities marks a significant milestone in the collaborative efforts between Rozan and the partner universities.

Development of training manual on gender and positive masculinities

Rozan conducted training sessions for students and faculty members from the selected universities in both Islamabad and Sindh. A comprehensive module was developed and specifically tailored to cultivate positive and healthier models of masculinity, providing guidelines for trainers to ensure the effective and seamless delivery of the training sessions.

The well-structured sessions aimed at equipping participants with a profound understanding of the concept of positive masculinities and its intricate relationship with power dynamics and gender-based violence (GBV). The development of a comprehensive training manual is a pivotal component of this process. This manual not only imparts information but also serves as a crucial tool in fostering positive behavioural change among participants, fostering a healthier and more nuanced understanding of masculinity. The objective was to create a transformative learning experience that goes beyond mere information delivery, to actively promoting positive cultural shifts.



Training with the students and faculty members on gender sensitization and positive masculinities in Sindh and Islamabad

A series of four one-day training sessions was conducted with students from the Institute of Business Administration (IBA) Sukkur, Mirpurkhas campus, Sindh Agriculture University (SAU), and Quaid-I-Azam University (QAU) Islamabad. The primary focus of these training sessions was on Gender Sensitization and Positive Masculinities. The overarching objective of the training was to foster meaningful discussions on Gender-Based Violence (GBV) and the concept of masculinities within the academic setting.



The training aimed to instil an in-depth understanding of GBV, particularly its association with toxic masculinity, and to delve into alternative and positive expressions of masculinities. The ultimate goal was to promoting a more inclusive and enlightened perspective on gender roles and relationships.

These sessions were designed to cater to both male and female students, as well as faculty members, with a total outreach of 106 participants, comprising 46 female and 60 male attendees. The diverse composition of the audience allowed for a rich exchange of ideas and perspectives, contributing to a more comprehensive exploration of the issues at hand. Through these trainings, the intention was to create a space for dialogue and reflection, fostering a campus environment that values and encourages positive masculinity while addressing the roots of gender-based violence. The following table shows university wise gender segregated data

S/NO	University	Male	Female	Total
1	QAU	18	23	41
2	IBA	10	08	18
3	SAU (Two batches)	32	15	47
4	Total	60	46	106

Research on positive masculinities

Rozan firmly believes in the power of research as a potent tool for shedding light on issues and sparking intellectual discussions related to masculinities, especially in academic settings where the concept is currently absent from university curricula. This initiative signifies a crucial step forward in addressing this gap. A comprehensive plan was devised for a total of 10 research projects. Rozan took charge of overseeing six research studies involving students from Quaid-I-Azam University (QAU) in Islamabad and Fatima Jinnah Women University (FJWU) in Rawalpindi. Additionally, the CSSP was expected to nominate four students from universities in Sindh.

During reporting time, Rozan has successfully engaged a total of 10 students in Islamabad and Rawalpindi to achieve the intended results.

By involving MPhil students from both institutions, each university finalized two research projects from FJWU and two from QAU while six BS level students nominated by QAU are actively involved in research, contributing to the overarching goals of the project.

The synopses received from FJWU and QAU provide insights into the diverse and impactful research endeavours underway.



The following table represents the topic of researches;

S/ No	Topic	University	Students
1	Societal Dimension of Marital Dispute and Marital Violence: A Gender Analysis	FJWU	Mahnoor Rasheed Malik
2	Understanding Tribal Masculinities: A Case Study of Young Adult Males from District Mohmand	QAU	Amjad Ali Khan
3	'Rann mureed or striving for equality: traders and their masculinity'	QAU	Zia, Zain, Khadija, Mehmoona, Musavir and Muqadas

Training of community support groups, volunteers and CSSP staff

Rozan passionately emphasizes the pivotal role played by skilled and knowledgeable volunteers engaged in community initiatives, all with the overarching goal of fostering a society devoid of violence. One day training of Community Support Groups, Volunteers and CSSP staff on gender sensitization, referral pathways, survivor centered approach and pro-women laws including family laws was conducted.

Comprehensive training sessions were meticulously organized for a diverse spectrum of civil society members including volunteers, case workers, and individuals from the health and law sectors. In total, 37 participants, comprising

12 males and 25 females, actively took part in these initiatives. They served in diverse capacities within various civil society organizations, safe houses, and the health department in the Mirpurkhas district. This diverse and dedicated group collectively contributes to the multifaceted approach aimed at realizing the broader vision of a violence-free society.

The session offered a solid foundation for an in-depth conversation about the current laws supporting women's rights in Pakistan, with specific attention given to the Sindh province.

This session facilitated a positive shift in participants' perceptions, reinforcing the importance of awareness, survivor empowerment, legal frameworks, and clear support pathways in addressing women related issues.



Work with youth on climate change, vocational trainings and leadership

During 2023 the Humqadam Program continued its interventions in communities, Alipur Frash, G7, G8, Kuri Village, Bari Imam in Islamabad and Rehmabt Abad in Rawalpindi.

The interventions aimed to enhance the skills of the youth so that they can improve their livelihood, work for eco-friendly initiatives and social cohesion in their respective communities in post scenario of COVID pandemic.

The interventions further aimed to create an enabling environment for the low-income youth to lead efforts for social progress and support vulnerable groups and facilitate technological and economic empowerment.

The program also strengthened its collaboration with academic institutions like Quaid – I Azam university, Islamabad and Fatima Jinnah Women University, Rawalpindi to promote research work on positive and healthier models of masculinities.

Training of youth groups and linkages development

During 2023, four new youth groups were formed in four targeted union councils including Rehmatabad, G-7, Alipur and Bari-Imam in Islamabad and Rawalpindi.

Besides, an exclusive group of trans-persons was also mobilised in collaboration and support of Trans gender protection centre under the Ministry of Human rights Islamabad to ensure participation of trans persons in project interventions. 26 Transgender were oriented on the services available under the umbrella of transgender protection unit including legal, medical psychosocial support and livelihoods assistance.

In total 103 youth (52 females, 51 males) were successfully mobilized and sensitised on the topics of leadership & communication, climate change, self-awareness and gender through four three-day trainings. These trained youths groups were linked with different government line departments including NEVTTC, SWD, NCSW, MOHR and WWDC to facilitate access to the available services for women and youth. In total, five visits were made by the youth groups to different events organised by these organization during 2023.

In collaboration with Social Welfare Department, Punjab orientation sessions were organized at the Women protection centre and Dar-ul-Aman Rawalpindi. The objective of these sessions were to foster a connection between the youth and government officials engaged in providing services to survivors, enhance youth’s understanding of the available services and support provided by Dar-ul-Aman and the Protection Centre and promote collaboration between the youth and government agencies for development of effective referral mechanisms.

Roazan with the collaboration of two CSOs, EHSAR and CSP organised four different training cum awareness sessions with youth groups around climate change and solid waste management, food and vegetables processing, community leadership and enterprise development. Consequently, the participants of one group has started making and selling pickles and jams in their community.

Webinars & Talk shows:

The program organized seven webinars and one radio talk show to raise awareness on mental health, climate change and economic empowerment,

- Webinar on “Transgender Act 2018 Laws” Webinar on Climate change and global warming
- Webinar on Personal grooming and stress management during



unemployment

- Webinar on Re-integration of survivors in the society
- Webinar on Economic Empowerment Opportunities and Challenges for Youth in Current Times
- Webinar on TVET and Economic Opportunities
- Webinar on Gender and Disabilities
- Radio program on “The role of youth in Climate Change”



Trainings on livelihoods opportunities:

In the reporting time, a total of 570 youth (174 males, 396 females) were enrolled in different trades such as stitching, dress designing, free lancing,

driving, beautician, cooking baking and computer literacy from five Technical and Vocational Training Institutions including Tec pigeon, Fauji Institute of Technology, Iqra Driving School, Eden Garden and The Knowledge Institute. Consequently 371 youth has effectively graduated by December 2023.

A group of Transgender, from Bari Imam and Rehmatabad Union Councils, interested in learning different skills, was connected with the Transgender Centre under the Ministry of Human Rights (MOHR). Keeping in view the specific needs and sociocultural challenges, the partner TSPs established training centres at central points within the community to facilitate convenient access for the youth. While online free-lancing courses were also offered to 90 youth.

It is also pertinent to mention that with the help of Rozan team trained youth developed their linkages with public sector institutions including NAVTTC, Social welfare department, Fatima Jinnah women’s University, Women crises centre, Ministry of human rights. Resultantly support and recognition was received from the relevant department in terms of increased access to the services available.

Capacity building trainings to social mobilizers in flood-affected areas in Balochistan, Sindh, Punjab, and KP

Community mobilisers are the front workers dealing directly with the communities and equipping them with the required skills crucial for effective implementation of the programs. A total of four training were planned for the community mobilizers of implementing partners (CSOs/ NGOs) working in flood-affected districts of all four provinces. In total 109 community mobilisers (56 men and 53 women) were trained in these trainings. The overall purpose was to develop conceptual clarity among the trainees on the concepts of gender, masculinity, and interconnectivity with gender-based violence.



The participants shared that the training helped them recognize their biases and the pressures of masculinity. They learnt about understanding and addressing vulnerabilities, especially gender-based violence (GBV) in the context of pre and post-disaster settings.

Two Training of Trainers (ToTs) were also conducted with 56 participants (M: 53: W: 3) in flood-affected areas of Sindh, Baluchistan, KP, and Punjab.



The purpose of the ToTs was to build upon the knowledge and skills acquired during the initial training and provide participants with a conducive environment through the additional tools and resources to enhance their training/facilitation abilities.

Applying gender transformative approaches, the training program fostered social mobilization processes at the community level addressing the issues of GBV and Child Marriage by engaging men and boys to cope with this issue. With this as a primary premise, the training was aimed at strengthening the capacity building of cadres of social organizers to promote gender equality by challenging harmful norms in the context of disasters.



Way forward:

Humqadam program plans to organize similar capacity building initiatives on GBV, Positive masculinities, survivor centered approach, referral pathways, and pro women laws for students, academicians, community leaders and police officials in the coming year to sensitize and educate more people on women's rights and protection.

Engagement with low-income youth (men,women, PWD, Minority, and transgender) in five communities including Kurri, Rehmatabad, Alipur Frash,

G-7, Buri Imam of Islamabad and Rawalpindi will be continued under this program and at least 500 more youth will be provided technical skills.

Additionally, seed capital/ grants will also be disbursed among Low-income Youth to support them in establishing/strengthening their micro-enterprises in 2024.

Humqadam will also organise frequent meetings with government line departments (e.g., SWD, WDD, WCCs, NADRA, NAVTEC, NIC, Shelter, Bar Association, focal Ministries, Ehsaas) for developing effective linkages between youth activists and the duty bearers.

Aangan - Children Program

Program overview

Aangan is the oldest program of Rozan, started in 1994 as the first initiative of its kind to initiate debate on the issue of child sexual abuse in Pakistan. There wasn't any other organization working on this issue, in fact people who later worked on it, got inspiration from or connected to Aangan. Rozan approach has made it a resource centre on CSA, aiming to raise its voice for the formation of child protection committees and not only providing information to individuals about safe childhood but also educate them to create an environment that ensures safety and enhance self-confidence of children.

Aangan's approach and tools for safer and healthier childhoods included cartoon animations, board games, workbooks and training modules on child sexual abuse (CSA) and emotional health of children and youth. These are not only tried and tested but appreciated by all stakeholders, children, youth and professionals etc.

Aangan works in the areas of both prevention and response to address the issues of Child Sexual Abuse and Child Protection by following its key strategies including capacity building, sensitization, awareness raising, and networking to meet the objectives of the program during 2023.

Key achievements

Awareness sessions with teachers and parents on shaping positive gaming behaviour in children and adolescents

Video games have gained popularity among various age groups worldwide, including Pakistan. While providing entertainment and educational opportunities, video games have also been perceived to have some social impact on adolescents at times. Excessive gaming among children and



adolescents may lead to poor social skills, reduced sleep and attention, and school performance.

At the same time, digital platforms and video games are here to stay given their pervasiveness in today's digital age. It is therefore important to understand potential interventions that one could take to develop a healthier use of games for entertainment, education and social connectedness. A comprehensive and timely intervention has been designed for teachers and parents keen to manage gaming children's emotional and social issues.



During reporting year 2023, the Aangan program conducted three awareness sessions for parents and educators on healthy gaming practices in Pakistan. Video game literacy and healthy engagement strategies were shared during these workshops. Following seven hand-outs for the participants were

developed;

- Player types and conversations
- Screen time tips for parents
- Safeguards for a positive gaming experience
- Limbic strategies
- Local regulations regarding cyber safety
- List of local resources on online safety and parental control

The “Shaping Positive Gaming Behaviours in Children and Adolescents” sessions were designed to serve as informational and practical sessions for Parents and Teachers to better understand and support their gaming child. These aimed to

- Help parents and educators to better understand the motivations and drivers behind children’s gaming.
- Provide tips and strategies for parents and teachers to engage and communicate with gaming children

In total three awareness sessions for parents and teachers of kids aged 10 to 16 were organized. In total 95 persons including 41 men and 54 women participated in these sessions. The first session took place at Roots Millennium School, Gulberg Greens, Islamabad. It was attended by dedicated school staff and a few parents whose kids go to the same school. While the second session was held in Hill view Hotel, Islamabad had a broader audience, with teachers from different schools and parents of varied backgrounds. The third and final session specifically targeted more parents, especially fathers. In the last session an opportunity was created for online participation as well through Zoom to those who couldn’t be physically present. An online registration form was shared on Rozan’s social media.

These sessions focused on following topics;

- Understanding games (dangers in the flow & game reward system)

- Role of the parents: (setting boundaries & bool gaming dad - role model)
- Types of gamers: (achievers, explores, socializers & gurus)
- Game dependency: (internet gaming disorder: DSM-5, gaming disorder vs game dependency, game dependency test, how games motivate gamers)
- Youth neurological development (the adolescent brain, implications of the brain, limbic and prefrontal)
- Engagement and strategies (approach to gaming, limbic strategies)

The workshop series on gaming and children’s development yielded several key insights, shedding light on the perceptions, concerns, and strategies of both parents and teachers. The comprehensive sessions covered various aspects, including the impact of video games on children’s cognitive and emotional well-being, parental guidance, engagement strategies, local laws, and resources.

Summer Camp

Rozan has organized Summer Camp, “Empowering Young Minds,” for children (aged 8-12) during 2023 with nominal fee and it was a resounding success. In total 21 children were enrolled in the camp. It provided children with valuable life skills, awareness about body protection, and an opportunity to build connections and friendships. The camp’s comprehensive curriculum, interactive activities, and dedicated facilitators contributed to its effectiveness in nurturing the emotional well-being and overall development of the participating children.



The children had embarked on a remarkable journey of self-discovery, learning, and friendship. The camp had not only imparted valuable life skills but



had also created lasting memories and deep bonds among the participants. The camp had a profound impact on the participating children.

To achieving the objective, the camp offered a diverse range of activities and sessions including Life Skills Module, Tinku and Tina Animation, Snake & Ladder Board Game, Art Therapy, Session on Recycling and Visit to Saaf Suthra Sheher Site.

The camp effectively educated children about the importance of body protection and how to safeguard themselves against child sexual abuse. This sensitive topic was addressed in a child-friendly and age-appropriate manner, ensuring that children received the knowledge and tools they needed to protect themselves.

Children learned valuable skills related to solid waste management, categorization, and recycling. This learning equipped them with the ability to responsibly handle waste, make eco-conscious choices, and contribute to a more sustainable future.

The camp created a safe and inclusive space for children to build friendships, practice teamwork, and embrace diversity. Children learned to appreciate and respect each other's differences, fostering a sense of community and acceptance.

At the end certificates were distributed among all the participants for their encouragement and motivation.

Project Launch Seminar

Khyber Pakhtunkhwa Human Capital Investment Project (KP-HCIP) is executed in 13 districts by the Elementary & Secondary Education Department (E&SED), Government of Khyber Pakhtunkhwa. The risks associated with protection and lack of access to requisite services related to education making women and children more vulnerable. These risks need a more systematized approach and political will to ensure a safe environment for women & girls especially children in schools.

The overall purpose of the project is to mitigate risks related to schools children and staff through a comprehensive mitigation plan for stakeholder departments including E&SED and its attached departments in KP. The plan will include gender sensitization of the target audience, building the capacity of stakeholders attached to the schools and making the system and structures easily accessible to survivors.

During reporting time, Rozan has organized a seminar for project launch which was attended by a total number of 87 representatives, including 47 females, of Elementary and Secondary Education, Civil society, Local Community, School Management, Media, Students and other relevant Govt. Organizations from Khyber Pakhtunkhwa and Islamabad. The specific objectives of the seminar were:

- To deliver a comprehensive presentation of the project to all stakeholders, ensuring a clear understanding of its scope, goals, and anticipated outcomes
- To aware the target audience and key stakeholders from relevant departments, civil society, and media representatives about the project

intervention to effectively prevent and address issues related to violence and abuse

- To disseminate information regarding key targets and set a roadmap for agreed-upon next steps



The chief Guest of the event Ms. Nilofer Bakhtiar, Chairperson of the National Commission on the Status of Women (NCSW), highlighted the importance of individual responsibility in contributing to the country's betterment. Ms. Bakhtiar acknowledged Rozan's impactful work with the KP government, lauding their initiative in creating focal persons across 13 districts and 1000 schools. She offered support from the KP Commission and appreciated the collaborative efforts with various organizations and ensuring sustainability.

Training session with government officers

In reporting period, one day training session was organized in Islamabad for relevant government officers to fostering awareness and understanding on the issue. The primarily objective of the session was to seek suggestions and recommendations from the participants on creating safer learning environment.

A total of 16 participants attended the training session, with a gender

distribution of 10 females and 6 males from various departments including the Education and Secondary Education Department, Higher Education Department, District Administration, Planning and Development, Finance Department. Additionally, the session was honoured by the presence of the Additional Secretary, Deputy Secretary, Child Protection Officers, Section Officers, Procurement Officers, Accounts Officer, Education Officer, and representative from the HCIP-KP and the World Bank.

The session raised the awareness among participants about the prevalence of child abuse in Pakistan, fostering a deeper understanding of the issue and insights shared in the session will contribute to informed policy discussions and advocacy for the integration of gender mainstreaming and prevention practices within the educational and societal frameworks.

The session concluded with unanimous agreement among all participants regarding the imperative need for gender mainstreaming in KP, highlighting a shared commitment to addressing and mitigating the widespread challenges associated with gender-based violence and child abuse in the region.

Ms. Shazia Atta, Deputy Secretary Education (Reforms & Implementation), gracefully concluded the session by delivering insightful remarks.

Way forward

Rozan Children Program, Aangan would continue its work with communities and schools for prevention and protection of children from abuse. In 2024, capacity building of students, teachers, and representatives of PTCs, VNFs, VECs, focal persons, DEOs, SDEOs, and ASDEO from KP province will also be planned.

Aangan program will develop risk assessment and mitigation Plan for selected schools in target districts of KP and also safeguarding policy including code of conduct and grievance redress mechanism will be developed in coming year.

Rabta - Police Training and Reforms Program

Program overview

Rozan's Police Trainings and Reforms Program, Rabta strives to work with the police to improve their services through their capacity building. The program advocates for meeting police's institutional, legislative, operational, and infrastructural needs. Over the years Rabta has trained 5,000 police personnel directly while and around 100,000 indirectly through Rabta's trained police Instructors in police training institutes across Pakistan. The program also has developed two police training curricula in collaboration with the National Police Academy (NPA) on women empowerment and attitudinal change, which have been institutionalized by the NPA to be taught to police trainees all over Pakistan.

The program aims to improve the performance and sensitivity of the police institution to effectively and efficiently prevent and respond to cases of women and children. For this purpose, Rabta's working strategy includes i) capacity building of the police to handle/deal with cases of violence against women and children effectively and sensitively. ii) Awareness-raising by synergizing civil society's efforts to generate a discourse on police reforms. iii) Action-oriented research to assess the challenges and needs of policing in the country iv) Community policing initiatives to enhance linkages between the community and police

Key achievements

Collaboration with KP, Islamabad and Balochistan Police on women recruitment

During 2023 Rabta program focused on increasing the recruitment of women in the KP, Islamabad and Baluchistan police at the constable. The program intended to train 1,000 women from Punjab and 1,000 women from

KP province. To support the provincial police departments for increasing number of women recruits, job ads, training guides, and promotional material were developed and disseminated in respective districts as well as on social media. To get a maximum number of potential candidates, women colleges and universities were focused where motivational activities were carried out to encourage women to join the police. Subsequently, women interested to join the police were trained by the experts having experience in police trainings. Afterward, the selected groups of women were trained on physical tests and interviews.

Test conducted by Islamabad and KP police

- **Interview (recruitment drive in Islamabad)**

In 2022, a group of 20 women candidates from Islamabad was trained by Rozan, and they appeared for the written test on 31st December 2022. Out of which, 13 candidates successfully cleared the written test. Interviews for these candidates were conducted on 24th January 2023. Out of 13 candidates who qualified for the interview, 09 candidates successfully cleared the interviews and have successfully joined Islamabad Police.

- **Quality assurance test by KP police**

Throughout the course of interventions, strong coordination with the police was key to the effective implementation of activities and also to advocating for reforms at the structural and policy level.

In regard to this, multiple letters of recommendation and suggestions were furnished to the KP Police to take special measures toward women's inclusion based on the learnings and observations of the recruitment drives. A set of recommendations was furnished to KP police comprising suggestions related to the legal framework, recruitment processes for women, and training of women once recruited.

Moving one step ahead, IGP KP reduced the passing marks of the written test from 40 to 25 through a notification back in February 2023. Due to this relaxation in the passing marks additionally, 47 female candidates trained and

facilitated under Rozan's intervention qualified the written test and were called in for a quality assurance test (verification of documents).

Recruitment drive for female constables in Balochistan

In response to the recruitment drive announced in Balochistan on April 19, 2023, Rozan carried out motivational and promotional activities in Quetta, the district with the highest number of seats announced for women. Rozan conducted 18 seminars in educational and technical institutes, as well as community sessions in Quetta. These activities aimed to reach out to potential women candidates and provide them with information and motivation. Approximately 600 women were reached out through these sessions.

The recruitment advertisement was redesigned and published on social media platforms to attract more candidates. Additionally, banners displaying the recruitment details and a helpline number were displayed in different parts of the Quetta district to further raise awareness.

As a result of the seminars and community sessions, 54 females applied for the position of Balochistan police constable and registered for Rozan's 5-day training program. Out of these applicants, 41 attended the training. As result, 28 candidates successfully cleared the tests and joined the Balochistan Police.

Video interviews from women in KP Police

To record the success stories of the female aspirants and building the perception of women employability in police, 8 different video testimonials were recorded from the candidates trained by Rozan, police officials, law makers and civil society representatives. All these videos were disseminated through different social platforms for motivational purpose.

Showcasing seminar for women recruitment & retention in Balochistan Police

To record the success of the intervention strategy and to welcome the newly joined female constables, and honour the services of the women police, a provincial showcasing seminar on women recruitment & retention was organized in collaboration with Balochistan police during the reporting time. The event was attended by the newly recruited women constables from Jaffarabad, Naseerabad, and Quetta that were outreached and trained under the intervention.





The event was graced by the Inspector General of Police, Balochistan along with other senior police leadership, Chairperson, Balochistan Commission for Status of Women, Director Women Development Department, Balochistan and members of Pakistan Forum for Democratic Policing (PFDP) Balochistan Chapter.

Development of policy brief on women recruitment & retention in police

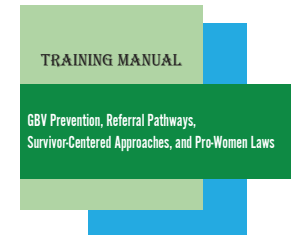
During 2023, based on the learnings of the intervention on women recruitment, a policy brief on recommendations for women in police, with a focus on Khyber Pakhtunkhwa & Balochistan” was developed by Rozan. The policy brief aimed to increase women recruitment, retention and advancement in the police

Police Trainings

Rabta team also conducted, three training sessions for the promotional course for the Deputy Superintendent of Police (DSP) Rank in Islamabad police. The training sessions were attended by the 21 Inspector Ranked officers of Islamabad Police. The sessions focused on the pro women and children laws, attitudinal change and best practices for dealing with the survivors of violence.

- **Development of training material on referral pathways, survivor-centered approach, and pro-women laws including family laws**

Based on the niche, Rozan developed a comprehensive training manual, covering crucial topics related to gender sensitization, referral pathways, survivor-centred approaches, and pro-women laws, including family laws. The primary objective behind creating this manual was to thoroughly document the sessions, ensuring a valuable resource that can be utilized in training sessions with diverse audiences, including police personnel, civil society representatives, case workers, staff of safe houses, and individuals from health departments.



The development of this manual was a strategic effort to extend the impact of the training program beyond law enforcement, and reaching out key stakeholders and professionals involved in addressing women related cases.

- **Training of selected police personnel of Sindh police**

A comprehensive training session on GBV prevention and referral pathways, survivor-centered approach, and pro-women laws including family law, was meticulously organized to cater to a diverse group of police personnel,

inclusive of both senior officers and junior staff. Notably, the majority of participants were senior officers, encompassing both male and female members. Many of these senior officers brought significant prior professional experience in dealing with survivors' cases.

Over two days, the training comprised two separate batches of police personnel, totaling 49 participants. Among them, 28 were male, and 21 were female, all currently serving in various police stations within the Mirpurkhas district. The primary objectives of the training were i) to enhance participants' comprehension of Gender-Based Violence, its diverse forms and preventive measures, ii) To develop participants' skills in navigating and utilizing referral pathways for survivors and ensuring adept connections with appropriate support services, iii) to foster an in-depth knowledge of pro-women laws, including family laws, empowering participants to understand and apply legal frameworks effectively in addressing cases.



The workshop was designed with a learner-centric and participatory approach by using variety of mixed methodologies, including role-plays, case-solving practices, discussions, experience sharing in pairs and groups, PowerPoint presentations, and practical sessions. This holistic approach aimed to create a dynamic and interactive learning environment, ensuring that participants not only acquire theoretical knowledge but also developed practical skills for handling cases with empathy, dignity, and respect.

Way forward

Under Rabta program, capacity building of HR departments of police and judiciary on gender sensitive and conducive recruitment processes for women inclusion in KP and Baluchistan will be planned in 2024.

Training of judges, investigation officers and police station staff on improved responsiveness to address the cases of gender based violence in KP & Baluchistan will be the part of 2024 planning. Additionally, orientation of young women lawyers to join judiciary and young female aspirants on the recruitment process of KP & Baluchistan Police will also be planned. Rabta program will make efforts for establishing and strengthening of women police networks in Baluchistan and KP during the coming year.

Zeest - Women Program

Program overview

Zeest-Women’s Program is working on issues of violence against women with a special focus to improve mental and emotional health of the women. The program engages all stakeholders for social and economic empowerment of women. Zeest works on both prevention and response sides to support women in distress by strengthening the state institutions, civil society and through raising awareness in communities. The strategies used to achieve these goals were: Capacity Building, institutional strengthening, awareness raising, counselling & support group sessions and reintegration.

Key achievements

Collaboration with women development department, govt of sindh socio- economic well being of women in post shelter life

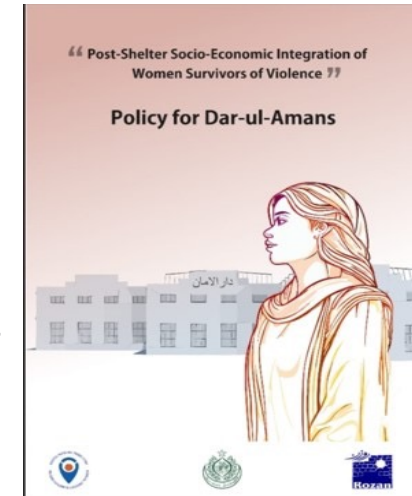
During 2023 the Zeest Program took a step forward on its work on improving post-shelter phase of women survivors of violence. The interventions focussed to improve attitudes and behaviours of service providers, positive support from the community, improved social and economic reintegration and policy support to the shelters. These efforts contributed towards an environment for women, where they can live their lives according to their best potential.

Launch of the policy developed to improve post shelter life of women

The Zeest program has achieved a major milestone to launch a policy for shelters to support women survivors in post shelter life. This launch was

aimed to take all relevant stakeholders on board and seeking support to implement the policy with true letter and spirit. The finalization and launch of the “Post shelter policy for Dar-ul-Amans” is one of the major achievement in the reporting period.

The policy was launched in collaboration with Women Development Department Sindh on 7 June 2023. The practitioners and policy makers from all provinces were invited so they can share experience, ideas and practices across the provinces on post shelter phase services for women survivors of violence. Almost 90 participants from different walk of life including the civil society, academia, government departments and police attended the event.



Advocacy meetings with stakeholders & parliamentarians



After successful launch of the post shelter policy, efforts were directed towards the implementation of the policy. For this purpose, two meetings have been conducted with the relevant stakeholders and women parliamentarians. Both meetings were aimed to take the policy makers and relevant stakeholders on board so the policy can be implemented with its true letter and spirit.

The advocacy meeting with stakeholders was focused on the key areas such as understanding the present issues related to policy implementation, building blocks and policy streams/entry points, stakeholder roles & responsibilities, communication & coordination, domains of the shelter policy and SOPs, with focus on social and economic rehabilitation and reintegration.

The participants of the meeting include representatives from all of the relevant departments who have certain roles/responsibilities for providing essential services to the women survivors. The meeting has representation from Women Development Department Sindh including their field staff such as deputy directors and in-charges of the shelter homes, NADRA, Social Welfare Department Sindh, STEVTA, Women Protection Centre, Benazir



Income Support Program, Sindh Police, Legal Aid Society, and ABAD (a private shelter home).

The participants of the advocacy meeting with parliamentarians include representatives from different leading political parties in Sindh. The meeting was attended by Former Minister of WDD and other members of provincial assembly (MPA) of Sindh. Some of these members of PA had been part of different parliamentary committees for the rights of women and other vulnerable groups of the society. Meaningful participation and input from almost majority of the relevant departments was the main factor of success of these meetings.

Capacity building trainings for service providers



Rozan has organized several capacity-building activities with service providers during 2023. It includes two 3-day trainings on counselling skills and psychosocial first aid, conducted in project districts for the service providers to improve mental-health support for the survivors of GBV. A total of 40 (men – women) service providers attended the training which aimed at enhancing the understanding of trainees on counselling skills to provide Psychological First Aid focusing the psycho-social wellbeing, expected risks on survivors, sign and symptoms of grief and loss and ways of dealing with it. Moreover, two “2-Day Refresher Training on Case Management and Psycho-Social Counselling” were conducted for the service providers who have already attended the training on case management and counselling skills in 2022.

The same training has conducted in district Sukkur and Hyderabad wherein 74 (4 men- 70 women) service providers have attended these training during the reporting period.

Additionally, these trainings emphasized on ethical and respectful practices, the maintenance of survivors’ confidentiality, privacy, and dignity throughout the case management process. It also enhanced response coordination by clarifying staff roles and responsibilities within the network of service providers, ensuring better collaboration and referrals.

Certified skill building courses for women

Women economic empowerment was one of the important component of the work in shelter in Sindh. For this purpose, Rozan in collaboration with STEVTA provided certified training courses for skill building of survivors residing in the Dar-ul-Amans (DuA). These courses included machine and hand embroidery, advanced stitching and fashion designing and beautician. Alongside the skills building, Rozan has assisted five women survivors from each district to successfully set up small business start-ups. The women survivors were selected among those trainees who have completed the skill building training. The business start-ups mainly include stitching, dress making and beauty salons.



Marking important day

Working on violence against women though is an ongoing theme of project as well Rozan's vision and mission that is being addressed through different activities during 2023.

Unique initiative taken in 2023 included "In-house shelter day" in the Dar-ul-Amans of district Sukkur and Hyderabad. The session was aimed to instil a sense of hope and determination among the residents of DUA. This session not only boosted their morale but also provided them with practical insights and strategies to pave their way toward self-sufficiency and independence. To ensure the effectiveness of this session, Rozan teamed up with individuals who have gone through similar journeys and struggle of integration and empowerment. The experiences, combined with professional guidance on the journey of economic empowerment, created a well-rounded and impactful discussion that positively impacted the lives of the survivors. So this initiative proved to have a strong impact on the women survivors of violence and motivated them to put efforts for their social and economic independence. As result of the event more survivors showed their interest to start small businesses after these sessions.



Working with community

During reporting period, Rozan has arranged theatre performances in the communities of district Sukkur and Hyderabad on different social issues including GBV, domestic violence, issues of masculinities, available services for the survivors of GBV, positive image of state run shelter homes, sexual harassment and importance of economic empowerment for women etc. These theatre performances turned out to be an effective tool for raising awareness in the communities. In total 386 (129 men and 257 women) participated in these activities.





The involvement of male members of the communities in the awareness raising sessions was much appreciated. Identification and involvement of local volunteers of the community in implementation of the project initiatives helped to gain trust of the community and building rapport more easily.

Experience sharing seminar

An experience sharing project closing seminar was organized. The objective of this seminar was to facilitate the exchange of knowledge, experiences, and lessons learned during the implementation of this project. It aimed to highlight successful strategies and best practices used in addressing violence against women through media campaigns, community-level initiatives, and post-shelter support. The seminar also intended to share key challenges encountered during the project along with mitigation measures. Additionally, the event aimed to showcase the work done for economic empowerment of the women survivors in their journey beyond shelter. The event was attended by around 100 people from all over the province. The handicrafts

made by the survivors of the Dar-ul-Aman were displayed during the event and greatly appreciated by the audience.



Work with women shelters in Rawalpindi and Islamabad, safe houses in Sindh

Rozaan supported the up-gradation of the existing facilities and provision of essential missing facilities in women centre in Islamabad and Darulaman in Rawalpindi. Also, side by side capacity building of relevant staff.

In year 2023 two one-day trainings on “Ethical consideration to deal with Survivors” were organised in Darulaman Rawalpindi and WCC Islamabad respectively. These trainings were mainly focused on reinforcement of the case reporting mechanism and psycho-social support.

A total of 11 staff members of the WCC including a psychiatrist, case manager, social welfare officer, Police, and 06 staff from Darulaman Rawalpindi attended the training in their institution. These sessions have increased the knowledge and confidence of the staff to voice for the rights of survivors while dealing

with police and other stakeholders.

Trainings sessions were organized to enhance the capacity of the staff of safe houses of Sanghar, Mirpur Khas in Sindh, Staff of Lahore and Rawalpindi DUA in Punjab, and Crisis centre of Islamabad in handling female survivors seeking support from the shelter/safe houses. The group consisted of different staff members including Managers, case workers, psychologists, Medical officers, Ayaa, and Nayab Qasid. A total of three sessions with staff of Lahore, Rawalpindi and Islamabad were taken in which 18 staff participated. While, a series of seven sessions were taken with staff of Mirpurkhas and Sangar in which 18 members participated. Later on, 9 sessions were taken with all the shelter homes in Punjab and Sindh in which 76 people participated.

Through these sessions the staff was equipped to handle cases as per ethical standards, sensitivity, and the importance of confidentiality, non-discrimination, and empathy.

Financial assistance for legal support of women survivors

Evidence and experience have shown that in addition to the social pressure, the survivors are often denied justice due to financial constraints. During 2023, Rozan has successfully provided financial assistance to 22 women survivors residing in Darulaman Rawalpindi and Women Crises Centre Islamabad to access legal services.

Collaboration with government of punjab and Khyber Pakhtunkhwa (KP)

- **Case management curriculum institutionalization in KP and punjab social welfare department**

The process of institutionalizing the Case Management (CM) curriculum

started in 2022. During reporting period, Rozan through PDMA approached the Sociology department in Abdul Wali Khan University-Mardan in the year 2023 to start institutionalizing GBV CM in the universities of KP.

To institutionalize the GBV CM curriculum in Punjab a discussion was generated with the GBV stakeholders, social welfare workforce, and academia in 2022. Representatives from the academia (Lahore College for Women University, University of Punjab, and Kinnard Law College for Women) showed an interest in adapting a few sections from the content outlined in the curriculum (LCWU). In the year 2023, the Lahore College for Women University adapted the curriculum for the semester 7th of the Social Work Department for a better understanding of the GBV, its causes, and consequences keeping the theoretical structure in view. Gender Studies Department of LCWU is also looking forward to adopt the curriculum. This has set a tone for introducing GBV CM as a course for the educational institution in Punjab as it will inspire other universities to introduce this course.

- **Work with KP Dar-ul-Amans**

To develop and help institutionalization of Database in support of data standardization of KP Dar-ul-Amans is the important initiative that can be a facilitating step towards the allocation of the required funds and taking necessary measures for addressing and response to survivors in the province.

In 2023, the GBV database was finalized through a rigorous process. More than 6 meetings of the database steering committee (SWD, MIS, DuAs staff, UNFPA, Rozan) were



arranged to improve the database considering the needs and requirements of the department/Darulamans. A detailed 2-day training on the database was also arranged for the managers and IT staff of DuAs. All the efforts were made to improve & upgrade the database and its implementation.

Database is to support service providers to better understand and respond to the survivors of violence and the senior government officials through the digital space to make informed decisions for improving the lives of women approaching shelters.

Information-sharing protocols were also developed during the reporting period, which will help in providing a safe and ethical mechanism to share and access data.

Response to flood affected areas

Case management workshops with organizations working in flood affected districts

Service provision through case management is primary entry point for survivors to receive crisis and longer-term support, especially when social services lacking in humanitarian settings /emergencies. In year 2023, 5-day training for the service providers from Sindh and Baluchistan on “Interagency GBV Case Management Guidelines” was conducted. A total of 44 participants (M:10, W:34) attended the training. It was a diversified group of people from the different districts of Sindh and Baluchistan. The case workers and



managers attended the training were affiliated with UN agencies, INGOs, CBOs and government departments (Health, WDD helpline Staff). This diverse composition of participants in both the trainings created an array of expertise and perspectives, enriching the training experience and promoting a multidisciplinary approach to GBV case management.

Participants expressed that training was relevant to their needs and helpful to improve their skills while working with women in the marginalized groups facing violence in the society.

Case management trainings for professional

During 2023, two case management trainings with total 60 (M: 9, W:51) participants from Punjab, KP, Sindh & Baluchistan was carried out. The participants were selected based on their experience on addressing the needs of women and children in post-flood disaster conditions.

The trainings included a diverse group of participants, including professionals



with various roles such as Protection Associates, Psychologists, Senior Psychosocial First Aid Workers, Referral Call Operators, Program Coordinators for Child Protection and GBV, GBV Officers, Case Management Officers, and Counselling Officers.

This component of training not only equipped them with the necessary tools and techniques but also fostered a sense of empowerment and motivation to make a positive impact on gender just society and their respective roles.

Way forward

Zeest program, specially focused on gender equality and women empowerment will continue to work for social and economic empowerment of women in distress. During 2024, institutionalization of GBV Case Management Curriculum by adopting the approach of capacity building; a Training of Trainers (TOT) in Punjab and KP and trainings on handling disclosure and sensitization on GBV will be planned.

Under this program great initiative of data standardization for women shelters will be carried out. In this connection, launch of GBV database in KP and roll out in the KP districts through on job trainings of Darulaman's Staff will be planned in the upcoming year. While development of GBV database for the VAWC Punjab along with SOPs for the VAWC Multan will also be carried out in the year 2024.

Different capacity building initiatives have been planned under project "Preventing and Mitigating GBV for Khyber Pass Economic Corridor Project (KPEC)" for PIU Staff, government officials, Health Staff, Police, Legal Aid Providers, Psychosocial Officers, SWD, KPCSW in the upcoming year.

Community Program; Empowering Communities

Program overview

Since its inception Rozan focused to facilitate communities and build their capacities and connections with different institutions for a violence free society. After expansion, now Rozan has been working in the five communities including Kuri, G7 christen community, Alipur Farash, Bari Imam and Rehmatabad in Rawalpindi; Community mobilization is an important approach of Rozan to support the marginalised groups in the community. The Rozan team conducted mobilization meetings with men & women including youth activists in these communities. These mobilized groups carrying out community outreach activities to raise awareness on children and women issues within their respective areas.



Key achievements

Interventions in communities – Islamabad / Rawalpindi

During reporting period, protection committees were formed in all five communities and conducted capacity building trainings for their committees' members on UNCRC, child rights situation in Pakistan, Child labour, Child sexual abuse. In total 58 including 38 women and 20 men participated in these trainings. In reporting period, Kuri protection committee, efficiently



planned their work and organized counselling camps with the help of Rozan psychologists' team. In total 22 camps were organized in this community.

Rozan also conducted nine orientation sessions on emotional health within Kuri community wherein 158 women and 16 men were capacitated. In these sessions, the groups were sensitized on self-awareness, child rights, communication skills, and assertive behaviour. After participating in emotional health and counselling sessions, women approached Rozan for support to avail essential services.

During the reporting period the Child Protection Committees formed by Rozan in the union councils of Rawat, Alipur Farash and Kuri were notified by ministry of Human Rights –MoHR. Child Protection Committees were oriented and strengthened for future initiatives like strengthening community-

based structures and enhance the capacity of youth groups.

Child Protection Committees played an instrumental role in initiating actions to address local challenges and improve children's well-being within their respective communities.

Way forward:

During 2024, community program will continue its work with all five communities as per their need related to mental health by using the approach of capacity building, awareness raising and psychological support.

Annexures



ROZAN
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
JUNE 30, 2023

BDO Ebrahim & Co. Chartered Accountants
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INDEPENDENT AUDITORS REPORT TO THE BOARD OF GOVERNERS OF ROZAN

Opinion

We have audited the financial statements of ROZAN ("the Organisation"), which comprise the statement of financial position as at June 30, 2023, and the statement of income and expenditure, the statement of changes in reserves and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respect, the financial position of the Organisation as at June 30, 2023 and its financial performance and its cash flows for the year then ended in accordance with approved accounting and reporting standards as applicable in Pakistan.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) as applicable in Pakistan. Our responsibilities under those standards are further described in the Auditors Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organisation in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants as adopted by the Institute of Chartered Accountants of Pakistan (the Code) and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

The management is responsible for the preparation and fair presentation of the financial statements in accordance with the basis of accounting as described in note 2 to the financial statements, and for such internal control as the management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organisation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organisation's financial reporting process.

Auditors Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an

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auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs as applicable in Pakistan will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs as applicable in Pakistan, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organisation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organisation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

ISLAMABAD

DATED: 12 DEC 2023
UDIN: AR20231009480tPskNLn

Bdo Ebrahim & Co.
CHARTERED ACCOUNTANTS
Engagement Partner: Iffat Hussain
Iffat Hussain

ROZAN
STATEMENT OF FINANCIAL POSITION
AS AT JUNE 30, 2023

	Note	2023 Rupees	2022 Rupees
ASSETS			
NON-CURRENT ASSETS			
Property and equipment	4	6,664,388	4,415,434
CURRENT ASSETS			
Advances	5	2,729,304	2,687,512
Deposits, prepayments and other receivables	6	337,036	1,513,705
Taxation - net	7	1,982,074	2,551,379
Cash and bank balances	8	106,761,319	33,260,651
		<u>111,809,733</u>	<u>40,013,247</u>
TOTAL ASSETS		<u>118,474,121</u>	<u>44,428,681</u>
RESERVE AND LIABILITIES			
GENERAL RESERVE			
		12,157,648	8,209,746
NON-CURRENT LIABILITIES			
Restricted grants	9	85,386,805	14,891,687
Deferred capital grants	10	5,862,362	4,448,545
		<u>91,249,167</u>	<u>19,340,232</u>
CURRENT LIABILITIES			
Accrued and other liabilities	11	15,067,306	16,878,703
TOTAL RESERVES AND LIABILITIES		<u>118,474,121</u>	<u>44,428,681</u>
CONTINGENCIES AND COMMITMENTS	12		

The annexed notes 1 to 23 form an integral part of these financial statements.

A. A. A.
MANAGING DIRECTOR

O. O. O.
FINANCE MANAGER

**ROZAN
STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED JUNE 30, 2023**

	Note	2023 Rupees	2022 Rupees
INCOME			
GRANT INCOME RECOGNISED AGAINST			
Ongoing projects	9.2	133,496,078	86,978,196
Closed projects	9.2	31,610	153,361
		133,527,688	87,131,557
Amortisation of deferred capital grant	10	2,612,183	636,949
		136,139,871	87,768,506
NON-GRANT INCOME			
Income from consultancy contracts	13	16,238,549	9,740,027
Donations	14	812,314	2,134,495
Other income	15	1,169,830	4,595,760
		18,220,693	16,470,282
		154,360,564	104,238,788
EXPENDITURE			
Project expenses	16	133,527,688	85,736,098
Expenses against consultancy contracts	17	11,256,811	5,621,712
Other operating costs	18	3,670,624	6,411,953
		148,455,123	97,769,763
SURPLUS FOR THE YEAR			
Taxation	19	(1,957,539)	-
SURPLUS AFTER TAX FOR THE YEAR		<u>3,947,902</u>	<u>6,469,025</u>

The annexed notes 1 to 23 form an integral part of these financial statements.


MANAGING DIRECTOR


FINANCE MANAGER

**ROZAN
STATEMENT OF CHANGES IN RESERVES
FOR THE YEAR ENDED JUNE 30, 2023**

	General Reserve -----Rupees-----
Balance at July 01, 2021	1,740,721
Surplus for the year	6,469,025
Balance at June 30, 2022	<u>8,209,746</u>
Surplus for the year	3,947,902
Balance at June 30, 2023	<u><u>12,157,648</u></u>

The annexed notes 1 to 23 form an integral part of these financial statements.


MANAGING DIRECTOR


FINANCE MANAGER

ROZAN
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED JUNE 30, 2023

	Note	2023 Rupees	2022 Rupees
CASH FLOWS FROM OPERATING ACTIVITIES			
Surplus before tax for the year		5,905,441	6,469,025
Adjustments for non-cash income and expense			
Depreciation		2,282,271	2,312,871
Amortisation of deferred capital grant		(2,612,183)	(636,949)
Interest income		(1,163,830)	(635,934)
		<u>4,411,699</u>	<u>7,509,013</u>
Changes in working capital:			
(Increase) / decrease in current assets			
Advances		(41,792)	(2,633,146)
Deposits, short-term prepayments and other receivables		1,176,669	(1,242,721)
Increase / (decrease) in current liabilities			
Accrued and other liabilities		(1,811,397)	223,960
		<u>(676,520)</u>	<u>(3,651,907)</u>
Deferred grants against operating activities		70,495,118	2,197,937
Deferred grant against operating activities - additions		4,026,000	1,453,232
Tax paid		(1,388,234)	(2,137,449)
Net cash generated from operating activities		<u>76,868,063</u>	<u>5,370,826</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Acquisition of property and equipment		(4,531,225)	(1,752,633)
Interest received		1,163,830	635,934
Net cash used in investing activities		<u>(3,367,395)</u>	<u>(1,116,699)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of Loans		-	-
Net cash generated / (used in) in financing activities		-	-
Net increase in cash and cash equivalents		73,500,668	4,254,127
Cash and cash equivalents at the beginning of the year		33,260,651	29,006,524
Cash and cash equivalents at the end of the year	8	<u>106,761,319</u>	<u>33,260,651</u>

The annexed notes 1 to 23 form an integral part of these financial statements.


MANAGING DIRECTOR


FINANCE MANAGER

ROZAN
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED JUNE 30, 2023

1 STATUS AND OPERATIONS

Rozaan is a Non-Government Organisation registered in December 1998 under the Societies Registration Act XXI of 1860. The main objects of Rozaan consist of promotion of women and children's emotional and mental health, and programs for reduction in child sexual abuse and violence against women and children. Other activities of Rozaan include training programs for police and telephonic counselling for adolescents.

The registered office of Rozaan is situated at Rozaan Ghar, adjacent to Bahria Enclave, Pind Bhagwal Road, Islamabad, Pakistan.

2 BASIS OF PREPARATION

2.1 Statement of compliance

These financial statements have been prepared in accordance with the accounting and reporting standards as applicable in Pakistan. The accounting and reporting standards applicable in Pakistan comprise of:

- International Financial Reporting Standard for Small and Medium Sized Entities (IFRS for SMEs) issued by the International Accounting Standards Board (IASB) as notified under the Companies Act, 2017;
- Accounting Standard for Not for Profit organisations (NPOs) issued by the Institute of Chartered Accountants of Pakistan; and
- Provisions of and directives issued under the Companies Act, 2017.

Where provisions of and directives issued under the Companies Act, 2017 differ from the IFRS for SMEs, the provisions of and directives issued under the Companies Act, 2017 have been followed.

2.2 Basis of measurement

These financial statements have been prepared on the basis of the historical cost convention, except as otherwise disclosed in the respective accounting policies notes.

These financial statements have been prepared following accrual basis of accounting except for cash flow information.

2.3 Functional and presentation currency

Items including in the financial statements of the organisation are measured using currency of the primary economic environment in which the organisation operates (the functional currency). These financial statements are presented in Pakistan Rupee which is the organisation's functional and presentation currency. Amounts presented in the financial statements have been rounded off to the nearest of Rupee, unless otherwise stated.

2.4 Key accounting estimates and judgments

The preparation of financial statements in conformity with the accounting and reporting standards as applicable in Pakistan requires the use of certain critical accounting estimates. In addition, it requires management to exercise judgment in the process of applying the organisation's accounting policies. The areas involving a higher degree of judgement or complexity or areas where assumptions and estimates are significant to the financial statements, are documented in the following accounting policies and notes, and relate primarily to:

- Useful lives and depreciation method of operating assets – Note 3.1 and 4.
- Contingencies - Note 12

3 SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies applied in the presentation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

3.1 Property and equipment

Initial recognition

All items of operating assets are initially recorded at cost.

Subsequent measurement

Property and equipment are stated at cost less accumulated depreciation and accumulated impairment, if any. Cost in relation to property, plant and equipment comprises acquisition and all incidental charges and expenses incurred up to the date of operations.

The cost of replacing a major part of an item of property and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied with the part will flow to the organisation and its cost can be measured reliably. The carrying amount of the replaced part is derecognised.

Capital work-in-progress are stated at cost less impairment loss, if any and consist of expenditure incurred, advances made and other costs directly attributable to operating fixed assets in the course of their construction and installation. Transfers are made to relevant operating fixed assets category as and when assets are available for use intended by the management.

As above.

Depreciation

Depreciation is charged to income by applying the straight-line method where by the cost of an asset is written-off over its estimated useful life. The useful lives of items of property, plant and equipment are stated in note 4 to these financial statements. Depreciation on additions is charged from the month in which the asset is available for use, with no charge of depreciation in the month of disposal.

Impairment

An assessment is made at each year end date to determine whether there is any indication of impairment or reversal of previous impairment of property, plant & equipment. In the event that an asset's carrying amount exceeds its recoverable amount, the carrying amount is reduced to recoverable amount and an impairment loss is recognised in the statement of income and expenditure and other comprehensive income.

A previously recognised impairment loss is reversed only if there has been a change in the estimates used to determine the recoverable amount, however not to an amount higher than the carrying amount that would have been determined (net of amortisation or depreciation), had no impairment losses been recognised for the asset in prior years. Reversal of impairment loss is restricted to the original cost of the asset.

Judgment and estimates

Useful lives are determined by the management based on the expected usage of an asset, expected physical wear and tear, technical and commercial obsolescence, legal and similar limits on the use of assets and other similar factors.

The useful lives, residual values and depreciation method are reviewed on a regular basis. The effect of any changes in estimate is accounted for on a prospective basis.

The carrying values of items of property, plant and equipment are reviewed for impairment, when events or changes in circumstances indicate that the carrying values may not be recoverable. If any indications exists, and where the carrying values exceed the estimated recoverable amounts, the related assets or cash generating units are written down to their recoverable amounts.

Disposal

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on disposal of the asset (calculated as the difference between the proceeds from disposal and the carrying amount of the asset) is included in the income and expenditure account in the year the asset is derecognised.

As above.

3.2 Advances, deposits and other receivables

These are recognised at cost, which is the fair value of the consideration given. However, an assessment is made at each reporting date to determine whether there is an indication that a financial asset or a group of financial assets may be impaired. If such an indication exists, the estimated recoverable amount of that asset is determined, and an impairment loss is recognised for the difference between the recoverable amount and the carrying value.

3.3 Cash and cash equivalents

For the purpose of the statement of cash flows, cash and cash equivalents comprise of Rozan's balances of cash in hand and cash at banks.

3.4 Accrued and other liabilities

Accrued and other payables are obligations under normal short-term credit terms. Liabilities for trade and other payables are carried at cost, which is the fair value of the consideration to be paid in future for goods and services received till the year end, whether or not billed to the Organisation.

3.5 Provident Fund

Rozan operates a defined contribution funded provident fund scheme for its eligible employees. Contributions to the fund are made by Rozan and its employees in accordance with the rules of the fund. The rate of employer and employee contributions is 5% of the gross pay of eligible employees.

3.6 Income recognition**3.6.1 Grant income**

Grants are recognised where there is reasonable assurance that the grant will be received and all attached conditions will be complied with.

3.6.2 Grants against operating activities

Grants of a non-capital nature are recognised as a deferred grant at the time of their receipt. Subsequently, these are recognised in the statement of income and expenditure to the extent of expenditure incurred. Expenditure incurred against grants, against which grant funds have been committed but not received, is recognised in the statement of income and expenditure and reflected as a receivable from donors.

3.6.3 Grants against purchase of fixed assets

Grants received for the purchase of fixed assets are initially recorded as deferred grants upon receipt. Subsequently, these are recognised in the statement of income and expenditure, on a systematic basis over the periods necessary to match them with the carrying value of the related assets.

3.6.4 Donations

Donations and voluntary contributions are recognised on a receipts basis since they are unrestricted.

3.6.5 Consultancy services

These are recognised when the related service has been rendered.

3.6.6 Return on savings accounts

Return on savings accounts is recognised using the effective interest rate method.

3.7 Taxation

Commissioner Inland Revenue has granted approval to Rozan under section 2(36) of Income Tax Ordinance, 2001 (the Ordinance), for the purpose of tax credit admissible under the Ordinance. Rozan is eligible for tax credit under section 100C of the Ordinance from donations, voluntary contributions, subscriptions, house property, investments in the securities of the Federal Government and so much of the income chargeable under the head "income from business" as is expended in Pakistan for the purposes of carrying out welfare activities. Provision for taxation is made at the current rate of tax on Rozan's income, after considering tax credits/exemptions available to Rozan as a charitable organisation, covered under section 100C to the Ordinance. The approval granted by commissioner Inland revenue is subject to condition that the organisation shall submit copy of Amended by laws in compliance to Rule 213(1) of the Income Tax Rules, 2002 duly certified by the concerned registration authority by 30-06-2023 and if the organisation fails to make compliance, the instant approval will be withdrawn ab-

3.8 Foreign currency translation

Foreign currency transactions, during the year, are recorded at the exchange rates approximating those ruling on the date of the transactions. Monetary assets and liabilities in foreign currencies are translated at the rates of exchange, which approximate those prevailing on the balance sheet date. Gains and losses on translation are taken to income currently. Non-monetary items that are measured in terms of historical cost in a foreign currency, are translated using the exchange rates prevailing at the dates of the initial transactions. Non-monetary items measured at fair values in a foreign currency, are translated using the exchange rates prevailing at the dates when the fair values were determined.

3.9 Offsetting of financial assets and liabilities

Financial assets and financial liabilities are offset, and the net amount is reported in the statement of financial position, if Rozan has a legally enforceable right to set-off the recognised amounts, and intends either to settle these on a net basis, or to realise the assets and settle the liabilities, simultaneously.

3.10 Financial instruments

Financial assets

The organisation classifies its financial assets in the following categories: at fair value through profit or loss, fair value through other comprehensive income and amortised cost. The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition.

Amortised cost

A financial asset is measured at amortised cost if it meets both the following conditions and is not designated as at fair value through profit or loss:

- (i) it is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- (ii) its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Equity Investments at FVTOCI

These assets are initially measured at cost plus transaction cost that are directly attributable to its acquisition. Subsequently, these are measured at fair value. Dividends are recognised as income in the statement of income and expenditure unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in other comprehensive income and are never reclassified to the statement of income and expenditure.

Financial assets at FVTPL

These assets are initially recognised at cost. Subsequently, these are measured at fair value. Net gains and losses, including any interest / markup or dividend income, are recognised in statement of income and expenditure.

Impairment

The organisation recognizes loss allowance for Expected Credit Losses (ECLs) on financial assets measured at amortized cost. The organisation measures loss allowance at an amount equal to lifetime ECLs.

Lifetime ECLs are those that result from all possible default events over the expected life of a financial instrument. The maximum period considered when estimating ECLs is the maximum contractual period over which the Company is exposed to credit risk.

At each reporting date, the organisation assesses whether the financial assets carried at amortized cost are credit-impaired. A financial asset is credit-impaired when one or more events that have detrimental impact on the estimated future cash flows of the financial assets have

Loss allowances for financial assets measured at amortised cost are deducted from the gross carrying amount of the assets. The gross carrying amount of a financial asset is written off when the organisation has no reasonable expectations of recovering a financial asset in its entirety or a portion thereof.

Financial liabilities

Financial liabilities are classified as measured at amortised cost or 'at fair value through profit or loss' (FVTPL). A financial liability is classified as at FVTPL if it is classified as held for trading, it is a derivative or it is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value and net gains and losses, including any interest expense, are recognised in the statement of income and expenditure. Other financial liabilities are subsequently measured at amortized cost using the effective interest method. Interest expense and foreign exchange gains and losses are recognised in the statement of profit or loss. Any gain or loss on de-recognition is also recognised in the statement of income and expenditure.

Derecognition

Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the organisation has transferred substantially all risks and rewards of ownership.

4 PROPERTY & EQUIPMENT

Description	Furniture and fixtures	Office equipment	Audio & visual equipment	Computer equipment	Motor vehicle	Total
-----Rupees-----						
Year ended June 30, 2023						
Net carrying value basis						
Opening book value	998,091	582,572	803,311	1,259,334	772,126	4,415,434
Additions	180,225	2,134,000	76,000	2,141,000	-	4,531,225
Depreciation charge	(181,431)	(684,657)	(304,500)	(1,001,379)	(110,304)	(2,282,271)
Closing net book value	996,885	2,031,915	574,811	2,398,955	661,822	6,664,388
Gross carrying value basis						
Cost	2,156,808	7,382,939	2,246,962	8,786,630	1,810,159	22,383,498
Accumulated depreciation	(1,159,923)	(5,351,024)	(1,672,151)	(6,387,675)	(1,148,337)	(15,719,110)
	996,885	2,031,915	574,811	2,398,955	661,822	6,664,388
Year ended June 30, 2022						
Net carrying value basis						
Opening book value	1,084,862	722,960	824,940	1,389,767	953,143	4,975,672
Additions	79,145	381,538	264,400	1,027,550	-	1,752,633
Depreciation charge	(165,916)	(521,926)	(286,029)	(1,157,983)	(181,017)	(2,312,871)
Closing net book value	998,091	582,572	803,311	1,259,334	772,126	4,415,434
Gross carrying value basis						
Cost	1,976,583	5,248,939	2,170,962	6,645,630	1,810,159	17,852,273
Accumulated depreciation	(978,492)	(4,666,367)	(1,367,651)	(5,386,296)	(1,038,033)	(13,436,839)
	998,091	582,572	803,311	1,259,334	772,126	4,415,434

Attest

	Note	2023 Rupees	2022 Rupees
5 ADVANCES			
Considered good - unsecured			
Advances to staff against :			
- salaries		729,043	214,946
- expenditure		399,850	60,270
		1,128,893	275,216
Suppliers		1,600,411	2,412,296
		<u>2,729,304</u>	<u>2,687,512</u>
6 DEPOSITS, PREPAYMENTS AND OTHER RECEIVABLES			
Short-term prepayments			
Prepaid rent		121,641	121,641
Prepaid insurance		-	139,598
Others		215,395	151,945
		337,036	413,184
Other receivables		-	1,100,521
		<u>337,036</u>	<u>1,513,705</u>
7 TAXATION - NET			
Balance at the start of year		2,551,379	413,930
Provision for taxation	7.1	(1,957,539)	-
Advance tax deducted at source		1,388,234	2,137,449
Balance at the end of year		<u>1,982,074</u>	<u>2,551,379</u>
7.1 This represents the provision for taxation against taxable income arising from activities outside the ambit of the tax credit provided under section 100C of the Income Tax Ordinance, 2001, as applicable to charitable organisations.			
	Note	2023 Rupees	2022 Rupees
8 BANK BALANCES			
Cash at bank - local currency			
Savings accounts	8.1	106,753,224	33,252,556
Current accounts		8,095	8,095
	8.2	106,761,319	33,260,651
		<u>106,761,319</u>	<u>33,260,651</u>
8.1 Savings accounts carry mark-up at the rate of 10.22% (2022: 7.09%) (2021: 5%) per annum.			
8.2 Breakup of balances kept in the bank accounts is as follows:			

	Note	2023 Rupees	2022 Rupees
Norwegian Church Aid - COS		3,099,331	5,720,449
United Nation Population Fund - UNFPA		57,957,951	12,027,233
United Nation Trust Fund - UNTF		13,617,710	442,635
United Nations Institute of peace - USIP		5,843,505	2,337,344
Norwegian Church Aid - EU		2,186,080	4,434,682
Shorts projects		10,578,555	2,669,187
	8.2.1	<u>93,283,132</u>	<u>27,631,530</u>
Rozan's provident fund		2,157,038	2,162,232
Rozan's savings account		11,321,149	3,466,889
		<u>106,761,319</u>	<u>33,260,651</u>
8.2.1 These represent the separate bank accounts owned and maintained by Rozan, in accordance with the terms of project agreements, with the above mentioned donors.			
	Note	2023 Rupees	2022 Rupees
9 RESTRICTED GRANTS			
Balance at the start of year		14,891,687	12,693,750
Grants received during the year		207,409,160	95,607,176
Return on savings accounts		4,973,909	2,015,023
		212,383,069	97,622,199
Grants recognised in statement of income and expenditure			
- against ongoing projects		(133,496,078)	(86,978,196)
- against closed projects		(31,610)	(153,361)
		(133,527,688)	(87,131,557)
Transferred to deferred capital grants against purchase of fixed assets		(4,026,000)	(1,453,232)
Funds transferred to donor	9.1	(4,334,263)	(6,839,473)
Balance at the end of year	9.2	<u>85,386,805</u>	<u>14,891,687</u>
9.1 This represents amount paid back to donor which was received as donation in respect of NCA-COS.			

9.2 Project-wise movement in deferred grant is as follows:

Project	Balance at July 01, 2022	Receipts during the year	Return on savings accounts	Total	Against expenditure incurred (Note 17)	Funds transfer to donor	Total	Transferred to deferred grants against purchase of fixed assets	Balance at June 30, 2023	Restricted grant	Grants receivable
Rupees											
UNTF	(144,431)	40,790,503	897,762	41,688,264	(28,323,251)	-	(28,323,251)	-	13,320,582	13,220,582	-
Norwegian Church Aid - COS	2,885,012	11,737,092	806,781	12,543,873	(8,330,491)	(4,334,263)	(12,664,754)	-	2,964,131	2,764,131	-
Norwegian Church Aid - EU	5,247,383	9,189,383	573,803	9,763,185	(11,711,244)	-	(11,711,244)	-	3,299,324	3,299,324	-
UNFPA	12,972,833	116,456,737	2,408,746	118,865,483	(67,305,635)	-	(67,305,635)	(4,026,000)	60,506,681	60,506,681	-
Facebook	2,158,967	-	-	-	-	-	-	-	2,158,967	2,158,967	-
USIP	(8,259,687)	29,235,445	286,817	29,522,263	(17,825,457)	-	(17,825,457)	-	3,437,120	3,437,120	-
OBR	31,610	-	-	-	(31,610)	-	(31,610)	-	-	-	-
TOTAL	14,891,687	287,409,160	4,973,909	212,383,068	(133,527,688)	(4,334,263)	(137,861,951)	(4,026,000)	85,386,805	85,386,805	-
Movement in deferred grant during 2022	12,693,750	95,607,176	2,015,023	97,622,199	(87,131,557)	(6,839,473)	(93,971,030)	(1,463,232)	14,891,687	23,295,805	(8,404,118)

9.3 Grant recognised during the year:

	2023 Rupees	2022 Rupees
Against		
- Ongoing projects	133,496,078	86,978,196
- Closed projects	31,610	153,361
	<u>133,527,688</u>	<u>87,131,557</u>

	Note	2023 Rupees	2022 Rupees
10 DEFERRED CAPITAL GRANTS			
Balance at the start of year		4,448,545	3,632,262
Additions during the year	4	<u>4,026,000</u>	<u>1,453,232</u>
		8,474,545	5,085,494
Amortisation		<u>(2,612,183)</u>	<u>(636,949)</u>
Balance at the end of year		<u>5,862,362</u>	<u>4,448,545</u>

11 ACCRUED AND OTHER LIABILITIES

Payable to donors against completed projects	11.1	4,121,078	4,121,078
Payable to partner organisation		120,000	120,000
Provident fund payable		2,050,356	2,294,907
Withholding tax payable		2,593,637	1,857,530
Other liabilities		5,845,828	8,146,281
Audit fee payable		<u>336,407</u>	<u>338,907</u>
		<u>15,067,306</u>	<u>16,878,703</u>

11.1 Movement in payable to donors against completed projects

Balance at the start of year		4,121,078	9,582,520
Payment made during the year		-	(1,512,616)
Balance written back		-	(3,948,826)
Balance at end of the year		<u>4,121,078</u>	<u>4,121,078</u>

12 CONTINGENCIES AND COMMITMENTS**12.1 Contigencies**

There are no contingencies as at the current year end. (2022: nil)

12.2 Commitments

There are no commitments as at the current year end. (2022: nil)

	Note	2023 Rupees	2022 Rupees
13 INCOME FROM CONSULTANCY CONTRACTS			
Consultancy services to:			
World bank		11,684,900	6,899,000
GBRSP		1,596,800	-
AKESP		773,492	-
Strengthening participatory organisation		604,138	1,225,000
Step foundation		520,820	650,000
Excel labs		506,987	486,389
JICA		486,612	-
Punjab Oil Mills Limited		64,800	-
Center of gender and policy studies		-	436,638
Lawrence College		-	43,000
		<u>16,238,549</u>	<u>9,740,027</u>

14 DONATIONS

Miscellaneous	14.1	<u>812,314</u>	<u>2,134,495</u>
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14.1 This includes donation received from the members of the board of directors.

	2023 Rupees	2022 Rupees
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15 OTHER INCOME**Income from financial assets :**

Return on savings accounts	1,163,830	635,934
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Income from non-financial assets :

Liabilities written back	-	3,948,826
Counselling sessions	6,000	11,000
	6,000	3,959,826

	<u>1,169,830</u>	<u>4,595,760</u>
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16 PROJECT EXPENSES

Staff salaries	36,350,691	25,784,554
Accommodation	30,012,311	18,493,263
Consultancy fee	16,430,916	12,637,309
Travelling	16,573,750	9,307,963
Food	12,083,818	5,202,233
Printing & stationary	3,728,724	2,519,147
Training, counseling and meeting	2,279,360	1,668,920
Telephone & utilities	1,638,488	1,419,952

	Note	2023 Rupees	2022 Rupees
Advertisement		1,748,031	1,238,460
Office supplies		2,981,234	1,090,151
Office rent		1,494,564	986,410
Partner organisation cost		915,000	640,000
Repair & maintenance		642,481	944,687
Auditors remuneration	16.1	403,750	357,500
Postage		121,799	145,499
Insurance		937,772	754,852
Fuel		611,860	589,912
Internet		382,355	333,984
Professional fee		1,518,520	358,446
Honorarium	16.2	1,408,000	792,800
Crises cases		254,000	155,200
Daily subsistence allowance		143,600	90,850
Bank charges		-	9,921
Others	16.3	866,664	214,086
		<u>133,527,688</u>	<u>85,736,098</u>

16.1 Auditors remuneration**Audit services**

Annual audit fee	373,750	325,000
Out of pocket expenses	30,000	32,500
	<u>403,750</u>	<u>357,500</u>

16.2 This represents an amount paid to volunteers against services provided by them in different trainings and seminars conducted by the organisation.

16.3 This represents an amount paid by the entity for various purposes, including entertainment charges, eid bonuses and overhead costs

17 EXPENSES AGAINST CONSULTANCY CONTRACTS

	2023 Rupees	2022 Rupees
Staff salaries	4,743,915	735,004
Accommodation	1,321,579	621,018
Travelling	885,939	367,008
Consultancy	855,000	1,768,000
Office rent	705,436	812,678
Professional fee	380,075	53,046
Repairs and maintenance	378,529	80,030
Office supplies	304,497	104,521
Telephone and utilities	254,817	5,798

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	Note	2023 Rupees	2022 Rupees
Printing and stationery		221,753	244,465
Fuel		193,770	-
Food		138,044	-
Honorarium		100,000	-
Internet		94,354	41,384
Postage		73,852	2,710
Crises cases		20,000	-
Insurance		18,001	-
Advertisement		16,050	29,550
Daily subsistence allowance		13,700	12,600
Training, counselling and meetings	17.1	-	505,680
Others		537,500	238,220
		<u>11,256,811</u>	<u>5,621,712</u>

17.1 This represents expenses incurred against consultancy contracts, comprising salaries, trainings, counseling, meetings and consultancy fees.

	Note	2023 Rupees	2022 Rupees
18 OTHER OPERATING COSTS			
Staff salaries & Staff Bonus		1,317,075	3,559,614
Depreciation		2,282,271	2,312,871
Food		35,798	-
Office supplies		26,798	60,315
Bank charges		6,440	79,310
Crises cases		1,405	109,577
Travelling		836	-
Telephone & utilities		-	127,735
Repair & maintenance		-	35,208
Printing & stationery		-	5,000
Postage		-	4,203
Others		-	118,119
		<u>3,670,624</u>	<u>6,411,953</u>

19 TAXATION

Tax for year			
- Current		1,292,723	-
- Prior		664,816	-
	19.1	<u>1,957,539</u>	<u>-</u>

19.1 Commissioner Inland Revenue has granted approval to Rozan under section 2(36) of Income Tax Ordinance, 2001 (the Ordinance), for the purpose of tax credit admissible under the

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Ordinance. Rozan is eligible for tax credit under section 100C of the Ordinance from donations, voluntary contributions, subscriptions, house property, investments in the securities of the Federal Government and so much of the income chargeable under the head "income from business" as is expended in Pakistan for the purposes of carrying out welfare activities. Provision for taxation is made at the current rate of tax on Rozan's income, after considering tax credits/exemptions available to Rozan as a charitable organization, covered under section 100C to the Ordinance. The approval granted by commissioner Inland revenue is subject to condition that the organization shall submit copy of Amended bylaws in compliance to Rule 213(1) of the Income Tax Rules, 2002 duly certified by the concerned registration authority by 30-06-2023 and if the organisation fails to make compliance, the instant approval will be withdrawn ab-initio.

20 RELATED PARTY TRANSACTIONS

The related parties of Rozan comprise its key management personnel and members of the Board of Governors. Details of related party transactions are as follows:

Transactions with key management personnel

	2023		2022	
	Managing Director	Executives	Managing Director	Executives
Managerial Remuneration	4,662,828	13,724,551	3,812,616	9,178,624
Bonus	102,527	261,407	82,029	136,869
	<u>4,765,355</u>	<u>13,985,958</u>	<u>3,894,645</u>	<u>9,315,493</u>
Number of persons	1	11	1	7

21 CORRESPONDING FIGURES

The corresponding figures have been rearranged and reclassified, wherever considered necessary for the purposes of comparison and better presentation. However, there is no significant reclassification during the year.

22 DATE OF AUTHORISATION

These financial statements have been authorised by the Board of Governors in a meeting held on 12 DEC 2023.

23 GENERAL

The figures in these financial statements have been rounded off to nearest Pakistani Rupees.


MANAGING DIRECTOR


FINANCE MANAGER

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