



ANNUAL REPORT 2024

Contents

01	List of Acronyms
03	About Rozan
04	Executive Summary
05	Rozan Outreach
06	Rozan Counseling Helpline - RCHL
14	Rabta - Police Trainings & Reforms Program
27	Humqadam - Men and Boys' Engagement Program
38	Aangan - Children's Program
46	Zeest - Women's Program
55	Community Program
58	Capacity Building of Staff
59	Collaboration with the Private Sector
60	Monitoring and Evaluation
62	Annexures: I) Financial Report II) Rozan Staff List

Acknowledgements

The achievements reflected in this Annual Report 2024 are a testament to the collective efforts of many dedicated individuals including women, men, children, adolescents, and trans persons with whom we have the privilege to work with. We extend our heartfelt gratitude to the communities, Government Departments and Civil Society Organizations we engaged with throughout the year.

Rozan would also like to express deep appreciation for the unwavering support, trust, and collaborative spirit of our partners, including:

- i) Ministry of Human Rights
- ii) Social Welfare Departments, Khyber Pakhtunkhwa (KP) & Punjab
- iii) Women Development Department, KP
- iv) Elementary and Secondary Education Department, KP
- v) National Vocational and Technical Training Commission (NAVTTTC)
- vi) Technical Education & Vocational Training Authority (TEVTA)
- vii) Punjab Women Protection Authority
- viii) Police Departments of Islamabad, KP & Balochistan
- ix) The World Bank Group
- x) United Nations Population Fund (UNFPA)
- xi) Norwegian Church Aid (NCA)
- xii) UN WOMEN

We also acknowledge the invaluable contributions of our dedicated team including both staff and volunteers whose tireless efforts have made this year a great success.

This success would not have been possible without the commitment, passion, and expertise of everyone involved.

Babar Bashir
Managing Director
Rozan

List of Acronyms

Alternative Dispute Resolution	ADR
Assistant Superintendents of Police	ASPs
Centre of Excellence in Gender Studies	CEGS
Child Sexual Abuse	CSA
Civil Society Organization	CSO
Civil Society Support Program	CSSP
Directorate of Higher Education	DHE
Dar-ul-Amans	DUA
Domestic Violence	DV
District Women Protection Officers	DWPOs
Elementary & Secondary Education Department	E&SED
Focus Group Discussion	FGD
First Information Report	FIR
Fatima Jinnah Women University	FJWU
Gender Based Violence	GBV
Grievance Mechanism	GM
Grievance Redress Mechanism	GRM
Human Capital Investment Project	HCIP
Islamabad Capital Territory	ICT
In-depth Interview	IDI
Justice Sector Institutions	JSIs
Key Informant Interviews	KIIs
Khyber Pakhtunkhwa	KP
Khyber Pakhtunkhwa Commission on the Status of Women	KPCSW
Khyber Pakhtunkhwa Judicial Academy	KPJA
Ministry of Human Rights	MOHR
Memorandum of Understanding	MoU
National Vocational and Technical Training Commission	NAVTC

List of Acronyms

National Police Academy	NPA
National Police Bureau	NPB
Planning and Development Department	P&DD
Provincial Disaster Management Authority	PDMA
Pakistan Forum for Democratic Policing	PFDP
Program Implementation Unit	PIU
Parent Teacher Councils	PTCs
Persons With Disabilities	PWDs
Punjab Women Protection Authority	PWPA
Quaid-i-Azam University	QAU
Rozan Counselling Helpline	RCHL
Sustainable Development Goals	SDGs
Sexual Exploitation and Abuse	SEA
Sexual Harassment	SH
Standard Operating Procedures	SOPs
Social Welfare Department	SWD
Technical Advisory Group	TAG
Terms of Reference	TORs
Technical and Vocational Education and Training	TVET
United Nations Population Fund	UNFPA
Violence against Children	VAC
Violence Against Women	VAW
Violence against Women Centre	VAWC
Village Education Committees	VECs
Village Network Forums	VNFs
Women Crisis Centre	WCC
Women's Development Department	WDD



About Rozan

Rozan is a not-for-profit organization established in December, 1998 by a group of volunteers and registered under the Societies Registration Act of 1860. In 2024, Rozan got registered under the Islamabad Capital Territory Charities Registration, Regulation and Facilitation Act, 2021.



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 impact 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

Empowering Change, Transforming Lives

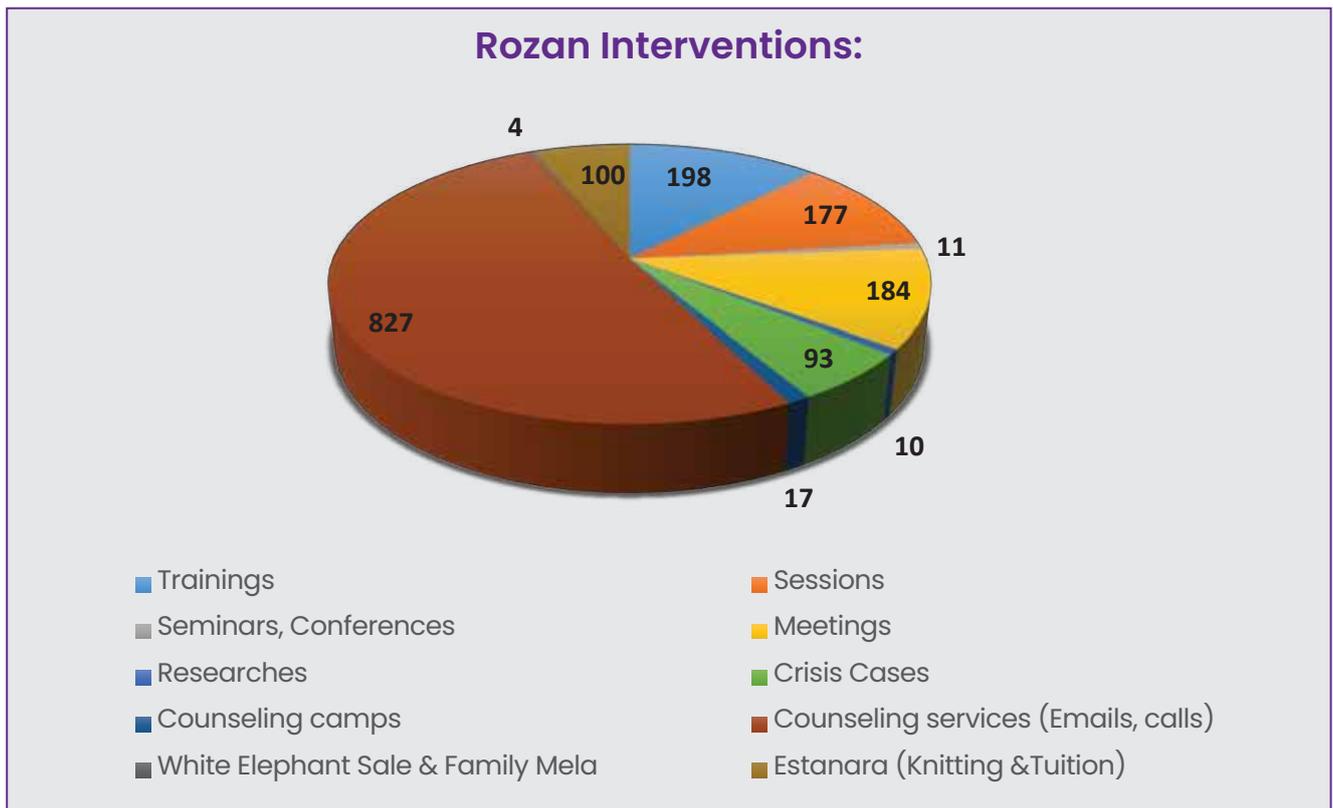
In 2024, Rozan catalyzed transformative change across Pakistan through collaboration with Government departments, by integrating innovative capacity building, community engagement, and cross-sectoral reforms to address gender-based violence, promote positive masculinities, and safeguard children. The year witnessed a dynamic synergy among diverse interventions; from enhancing mental health support and police sensitivity to pioneering child protection and engaging men in redefining societal norms.

By expanding its counseling services, Rozan provided critical, emotional and psychosocial support to over 800 individuals through telephonic, in-person, and emerging online channels. It simultaneously targeted capacity-building initiatives that empowered thousands—training police personnel, government officials, and community volunteers to adopt survivor-centered practices and foster a safer, gender-responsive

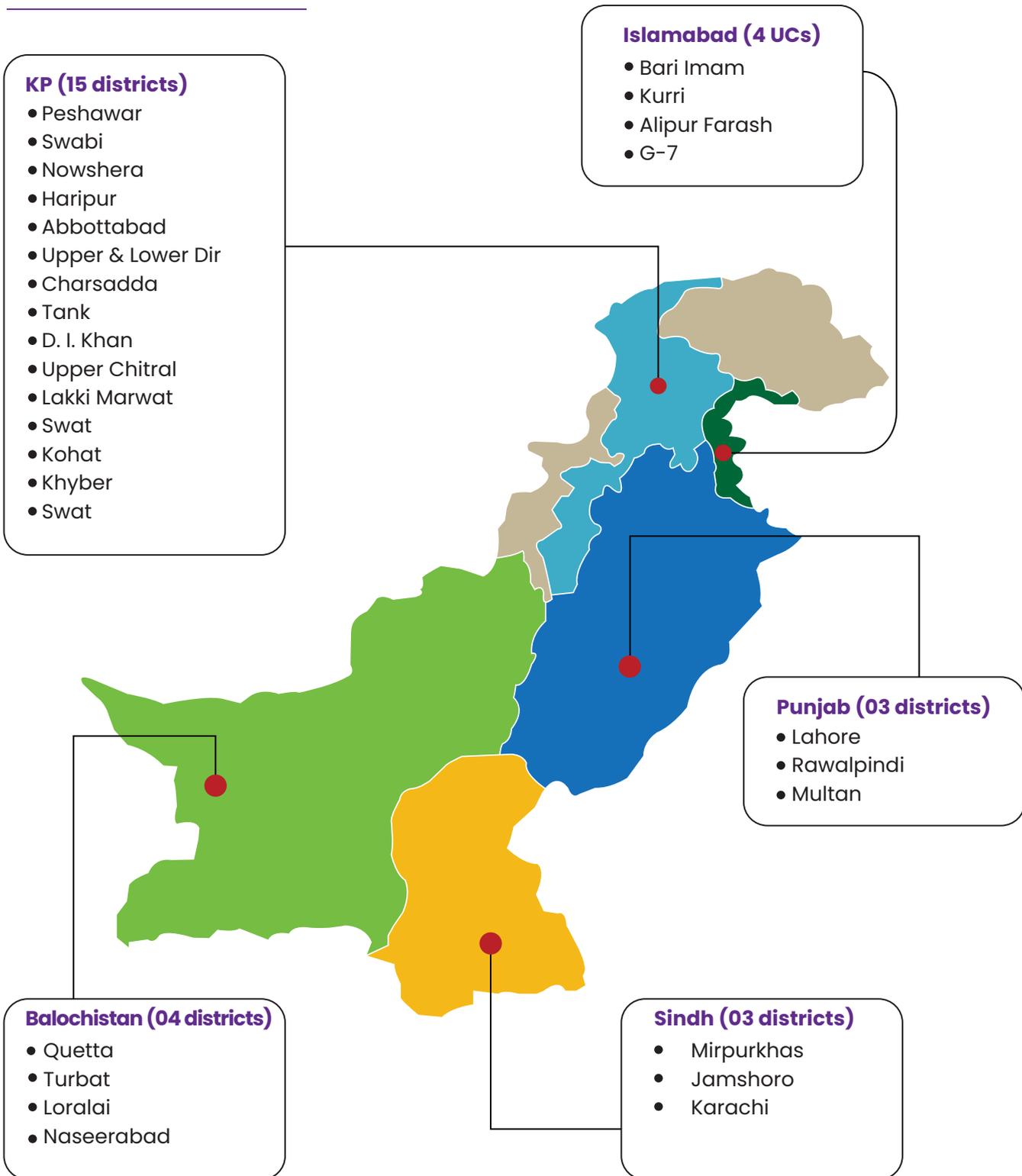
justice system. The organization’s robust research, advocacy, and innovative training programs inspired positive masculinities and promoted inclusive economic opportunities through seed capital support and skills development initiatives for youth and women survivors.

Collaborative partnerships with government bodies, judicial academies, and civil society organizations further amplified these efforts, enabling the standardization of protocols, enhancement of referral mechanisms, and widespread dissemination of best practices. Looking ahead to 2025, Rozan aims to continue using digital platforms, strengthening partnerships, and deepening community engagement to create an equitable and resilient society.

In total, Rozan reached 15,021 people across 26 districts, including 7,659 women, 4644 men, 2695 children, and 23 transgender individuals, through 1,621 interventions. Details are reflected in the tables and graphs below.



Rozan Outreach:



Rozan Outreach in 2024

Annual Report 2024								
			Participation					
S#	Activity Type	Frequency	Men	Women	Boys	Girls	Trans	Total
1	Trainings	198	2657	3532			20	6,209
2	Sessions	177	457	24	1342	1342		4,798
3	Seminars & Conferences	11	256	375				631
4	Meetings	184	450	810				1260
5	Researches	10	5	5				10
6	Crisis Cases	93		93				93
7	Counseling camps	17	10	23	6	5		44
8	Counseling services (Emails, calls)	827	334	490			3	827
9	White Elephant Sale & Family Mela	4	475	650				1,125
10	Estanara (Knitting & Tuition)	100		24				24
Total		1,621	4,644	7,659	1,348	1,347	23	15,021
Social Media Outreach			Over 1 million users in target areas					

Detailed Progress

Rozan Counseling Helpline (RCHL)

Program Overview

Rozan initiated a toll-free Helpline in 2001 to provide information and support on mental and emotional health issues. Rozan counseling 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.

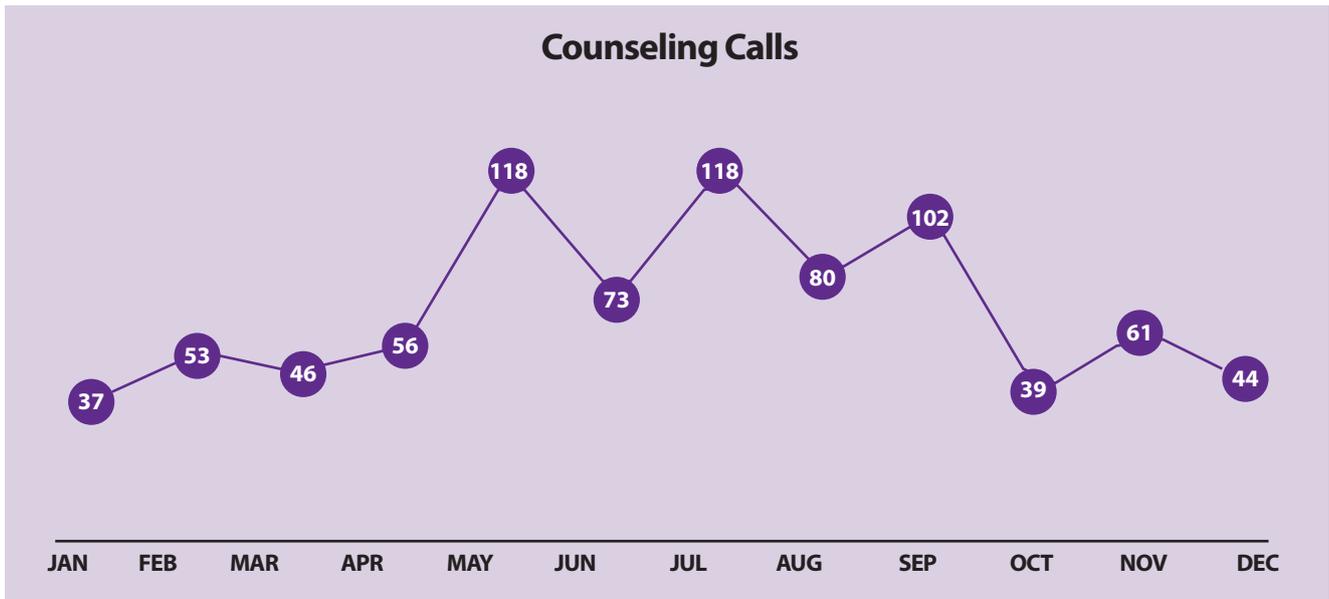
The Helpline also serves as a resource center. It has developed a number of training modules on psychosocial support and trained a range of professionals like Helpline staff, lawyers, doctors, teachers, shelter staff and community workers.

Key achievements

Counselling Services

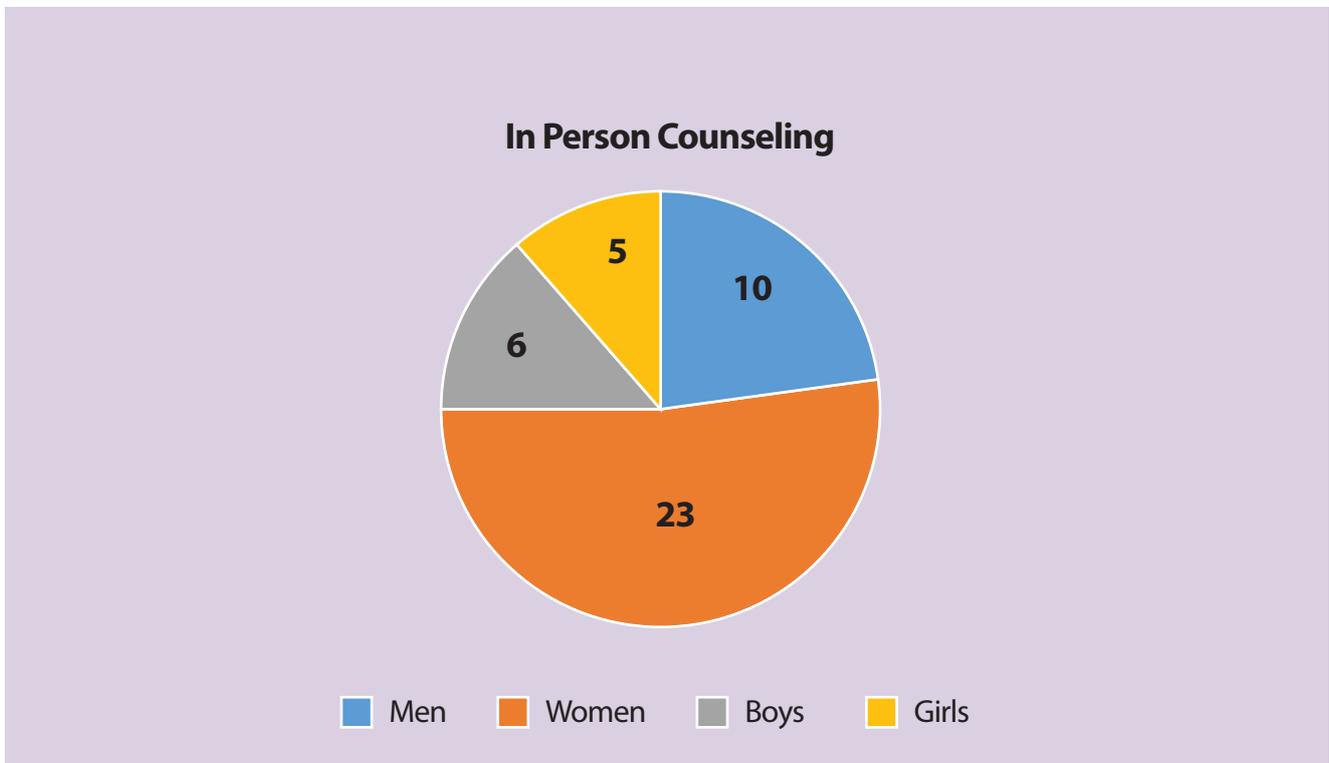
Rozan provided counselling services to those who are in need all over Pakistan. Rozan Counseling Helpline received a total number of 827 (W 490, M

334, Trans, 3) counselling calls from January to December 2024.



During 2024 Rozan also conducted seven orientation sessions with women on mental health issues in Kurri community, Islamabad. These sessions focused on the topics of feelings & emotions, convulsions and epilepsy disorder, stages of grief, anxiety, and depression.

Additionally, 17 counseling camps were also organized in the same community to provide in-person counseling sessions at door step. In total 44 clients including 10 men, 23 women and 11 below 18 years (5 girls & 6 boys) availed this service.



Work with Government Led Helplines and Social Welfare Workforce

Project Overview

The objective of the initiative was to strengthen the capacity of Government led Helplines across the country to respond to the needs of the women and girls who are in distress. The project closely worked with Social Welfare Departments in KP, Sindh, Punjab and Balochistan and Federal Ministry of Human Rights, Government of Pakistan;

Building synergies among Provincial and Federal Governments' Helplines to strengthen the Response Mechanisms

Rozan in partnership with the Ministry of Human Rights started a series of activities during the previous year to build Synergies between Helplines for Women and Girls in KP and Punjab. Building upon this; Rozan organized the two-day national consultation titled "Building Synergies among Helplines to Strengthen the Response to GBV in Pakistan" in October 2-3, 2024, aimed at strengthening the response of Gender-Based Violence Helplines in Pakistan through enhanced coordination, data standardization, and integration with law enforcement agencies. This consultation sought to refine referral mechanisms, standardize data collection, and improve the implementation of Minimum Standard Operating Procedures (SOPs).



The initiative also emphasized integrating Helplines with law enforcement agencies and expanding collaboration with all service providers nationwide.

The ultimate goal was to create a well-coordinated response system that effectively caters to the complex needs of the survivors. This consultation brought together eleven Helplines, with the representatives from the Home Department, KP IT Board, Punjab IT Board, Balochistan IT Board, Police, and the MoHR. The consultation highlighted the critical role of Helplines in providing support to survivors through legal aid, psychosocial counseling, medical assistance, and police referrals. It acknowledges the challenges faced by Helplines, such as inconsistent service standards, lack of uniform data collection practices, weak referral mechanisms, and limited integration with police services.

During the consultation provincial and federal stakeholders shared insights and recommendations around the adoption of standardized Helpline SOPs, the development of a national-level referral framework, and a roadmap for digitalizing Helpline operations



The consultation concluded with a call of action for continued collaboration between government agencies, civil society, and international partners to sustain improvements in service delivery. It emphasized the need for capacity-building initiatives, financial investment, and policy reforms to ensure efficient, survivor-centered, and accessible Helpline services across Pakistan.



Consultation on “Strengthening Coordination and Referral Mechanisms among Service Providers in Islamabad and Rawalpindi”

Rozan in collaboration with MoHR, organized a one day consultation to establish a robust coordination and referral system. It brought together key stakeholders including the police, health, psychosocial support, legal aid, shelters, child protection services, and transgender

coordination, enabling a deeper understanding of the systemic barriers. The second phase focused on refining the referral mechanism, with groups proposing innovative solutions to streamline service delivery. These recommendations were then presented to a panel of key decision-makers



protection centers. The primary objectives of the consultation were to strengthen the collaboration between the MoHR Helpline and all relevant service providers, develop a comprehensive action plan outlining referral and coordination mechanisms and promote a survivor-centered approach in service delivery, ensuring that survivors’ needs and rights remain a priority.

The consultation was conducted in two structured phases. The first phase involved thematic group discussions on police, psychosocial support, health, legal aid, shelter, and Helplines. Participants engaged in an interesting “Web” exercise to identify challenges and gaps in



for review. A crucial aspect of the consultation was addressing ethical considerations in referral mechanisms. Through detailed discussions and exercises, participants identified delays, gaps, and challenges in the existing systems. A key takeaway was the necessity of survivor-centered practices, ensuring that referrals are handled with dignity, confidentiality, and efficiency. To support this effort, a revised referral form was introduced, incorporating feedback from service providers. The updated form aimed to enhance coordination, reduce bureaucratic delays, and ensure that survivors receive timely and appropriate support.

Strengthening of Government Helplines across Pakistan

In partnership with the Ministry of Human Rights, Rozan has organized a five days training from 22nd April to 26th April 2024 on “GBV service delivery via Helplines, necessary protocols and referral pathways”. The primary objective of this training was to enhance the capabilities of Helplines in effectively responding to and supporting survivors. Through a series of interactive sessions, role plays, and case studies, participants gained valuable insights into the dynamics of violence, call handling, communication techniques, phone-based case management, safety planning, self-care, and referral protocols. A total of 31 participants including 23 females and 9 males representing the seven Helplines run by the Government in ICT, KP, Sindh, Punjab, Balochistan attended this training.

The training sessions focused on key concepts around violence on the basis of gender, case management, responding to callers, and documentation and data protection. Participants learned the causes and consequences of violence, emphasizing survivor-centered approaches like empathy, confidentiality, and empowerment.

Practical skills were imparted for phone-based case handling, including steps for safety planning, referral processes, and managing challenging calls, such as silent or prank callers and calls from perpetrators. A significant focus was placed on handling critical and emergency situation and participants trained in risk assessment, engaging

empathetically, and creating safety plans. The sessions also included guidance on proper documentation practices to ensure confidentiality and secure data management. Additionally, participants engaged in yoga, meditation, and stress management exercises to address the importance of self-care.

The interactive nature of the training, which combined role-plays, case studies, and group discussions, allowed participants to apply theoretical knowledge to simulated scenarios and enhancing their skills. Participants reflected positively on the training, improved understanding of issues related to distressed women, enhanced communication techniques, and increased confidence to managing challenging calls. The focus on the dynamics of power and strategies for handling critical callers was particularly appreciated.

Despite some challenges, such as limited coordination among Helplines and gaps in data protection, participants proposed actionable recommendations including strengthening of national referral pathways, conducting refresher training, and improving digital literacy for Helpline operators. The training concluded with participants developing provincial action plans to improve service delivery for survivors, focusing on empowering survivors, enhancing coordination mechanisms, and adhering to ethical protocols.



On-Job Training with VAWC Helpline staff to “Strengthen the Response of the 1737 Helpline to Survivors”

During the year 2024, Rozan collaborated with government run Helplines dedicated to providing essential services through Helplines and remote case management to survivors. Building on this momentum, Rozan in partnership with the Government of Punjab conducted a five day on job training “to strengthen the response of the 1737 Helpline towards survivors”. Nine women staff of 1737 Helpline, housed at Violence against Women Center Multan were trained. The main objective of this training was to enhance the skills of Helpline referral coordinators, psychologists, and law officer on effective call handling, National Laws and frameworks, survivor centered approach, self-care and effective communication techniques. The training covered key topics, including understanding violence related issues based on gender and its complexities, the Workplace Harassment Act 2010, the Punjab Women Protection Act 2016, intimate partner violence, referral service protocols, safety planning, and Helpline SOPs.

The training also emphasized self-care for Helpline staff to manage stress and prevent burnout.

A major highlight of the training was the challenges identified, such as inconsistent cooperation from District Women Protection Officers (DWPOs), limited knowledge of external service providers, and technical issues with Helpline operations. Recommendations included improving staff capacity through reading meetings, enhancing referral mechanisms, and ensuring proper documentation and supervision.

Overall, the training was well-received, with participants expressing increased confidence in handling sensitive cases and a better understanding of legal frameworks and survivor support strategies. At the end of the training, recommendations to address operational challenges and improve Helpline services were discussed as a way forward.



Mentoring Meetings with VAWC Helpline staff

Mentoring meetings with VAWC – Multan staff was another great contribution of Rozan in the 2024. Through 14 online mentoring meetings including reading circles, role plays, case debriefings and three in-person mentoring meetings capacitated the 10 staff members at VAWC Multan. These initiatives help to equip the

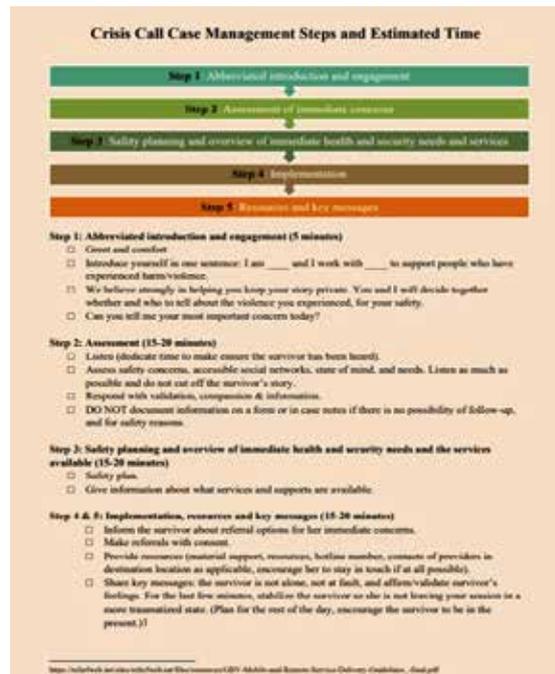
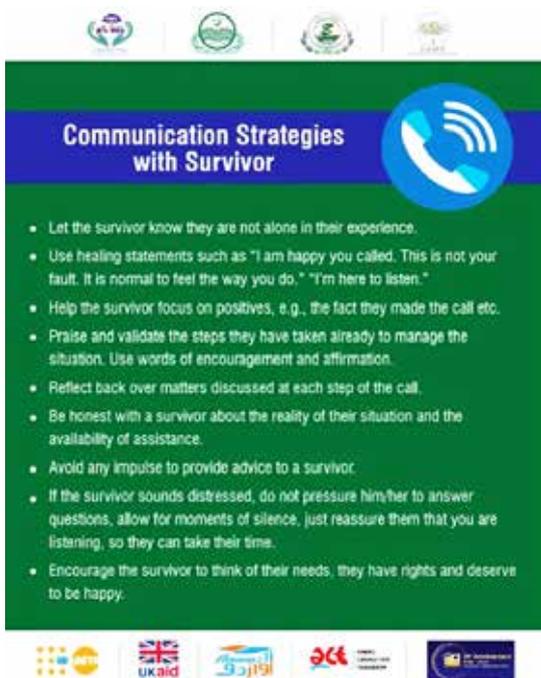
VAWC Helpline team with skills in handling Gender-Based Violence calls and adopting a survivor-centered approach. The mentoring meeting focused on empowering the staff with the necessary tools, knowledge, and mindset to effectively support the calls of survivors while maintaining empathy and professionalism.



Promotional Campaign Content (VAWC)

Rozan assisted the Government of Punjab in developing the content for the promotional campaign of Violence against Women Center (VAWC) Helpline. The content was carefully designed to raise awareness about gender-based violence, inform the public about the PWP 1737 Helpline, and

encourage survivors to seek assistance in a timely manner. The content focused on educating, engaging, and empowering individuals while ensuring clarity, accessibility, and sensitivity toward survivors.



Development of SOPs for Government Helplines

Rozan's initiative to develop SOPs for the government led Helplines including VAWC, Multan was also a considerable achievement during the year 2024. For this purpose a desk review of all existing documents was conducted to gain a comprehensive understanding of the current practices and procedures in place nationally and internationally. The purpose of developing SOPs for

gender-based violence Helplines was to ensure a structured, standardized, and survivor-centered approach in handling cases. The SOPs will serve as essential guidelines for Helpline staff, ensuring consistency, efficiency, and professionalism in responding to those who are in need. After an assessment of VAWC Helpline the SOP's development and approval is in progress.

Helpline Toolbox

Rozan in collaboration with the Ministry of Human Rights focused on enhancing the effectiveness of GBV response efforts through improved coordination. While Helplines are crucial for supporting survivors, their effectiveness is often limited by varying service scopes and challenges across provinces. To address these issues, dedicated efforts were made to establish uniform services, standardized SOPs, and a coordinated referral system. This collaboration aims to create stronger connections among Helplines, ensuring consistent, high-quality support and

standardization of data. The Toolbox has been designed to equip Helpline staff, volunteers, and government departments with the tools and knowledge necessary to provide immediate and appropriate support to survivors. By addressing key areas such as crisis intervention, psychosocial support, legal and medical referrals, and follow-up services, this Toolbox provides a step-by-step guide to ensure that survivors receive holistic support at every stage of their journey. There are several steps included in the toolbox that should be considered when establishing and sustaining the Helpline.

Way forward

In 2025, Rozan's Counselling Helpline (RCHL) will continue offering counseling services via phone, email, and in-person, and will introduce online sessions through Zoom, along with community-based mental health orientations. Mentoring for VAWC and MoHR Helpline staff will also continue, including quarterly in-person sessions and training on SOPs. RCHL will produce an annual report analyzing data from the 1737 Helpline, document case studies, and develop a communication plan to raise awareness on child marriage and women related issues among

service providers and vulnerable groups. Additionally, a Helpline Toolbox and standardized SOPs will also be launched, with technical support extended to MoHR for coordination with provincial Helplines. Developing training module and provide extensive training for service providers across Pakistan will also be part of the coming year plan. Besides this, activities related to mental health awareness, will also be conducted during the month of October to observe the World Mental Health Awareness month.

Rabta – Police Trainings & Reforms Program

Program Overview

Rozan's Rabta program was initiated in 1999. Rabta aims at enhancing the capacity and sensitivity of justice sector institutions to effectively support women and children who are survivors of violence. The program focuses on institutional reforms, capacity building, policy recommendations, and community engagement to promote gender responsive and survivor centered policing and justice system in Pakistan. Rozan also holds the Secretariat of Pakistan Forum for Democratic Policing (PFDP), a nationwide network of civil society organizations working for Democratic Police Reforms through engagement of key stakeholders and community policing initiatives.

Over the recent past, Rabta has focused on enhancing women's participation in the police by strengthening recruitment, retention, and

professional advancement. This work has been particularly dedicated to Balochistan and Khyber Pakhtunkhwa (KP). Rabta has also worked to strengthen its collaboration with key stakeholders, including the judiciary, prosecutors, and medico-legal officers, to improve the gender responsiveness of the justice sector in Pakistan.

Additionally, Rabta engaged with communities to carry out awareness raising campaigns for police reforms, building a positive image of police and sharing employability opportunities for women in the police. These efforts aim to encourage the inclusion of women in both the police service and the judiciary, while also fostering community support for survivors of violence.

Key achievements

Strengthened Collaborations with Judicial Academies and Police

Project Overview

Rozan in the past year collaborated with police and judiciary under its project "Improving Gender Parity for Strengthening Gender Responsive Justice in Pakistan" to address gender inequality in justice sector institutions. The project was implemented across two provinces, Khyber Pakhtunkhwa and Balochistan, specifically targeting eight districts in Khyber Pakhtunkhwa (Peshawar, Kohat, Swat and Khyber) and Balochistan (Quetta, Naseerabad, Turbat, and Loralai) but not limited to these districts. The project focused on increasing the recruitment and retention of women in the police and judiciary through targeted outreach campaigns, and training programs aimed at challenging gender stereotypes and building capacity of the personnel from police and judiciary.

The project incorporated multiple learning components, including capacity building, awareness raising, and advocacy for gender responsiveness within justice sector institutions. Activities emphasized fostering an inclusive work environment by addressing gender based discrimination, providing mentorship and leadership development opportunities, and ensuring equitable career advancement for women in police and judiciary. Notably, community engagement remained a key focus, collaborating with communities to promote gender diversity and strengthening partnerships between police and stakeholders to address Gender Based violence and related challenges effectively.

- Rozan signed a Memorandum of Understanding (MoU) with the Khyber Pakhtunkhwa Judicial Academy (KPJA) to enhance training and capacity building for judges and judicial staff, focusing on gender parity, sensitivity, and responsiveness.



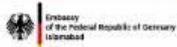
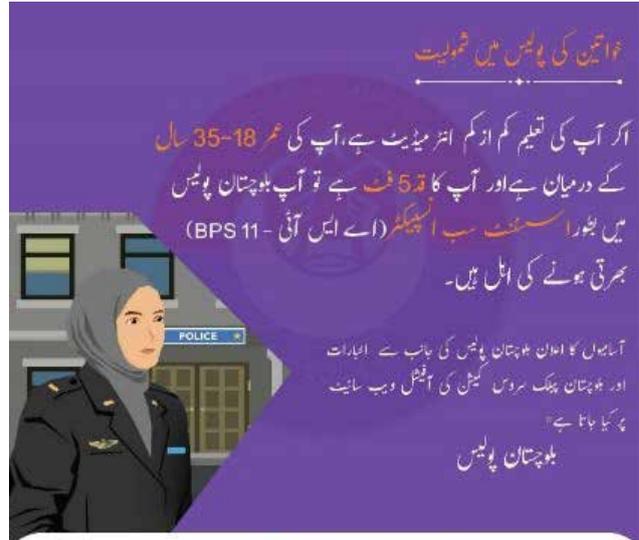
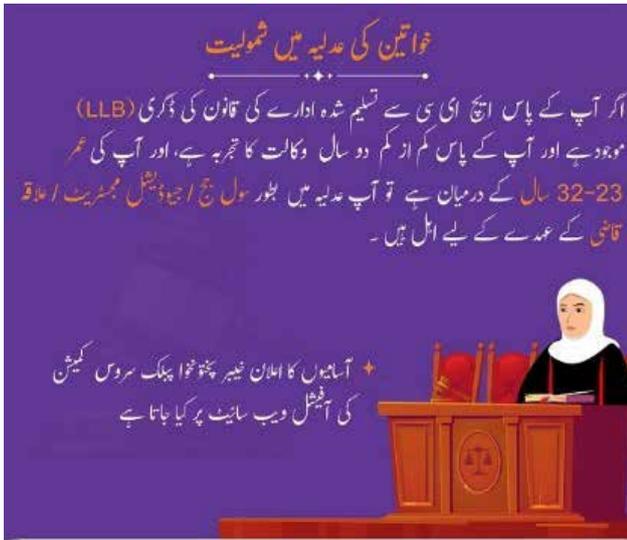
- Rozan signed a Letter of Understanding with the Balochistan Police to advance gender responsive policing initiatives.



Awareness Raising

To promote women's participation in the police and judiciary in Khyber Pakhtunkhwa (KP) and Balochistan, and advocate increased inclusion, a multi-faceted awareness-raising campaign

was conducted. This included a 15-day social media campaign, awareness seminars in educational institutes, and theatre performances in communities



The social media campaign targeted potential female candidates and decision-makers. It featured animated videos, pictorial posts, and information about eligibility criteria, the recruitment process, and specific policies in KP and Balochistan. The campaign reached over 1.6 million people on Facebook and engaged more than 1 million online users, promoting gender parity and encouraging women to join the police and judiciary.

In parallel, awareness seminars were organized in four Government girls' degree colleges across KP (Peshawar, Kohat, Swat, and Khyber) with the support of the Directorate of Higher Education (DHE), KP. These seminars aimed to mobilize young women and girls by providing information on the recruitment process and inspiring them to consider careers in the police and judiciary. Approximately 450 students attended, with role models from the police and judiciary, including a retired Additional District & Sessions Judge, sharing their experiences. A video documentary was also shown to motivate the students.

Additionally, theatre performances were held in the communities of Quetta and Loralai, Balochistan, as well as in Peshawar and Kohat, KP to raise awareness through engaging storytelling. These performances reached 249 women participants in Balochistan and 150 women in KP, sparking active discussions on gender parity and empowering women and girls. The dynamic performances helped to foster community support for women's inclusion in the police and judiciary, contributing to the broader goal of promoting gender parity.



Work with Police:

During the reporting year Rabta carried out multiple initiatives with police ranging from orientation sessions to capacity building

workshop and training sessions for police officials. In 2024 Rabta’s work focused in Khyber Pakhtunkhwa, Balochistan and Islamabad.

Orientation sessions

Rabta organized orientation sessions on “Gender Responsive & Sensitive Recruitment Process and Making Work Environment Conducive for Women in Police” for police station staff in Khyber Pakhtunkhwa (KP) and Balochistan. The sessions focused on understanding gender-responsive and sensitive recruitment processes and creating a conducive work environment for women in the police.

A total of 35 (19 male, 16 female) officials from Peshawar, Kohat, Swat, and Khyber in KP, and 29 (17 male, 12 female) officers from nine districts in Balochistan attended the sessions. The aim was to build a deeper understanding of the importance of gender parity within the police, emphasizing how inclusive practices can enhance the department’s overall effectiveness and responsiveness, while ensuring a supportive environment for both men and women.

The sessions featured an interactive activity that encouraged participants to discuss current issues within the police and the specific challenges women face in the force. This segment was designed to gather diverse



perspectives and foster a deeper understanding of the implications of a gender-sensitive police environment. Participants shared valuable insights and proposed practical solutions for

addressing these challenges.

Various case studies were presented to illustrate the positive impact of a supportive environment for women in policing. These case studies sparked engaging discussions, allowing participants to explore and debate the different



facets of implementing gender-sensitive practices within their departments. The sessions also included structured group activities aimed at refining the recruitment process to make it

more gender-responsive, encouraging collaborative brainstorming and practical problem-solving among participants.

These orientation sessions were instrumental in raising awareness and building capacity within the police force to adopt gender-responsive practices and ensure a more inclusive work environment for women in policing.



Capacity building workshop

During the year, Rabta organized a series of 3-day training workshops in Khyber Pakhtunkhwa (KP) and Balochistan on gender responsiveness and effectively addressing cases of violence. The training aimed to engage police station staff, including investigation and operational officers, with a total of 88 officers (44 male, 44 Female) from both the provinces. Two workshops were held in Peshawar and two in Quetta, with participants from Peshawar, Kohat, Khyber, Swat, Quetta, Loralai, Naseerabad, and Turbat attending.



The workshops focused on the essentials of being a gender-responsive police officer, emphasizing values such as integrity and empathy. Sessions on self-awareness and identifying gender biases helped participants reflect on personal prejudices and improve their interactions with survivors of violence. Discussions on hegemonic forms masculinity and its impact on violence provided valuable insight into the police's role in addressing these issues.

A key component of the training focused on effective communication and understanding international best practices for handling cases of violence against women. A prominent aspect

of the workshops was enhancing inter-agency coordination among relevant stakeholders. Sessions also covered pro-women laws, human rights, and the medical-legal aspects of sensitive cases, with a special focus on evidence handling and ethical considerations in the clinical management of cases.

Recognizing the crucial role of the prosecution department in delivering justice to survivors, the training also addressed the importance of improving police investigations to ensure effective prosecution of sensitive cases. Participants were engaged in discussions about the prosecution process, the significance of thorough investigations, prompt FIR registration, and trauma-informed interviewing techniques.

Moreover, the workshops featured sessions with former judicial officers, who engaged participants on the importance of coordination among police, prosecution and judiciary in ensuring gender-responsive justice and judicial accountability of perpetrators.



Sessions with National Police Academy

In collaboration with the National Police Academy (NPA), Rozan successfully organized a series of four training sessions, specifically designed for Assistant Superintendents of Police (ASPs). The sessions focused on stress management, helping to enhance the officers' ability to manage stress and perform optimally in their roles. These trainings contributed significantly to the professional development of police officers, empowering them to handle complex and challenging situations with greater resilience and effectiveness.



Work with Judiciary:

Orientation session on gender-responsive & sensitive recruitment process & conducive work environment for women in judiciary for court staff:

Rozan carried out, a one-day sessions on gender responsive and sensitive recruitment process & conducive work environment in the judiciary for court staff in KP and Balochistan. The objective of the session was to raise awareness about gender sensitive recruitment processes, promote gender inclusive hiring policies, and encourage greater female participation in the judiciary. The session was attended by 49 (38 male & 11 female) court staff members from the districts of Peshawar, Swat, Khyber, and Kohat in KP and Quetta, Naseerabad, Turbat, and Loralai in Balochistan.

Both sessions provided participants with the opportunity to engage in discussions, share insights, and propose practical solutions for improving gender inclusivity within the judiciary. These sessions played a key role in fostering an understanding of the importance of



gender-sensitive practices in recruitment and creating a more inclusive and supportive work environment for women in the judiciary.

Both sessions provided participants with the opportunity to engage in discussions, share insights, and propose practical solutions for improving gender inclusivity within the judiciary.

These sessions played a key role in fostering an understanding of the importance of gender-sensitive practices in recruitment and creating a more inclusive and supportive work environment for women in the judiciary.



Capacity building workshops on optimal judicial performance in KP on gender responsiveness and improve HRM for judicial officers in Balochistan:

A three-day training workshop titled “Optimal Judicial Performance: A Holistic Approach to Well-Being and Gender-Based Violence Response” was organized at the Khyber Pakhtunkhwa Judicial Academy (KPJA) in Peshawar. The workshop aimed to enhance the emotional intelligence, stress management, and gender-based violence response capabilities of judicial officers. The session was attended by 51 participants, including 39 male and 12 female judges, from various districts including Peshawar, Swat, Khyber, and Kohat.

The workshop focused on improving self-awareness, emotional regulation, and effective communication, while also addressing the importance of gender-sensitive responses to cases. Participants engaged in various activities, including discussions on spiritual well-being, organizational leadership, and physical health, as well as critical thinking workshops to refine decision-making skills. The sessions fostered an environment of reflection and personal growth, and contributed to enhancing participants' professional skills and



overall well-being.

Additionally, another 2-day training session on “Gender-Responsive Human Resource Management” was held at the Khyber Pakhtunkhwa Judicial Academy (KPJA) in Peshawar. Aimed at empowering 23 female judicial officers, the training focused on promoting gender equity within the judiciary. It emphasized the importance of addressing challenges in handling sensitive cases and



improving recruitment processes to create a gender-equal and supportive environment within the judiciary.



A second 2-day training workshop on “Gender Responsiveness and Improved HRM” was held at the Balochistan Judicial Academy in Quetta. The session aimed to improve gender-sensitive recruitment practices and foster a supportive work environment within the judiciary. A total of 15 judicial officers from the districts of Quetta, Naseerabad, Turbat, and Loralai attended the workshop, which focused on promoting gender equality and addressing challenges related to handling cases.

The workshop featured presentations, group activities, and interactive dialogues to develop practical strategies for creating a more inclusive judiciary. A significant aspect of the session was addressing the need for gender-sensitive recruitment processes, particularly for female candidates, and exploring ways to support female judges in addressing gender related challenges in the courts. However, it was noted that no female judges were nominated to attend, which limited the opportunity to address the unique challenges faced by women in the judicial system. This highlighted the ongoing

need for efforts to ensure the inclusion of female judges in future training sessions, ensuring a more balanced approach to addressing cases in the judiciary.

All the workshops played a crucial role in fostering gender-responsive practices and improving the overall capacity of judicial officers to handle sensitive cases with sensitivity and professionalism.

All the workshops played a crucial role in fostering gender-responsive practices and improving the overall capacity of judicial officers to handle sensitive cases with sensitivity and professionalism.

Sessions to enhance knowledge and capacity building of young women lawyers and law students regarding career progression and information regarding the technicalities related to the legal profession:

Rozan, in collaboration with District Bar Associations, Law Colleges, and universities, organized a series of day-long sessions titled "Enhancing Knowledge & Building Capacity of Young Women Lawyers and Female Law Students to Encourage Them to Join the Judiciary."

The program conducted a total of sixteen (16) sessions across Peshawar, Kohat, Swat, Quetta, and Turbat, specifically targeting young women lawyers and final-year female law students. In Balochistan, 200 participants attended, including 123 law students and 77 women lawyers. In Khyber Pakhtunkhwa (KP), 194 participants attended, with 81 female law students and 113 women lawyers.



Through PowerPoint presentations, handouts, and reading materials, participants learned about Pakistan's judicial system, its structure, and the challenges faced by women within it. They also received practical advice on becoming a civil judge, including the qualifications required, tips for exam preparation, and interview strategies. The sessions concluded with a question-and-answer segment, offering participants the opportunity to seek clarification and further explore topics. Additionally, those who had already taken the exams shared their experiences and insights.



One-week Professional Development Course for Female Lawyers from Khyber Pakhtunkhwa and Balochistan:

The one-week Professional Development Course for Female Lawyers from Khyber Pakhtunkhwa and Balochistan was organized by the Khyber Pakhtunkhwa Judicial Academy (KPJA) in collaboration with Rozan. The course aimed to enhance the professional skills and ethical standards of young female lawyers, empowering them to overcome barriers in the legal profession.

A total of 40 participants from Khyber Pakhtunkhwa and Balochistan attended the course. Throughout the program, participants engaged in sessions focused on various aspects of legal practice, including gender-based violence, legal ethics, legal drafting, judicial service competitive examinations, career counseling, pre-trial criminal proceedings, civil case management, family laws, alternative dispute

resolution (ADR), and the role of the Ombudsman in ensuring women’s access to justice.

The course also covered topics such as the Succession Act, execution proceedings, temporary injunctions, forensic science in criminal investigations, criminal trial management, appeals and revisions, and the importance of legal precedents. Each session aimed to provide a comprehensive understanding of the law and refine practical skills, with the overarching goal of encouraging young female lawyers to pursue judicial roles and contribute to a more inclusive and diverse legal profession in Pakistan.

The course concluded with a certificate distribution ceremony, celebrating the participants' achievements and emphasizing the importance of such professional development opportunities for female lawyers in Pakistan.



Training on Gender Data for Inclusive and Responsive Planning and Budgeting:

A five-day training on "Gender Data for Inclusive and Responsive Planning and Budgeting" was conducted in Karachi under Rozan’s police program. The training aimed to strengthen Justice Sector Institutions (JSIs) by enhancing their capacity in gender-responsive planning and informed policy-making. A total of 34 participants, including 20 male and 14 female professionals from various JSIs in Pakistan, took part in the training. The sessions provided participants with essential tools and knowledge to integrate gender-sensitive data into their planning and

budgeting processes, promoting inclusivity and responsiveness within the justice sector.



A notable achievement for Rozan was the successful facilitation of joint training session for judges from Khyber Pakhtunkhwa and Balochistan. This initiative fostered cross-collaboration between the provincial judicial academies, enhancing inter-provincial coordination and knowledge-sharing. The joint training highlighted Rozan's pivotal role in bridging institutional gaps and promoting gender responsive justice across provinces.

"I acknowledge that after participating in training, organized by Rozan, my ability to manage cases involving violence against women, particularly in medico-legal processes has been improved. This learning in recent cases showcased the practical impact of the initiative".

(Woman police officer Turbat, Balochistan)

A key achievement was that the police staff we trained from the Balochistan Police on Gender Responsiveness & Sensitive Recruitment Process and Conducive Environment for Women were assigned with critical duties during the Balochistan Police recruitment drive. This demonstrated the trust and recognition of their enhanced skills and sensitivity gained through Rozan's training initiatives.

Establishment of Women Police Community Networks:

Rozan successfully established Women Police Community Groups and developed district level work plans aimed at raising awareness, enhancing coordination, and supporting women survivors of violence. The impact of these efforts was evident in the exceptional results achieved following the orientation sessions, as representatives in each district actively

implemented the work plans. This initiative not only fostered immediate outcomes but also ensured sustainability by empowering local stakeholders to take ownership of their roles and responsibilities.



Trainings of Sindh police personnel on violence prevention and referral pathways, survivor-centered approach, and pro-women laws including Family Law

As the police are the first responders to various issues, especially those related to gender-based violence and supporting survivors, two 1-day training events were arranged for the police personnel, including senior officers and junior staff both men and women. Several of these senior officers possessed prior professional exposure in managing cases related to survivors of violence. A notable segment of the attendees was experiencing such training for the first time in their professional life. These training were conducted over a span of two days, accommodating two distinct groups of police personnel. All the 48 participants, 29 male and 19 female, were serving in different police stations and police facilitation desks of Mirpurkhas district. During these trainings, sessions focused on violence prevention, referral pathways, survivor-centred approach and pro-women laws.

Participants expressed their appreciation for the useful sessions, with some noting that they were previously unaware of such systematic approaches. The training evaluation analysis showed a substantial positive shift in attitudes and perceptions of participants.



"I was under the impression that it is solely the police's responsibility to provide all the services, but after attending this session, I realized that there are other institutions available to support survivors"

(Training Participant)

Way forward

In 2025, Rabta will focus on police and judicial capacity building to create a more gender-responsive justice system through expanded national collaboration and targeted interventions. Key initiatives include strengthening partnerships with police and judicial academies in KP and Balochistan, providing specialized gender-focused training, and encouraging women's participation in law enforcement and the judiciary through mentorship and professional

development. Rabta also aims to bolster Women-Police Community Groups, launch awareness campaigns to challenge cultural barriers, and advocate for inclusive policy reforms within justice institutions. To ensure sustainable progress, robust monitoring and evaluation systems will be implemented to track outcomes. Documented success stories will facilitate future learning.

Humqadam – Men and Boys Engagement Program

Program Overview

The phenomena of producing ideal and hegemonic men creates vulnerability not only for women and trans-persons but also men who do not confirm to such norms. Rozan under its Humqadam 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, Rozan explores different facets of masculinities through, capacity building, awareness raising, research and mobilization.

Key Achievements

The year 2024 remained productive for Humqadam program in terms of engaging men and boys to promote positive masculinities at different levels and to contribute in ending

gender-based violence. The key strategies adopted during the reporting period includes awareness raising, capacity building and research. The details under each strategy are as under:

Awareness raising sessions

The celebration of two important international events—16 Days of Activism against Gender-Based Violence and International Day of Persons with Disabilities played a pivotal role in raising awareness and promoting social inclusion. These events served as platforms to address critical societal issues, engage diverse stakeholders, and inspire youth to become advocates for change in their communities.

The 16 Days of Activism against Gender-Based Violence highlighted the urgent need to combat violence and discrimination faced by women and girls. Through interactive sessions, workshops, and awareness campaigns, participants were educated about the root causes of gender-based violence and the

importance of fostering a culture of equality and respect. The event empowered youth with the knowledge and tools to challenge harmful norms, advocate for survivors' rights, and promote safe and inclusive spaces within their communities. By aligning with the global campaign, this celebration reinforced the commitment to achieving gender equality and emphasized the role of young people in eradicating violence.

Similarly, the International Day of Persons with Disabilities focused on promoting the rights and inclusion of individuals with disabilities. This event created a platform to address barriers faced by persons with disabilities, such as lack of accessibility, stigma, and limited opportunities for participation in social and economic activities. By engaging youth in discussions and activities, the celebration fostered empathy, understanding, and solidarity toward creating an inclusive society. The event also encouraged the participants to advocate for policies and initiatives that ensure equal opportunities and accessibility for people with disabilities.

Both events were instrumental in inspiring youth to take an active role in driving social change



and addressing inequality. These provided valuable opportunities for participants to connect with experts, stakeholders, and peers, strengthening their capacity to champion causes related to gender equality and disability

rights. These celebrations reinforced the overarching goals of the Rozan by empowering young individuals to become informed, empathetic, and proactive leaders dedicated to creating a more equitable and inclusive society.

Research

Research is fundamental to understand the root causes of gender-based violence and identifying effective interventions. In the research component, Rozan engaged with university students in collecting and analysing data to gain insights into gender dynamics, masculinities, and the impact of various social norms on gender related issues.

Working with university students is always a rewarding experience, and academia serves as a crucial platform for fostering discussions on positive masculinities. Rozan initiated discussions with Fatima Jinnah Women University (FJWU) and Centre of Excellence in Gender Studies, Quaid-I-Azam University in Islamabad to finalize the names of students for research in 2024, while the Civil Society Support Program (CSSP) team is engaged with potential students in Sindh Agriculture University Tandojam and Jamshoro to advance the research component. Ten students 3 from FJWU, 2 from CEGS, and 5 students from Sindh Agriculture University Tandojam conducted

their research studies on masculinities issues. The student selection process was overseen by a review committee from the respective universities. The selection process focuses mainly on the nature of the topics chosen by the students, and students' interest and research expertise.

A diverse array of research presentations offered critical insights into the dynamics of masculinities. Research scholars from CEGS examined tribal masculinities, creative male spaces, and gender dynamics within cultural frameworks. Researchers from Fatima Jinnah Women University explored vulnerabilities in marital disputes and disaster preparedness. Contributions from Sindh Agriculture University included analysis of positive masculinity in agribusiness and women's economic participation. These presentations underscored the potential of positive masculinities to promote inclusivity and equity across diverse settings.

National strategy on male involvement to address GBV

A Male Involvement Strategy is crucial for addressing gender-based violence and fostering gender equality. The strategy is not about shifting the focus away from women but about creating collaborative, inclusive approaches that recognize the role of men in building a violence-free, and equitable society.

The process of male involvement strategy has made significant progress, where a comprehensive mapping exercise was conducted as a first step to know who is doing what with

regards to men engagement and addressing gender-based violence. This was followed by a series of provincial consultations in all four provinces and in the federal capital. In these consultations a number of key stakeholders, including government bodies, civil society organizations (CSOs), and academia were engaged with the purpose to gather insights and build consensus on effective interventions. The consultations emphasized community-based approaches, highlighting the need for collaborative efforts to shift cultural norms and

promote shared accountability. These efforts have laid a strong foundation for implementing sustainable, gender-responsive programs at both institutional and community levels.

As part of the male involvement strategy, a comprehensive mapping study was conducted to identify organizations working on gender-based violence prevention through male engagement. In collaboration with the Men Engage Alliance, 92 organizations were approached via a Google form, and 51 provided initial information detailing their work, location,



and focus areas. This mapping exercise helped identify active stakeholders and understand existing efforts in the field.

Additionally, a scoping review of literature, including reports, research papers, and relevant documents, was conducted to analyze evidence and best practices. The insights from both the mapping study and the scoping review have been instrumental in shaping the framework for the development of the strategy, ensuring it is informed by existing knowledge and ground realities.



To oversee the strategy development process and ensure its objectives are met, a Technical Advisory Group (TAG) has been established. This group includes experts from relevant government departments, civil society organizations, feminist movements, and international entities committed to ending gender-based violence.

The first TAG meeting was held on Tuesday, 29th October 2024, in Islamabad. Its primary purpose was to gather inputs and guidance on the male involvement strategy and chart its direction through participation in consultation workshops.

National Symposium to disseminate the research studies:

Humqadam program in collaboration with Centre of Excellence in Gender Studies CEGS, Quaid-i-Azam University, Islamabad, organized a national symposium on dissemination of findings of the research studies conducted by the students. This symposium served as a significant platform for scholars, practitioners, and students to explore how masculinities are understood in various socio-political and cultural contexts. The event aimed to enhance understanding of masculinities' effects on gender relations, promote positive masculinities, and foster gender equality through academic inquiry and community engagement. Students who had conducted researches on positive masculinities shared their findings. The symposium highlighted the importance of addressing cultural and societal norms in discussions about masculinities and emphasized the potential of reshaping traditional narratives to foster healthier

relationships across all genders. Recommendations included incorporating community-based perspectives into academic research and encouraging young adults to critically evaluate and redefine traditional gender roles. The event successfully bridged the gap between academic inquiry and practical advocacy, demonstrating how collaborative efforts can drive progress toward a more inclusive and equitable society.



Webinars:

Humqadam program conducted 6 webinars with 355 participants including 133 men, and 214 women. The purpose of these webinars was to empower young people to contribute to societal development. It provided participants with valuable knowledge about their rights, responsibilities, and the opportunities available to them as change-makers in their

communities. By addressing topics such as gender equality, youth leadership, civic engagement, and sustainable development, the webinars fostered a deeper understanding of the role of young people in tackling these challenges. Additionally, the webinars served as a platform for capacity building, enhancing participants' leadership, communication, and advocacy skills, thereby equipping them to take meaningful actions in their personal and professional lives.

One of the most impactful aspects of the webinars was its role in bringing together a diverse group of participants, experts, and stakeholders, creating a space for dialogue and collaboration. This networking opportunity helped establish a community of like-minded individuals committed to driving positive change. The session also emphasized the



importance of youth participation in decision-making processes, inspiring attendees to engage actively in community development and governance. Furthermore, by aligning its objectives with the Sustainable Development Goals (SDGs), the webinars reinforced the collective mission of achieving global targets

such as quality education, gender equality, and reduced inequalities by 2030. Overall, these webinars were a vital step toward fostering a generation of informed, responsible, and proactive youth capable of building a sustainable and equitable future.

Agreements with Universities

Rozan entered into formal agreements by signing Letters of Intent (LoI) with the relevant universities, specifically Centre of Excellence in Gender Studies, Quaid-I-Azam University, Islamabad, Fatima Jinnah Women University, Rawalpindi. The subsequent phase entailed

discussions about key deliverables, encompassing masculinity-focused training sessions, and the facilitation of selected university students in conducting action-oriented research on promoting positive masculinities.

Meetings with stakeholders

During the year 2024, the eight stakeholder meetings conducted aimed at fostering collaboration and strengthening the engagement between youth and key institutions such as the Women Crisis Centre (WCC), Police, Women's Development Department (WDD), NAVTTC, and the Bar Council. These meetings played a pivotal role in bridging the gap between young individuals and these essential stakeholders, ensuring mutual understanding and coordination to address critical social issues effectively.

These interactions provided the young participants a unique opportunity to gain insights into the roles and responsibilities of different departments in promoting justice, gender equality, and community development. It also allowed the stakeholders to hear and understand directly from the young people, their

perspectives, concerns, and expectations. This two-way dialogue fostered an environment of trust and transparency, enabling youth to recognize the support mechanisms available to them and empowering them to seek help when needed.

Moreover, these meetings strengthened interdepartmental collaboration by fostering a collective commitment to addressing challenges such as gender-based violence, legal awareness, and community safety. The involvement of the Bar Council and Police emphasized the importance of legal literacy and access to justice, while the contributions of WCC and WDD highlighted the significance of empowering women and creating a supportive framework for their development.

Meetings with communities:

In total 40 meetings were conducted with different communities of Islamabad and Rawalpindi. The purpose of these meetings was to highlight the local issues while fostering youth-led solutions. These meetings served as an open platform where young individuals could identify, discuss, and analyse various challenges faced by their communities, such as gender inequality, lack of educational opportunities, unemployment, and inadequate access to basic rights and services. By engaging youth in these discussions, the meetings empowered them to take ownership of these issues and actively contribute to resolving them.



One of the key outcomes of these meetings was the creation of a space where young people felt heard and valued. By voicing their concerns, participants were able to reflect on the root causes of the problems and brainstorm

innovative, context-specific solutions. These discussions not only raised awareness but also strengthened their critical thinking, teamwork, and problem-solving skills. Furthermore, the meetings encouraged collaboration among youth, community leaders, and other stakeholders, fostering a sense of unity and shared responsibility in tackling local challenges.

Another significant aspect of these community meetings was the emphasis on actionable solutions and the development of practical strategies to address the identified issues. Youth participants were guided on how to mobilize resources, build alliances, and advocate for their causes effectively. By involving them in the planning and implementation processes, the meetings reinforced their role as active agents of change and inspired a sense of accountability for creating a positive impact within their communities.

In addition, these discussions served as an important platform for building awareness about existing support systems, legal frameworks, and government initiatives that could help address the identified challenges. This knowledge would empower the youth to leverage available resources and establish stronger links with local authorities and organizations.

Capacity Building

Capacity building focuses on equipping individuals, communities and organizations with the knowledge, skills, and tools necessary to effectively address issues of vulnerable women,

economic hurdles, and promote positive masculinities. This involves offering training sessions, workshops, and skill-development programs for various groups.

Conducting trainings with university students on gender issues and positive masculinities serves as a pivotal step towards fostering societal change and promoting gender equality. It provides future leaders and professionals with a comprehensive understanding of gender dynamics and the challenges faced by diverse genders in contemporary society. By encouraging students to advocate for positive expressions of masculinity, these initiatives challenge traditional stereotypes and promote inclusive environments within academic institutions and beyond. Equipped with this knowledge and perspective, students are empowered to contribute actively to creating respectful and equitable communities, thereby advancing the broader goal of societal transformation towards greater gender equity.

Rozan successfully conducted two trainings with a total of 68 participants, comprising 36 male students, 32 female students, and one female faculty member. Participants were drawn from

diverse academic backgrounds, including BBA, Commerce, Economics, Social Work, Information Technology, International Relation, and English departments.

Participants appreciated the training, with many emphasizing the need to start discussions on pervasive issues of violence against women and girls. . The majority agreed that there should be more time allocated for discussions, as these issues are very concerning for the new generation.



Trainings of teachers and students from the Quaid-e-Azam University, Islamabad on positive masculinities.

A one-day training was conducted with 40 students (12 female and 28 male) at Centre of Excellence in Gender studies, CEGS, Quaid-e-Azam University. The training provided a unique platform to explore masculinities shaped by varied cultural backgrounds. These

discussions fostered awareness, empathy, and a commitment to reject harmful practices and reduce gender-based violence, thus empowering students to build inclusive societies.



"We aren't inherently endowed with these traits; rather, our culture, society, parents, and norms shape us into who we become." (Training Participant)

"Typically, we don't consider how violence impacts children's personalities, but after attending this session, I now understand how witnessing violence in their homes can affect them" (Training Participant)

After participating in this pictorial session, it became clear that everyone plays a significant role in perpetuating and transmitting violence from one generation to the next." (Training Participant)

Training of Community Support Groups, Volunteers and CSSP staff on Prevention of Violence, referral pathways, survivor centred approach and pro-women laws including Family Laws

Rozan believes that having well-trained and informed volunteers is vital for fostering a violence-free society. Therefore, it is imperative to provide these individuals with the necessary knowledge and skills to effectively tackle issues within the community.

A one-Day training was organized for a diverse group of civil society members, including volunteers, case workers, and people from health and law departments. Most of the participants were experienced activists, both men and women, with extensive knowledge in handling cases of survivors of violence. While some had previous training on gender-based violence but there were almost 20 participants who had never attended the training on survivor centered approach.

A total number of 23 participants took part in the training, including 8 males and 15 females. They were serving in various roles within civil society organizations, safe houses, and the government health department in the Mirpurkhas district.



One participant from the police department also attended the training. The workshop used a learner-centric and participatory approach, tailoring the content to meet participants' needs and encouraging engagement in various

learning activities. The facilitator employed diverse methodologies, including role-plays, case-solving exercises, discussions, experience sharing in pairs and groups, Power Point presentations, and practice sessions.

"This session has polished our skills and highlighted our weaknesses and cleared our thought about the referral mechanism"

(Training Participant)

"Before attending this training, I thought that only the police department provides support to women survivors. However, after attending this training, I realized that there are many other departments responsible for giving support to survivors".

(Training Participant)

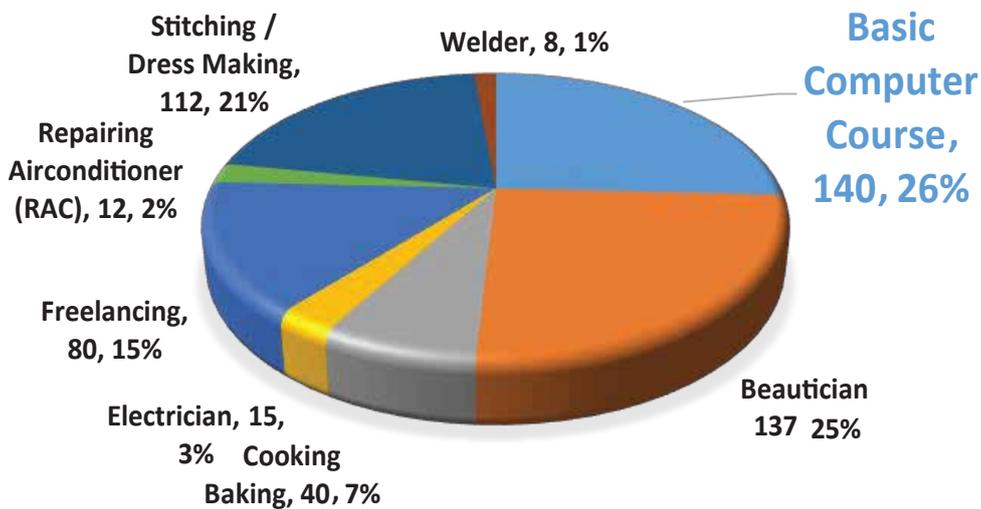
"I was confused about my role and the roles of other departments and after attending this training I realized that I was confused about the roles of different service providers. This training will help me to guide the people who are in need in a better way"

Participant - Case Worker

Training for Livelihood Opportunities

During the year, the program successfully enrolled 544 youth (147 males, 377 females, and 20 transgender individuals), including 65

community needs. The courses included advanced stitching, beautician training, cooking and baking, dressmaking, freelancing, welding,



students from minority communities and 7 persons with disabilities (PWDs), in various Technical and Vocational Education and Training (TVET) courses. These initiatives aimed at enhancing employability and entrepreneurial skills by offering programs tailored to

electrician training, and air conditioner repair. Rozan remains committed to broadening its outreach to youth across the five Union Councils and expanding the list of trades based on community needs. Below is the detailed enrolment breakdown:

S.No.	Trade	Male	Female	Transgender	Total
1	Basic Computer Course	76	64	0	140
2	Beautician	0	137	0	137
3	Cooking and Baking	15	25	0	40
4	Electrician	15	0	0	15
5	Freelancing	21	59	0	80
6	Repairing Air Conditioner (RAC)	12	0	0	12
7	Stitching / Dressmaking	0	92	20	112
8	Welder	8	0	0	8
Grand Total		147	377	20	544

Rozan has made remarkable progress in empowering individuals through skill development, certification, and job placement. Students enrolled in training programs excelled in the National Vocational and Technical Training Commission (NAVTTTC) Level 2 certification exams, enhanced their professional credibility and employability. Many of these students showcased their skills at NAVTTTC job fairs, connecting with potential employers and gaining recognition. NAVTTTC officials also attended Rozan closing ceremonies to celebrate the students’ achievements and inspire them to pursue further career opportunities.

Inclusivity remains a cornerstone of Rozan initiatives, 20 members from the transgender

community received stitching training and 20 survivors received training as beauticians and 65 youth from minority community received training in various trades. Additionally, specialized training programs were tailored for seven individuals with disabilities, ensuring that marginalized groups have access to equal opportunities and representation.

To support graduates in their entrepreneurial journeys, Rozan provided beauty kits to those completing the beautician course, enabling them to establish small businesses. Platforms were also created for students to connect with employers and present their skills at job fairs, facilitating their seamless transition into the workforce.



Livelihood Options Offered to Women Survivors in Shelters/Safe Homes

A total of 21 women survivors were trained in the beautician trade, providing them with the skills necessary for financial independence. After completing the training, all survivors appeared in exams for the NAVTTC Level 2 certification and qualified Earning certifications significantly boosted their employability.

In addition to skill-building, provision of seed capital to 10 women survivors, enabled them to establish small-scale beauty businesses. This support not only allowed them to become self-reliant but also facilitated their reintegration into the community as confident, productive members of the society.

Seed Capital for Youth Entrepreneurs

In 2024, the program achieved remarkable milestones in its Seed Capital Disbursement initiative (small financial grant), successfully empowering youth and women survivors to establish sustainable businesses. A total of 28 beneficiaries including 23 women, 3 men & 2 transgender, received seed capital. This included 18 youth entrepreneurs and 10 survivors, enabling them to reintegrate into society and build financial independence.

The seed capital supported various trades and businesses that reflected community needs,

such as beautician services, cooking and baking, online business services, dressmaking, computer services, and welding.

This initiative had a significant impact on promoting entrepreneurship, enabling both youth and women survivors to achieve financial self-sufficiency. It also fostered social inclusion by breaking barriers for female and transgender entrepreneurs while contributing to local economic development by nurturing small-scale enterprises.



Way Forward:

Looking ahead, Humqadam plans to expand its outreach to include more youth and marginalized groups in the program. The program is also committed to supporting the sustainability of the sponsored businesses through mentorship, market linkages, and

ongoing monitoring. Additionally, Rozan under this program will continue to focus on positive masculinity and diversify the trades supported, aligning them with emerging industries and market demands.

Aangan – Children Program

Program Overview

Aangan is Rozan's pioneer program, launched in 1994 as the first initiative of its kind in Pakistan to address the critical issue of child sexual abuse (CSA). At the time of its inception, no other organization focused on this issue. Many individuals and groups working on CSA later drew inspiration from or were connected to Aangan's pioneering efforts. Over the years, Rozan has developed a comprehensive approach, positioning itself as a leading resource center on addressing CSA. The program advocates for the establishment of child protection committees and works not only to inform individuals about ensuring a safe childhood but also to educate them on creating environments that promote safety and foster the self-confidence of children.

Aangan's methodology and tools for promoting safer and healthier childhoods include a range of innovative resources such as cartoon animations, board games, workbooks, and training modules on CSA and emotional health for children and youth. These resources have been extensively tested and are widely appreciated by various stakeholders, including children, youth, and professionals such as educators.

The program operates in both the prevention and response domains, addressing CSA and child protection issues through key strategies such as capacity building, sensitization, awareness-raising, and networking. These strategies are integral to achieving Aangan's program objectives for 2024.

Key achievements

Stakeholder Consultative Meeting on Grievance Redress Mechanism

Rozan in partnership with Elementary & Secondary Education Department (E&SED), Government of Khyber Pakhtunkhwa implemented the project "KP HCIP" in 13 districts of KP to address the risks associated with the protection of women and children, particularly in the context of limited access to essential educational services, which heightens their

vulnerability. A more structured approach and political commitment are required to ensure a safe environment for children in schools. The project aims to mitigate these risks through a comprehensive mitigation plan involving various stakeholder departments, including E&SED and its affiliated agencies in Khyber Pakhtunkhwa. This plan focuses on gender sensitization,

capacity building of stakeholders involved with schools, and ensuring that systems and structures are accessible to survivors of violence.

In alignment with these objectives, a "Stakeholder Consultative Meeting on Grievance Redress Mechanism" was organized on February 23, 2024, in Islamabad. A total of 37 participants attended the meeting, including 15 women and 22 men, reflecting a balanced gender representation. The meeting brought together key representatives from various departments, including Elementary and Secondary Education, Planning and Development, KP-HCIP, and the Rozan project team. The primary purpose of the meeting was to gather feedback, insights, and recommendations from stakeholders on the guidelines for managing complaints related to gender based violence, harassment, exploitation, abuse, and Violence against Children (VAC) within the Grievance Redress Mechanism (GRM). Additionally, the meeting focused on the development of a referral

mechanism to facilitate prompt support for complainants and a capacity-building plan for school administrations and relevant staff to effectively manage the GRM.

Participants gained a thorough understanding of the Grievance Redress Mechanism (GRM), its importance, and the challenges associated with its implementation. Stakeholders from various sectors collaborated in addressing the issues related to women and VAC. Through group work sessions, key areas were identified for further development, including GRM protocols, child safeguarding policies, and codes of conduct in schools. These discussions helped in strengthening the mechanisms for protecting children and ensuring a safer environment in educational settings.



Training and Capacity Building for Civil Work Contractors

Aangan program conducted a training session on "Awareness and Sensitization of gender based violence, VAC, SH, and SEA" for Civil Contractors on April 30, 2024, in Peshawar. The one-day training session was attended by a total of 20 participants, including 19 male and 1 female representative from the Civil Works Contractors Department. Additionally, the training included 3 participants (1 female and 2 male) from the Human Capital Investment Project (HCIP) and 6 participants (4 females and 1 male) from the Rozan Team. This diverse group of participants contributed a wide range of perspectives and experiences, enriching discussions and fostering a collaborative learning environment.

The primary objective of the training was to provide participants with a comprehensive understanding of Violence against Children (VAC), Gender-Based Violence, Sexual Harassment (SH), Sexual Exploitation and Abuse

(SEA), and covering definitions, types, and impacts of violence. The training also aimed to deepen the participants' understanding of the relationship between gender and power, helping civil contractors recognize their role in creating a safe environment for women and children in civil works. Moreover, the session focused on equipping contractors with the necessary knowledge and skills to report and respond to incidents of violence, following a survivor-centered approach.

The training successfully demonstrated a strong commitment from participants to enhance their knowledge and understanding around relevant topics. The training was effective in raising awareness and building the capacity of civil contractors, contributing to a greater understanding of their role in fostering safe and supportive environments within civil work settings.



Consultative Meeting for Updating Referral Directory

During the reporting year, Aangan Program organized a consultative meeting for updating the Referral Directory of GBV service providers. The meeting focused on updating the Referral Directory for the Human Capital Investment Project (HCIP) in Khyber Pakhtunkhwa (KP) and brought together 22 (10 women and 12 men) participants. The group included representatives from the Elementary and Secondary Education Department Government of KP, HCIP, and the Child Protection Commission from KP. The primary goals of the consultative meeting were to enhance participants' understanding of the importance of an effective referral mechanism in addressing gender-based violence and child protection issues. Additionally, the meeting aimed to identify key areas for improvement in the current referral directory through collaborative discussions and to build consensus on the necessary actions and roles

required to revise and maintain the directory.

The consultative meeting successfully resulted in the establishment of updated information within the referral directory. It fostered enhanced collaboration among stakeholders, broadened engagement, and streamlined the referral process, ensuring more effective coordination in addressing women and child protection concerns.



Training of Master Trainers (ToTs) on Empowerment, Orientation, and Safeguarding Children in Schools

Prior to initiating field operations, Rozan organized two training sessions for Master Trainers on "Empowerment, Orientation, and Safeguarding Children in Schools" in June and December 2024 in Islamabad. These training sessions, lasting three and four days, were attended by a total of 16 participants including eight females and eight males. The participants included 16 master trainers from 13 districts, as well as representatives from Rozan, SPO, and KP-HCIP.

sessions were highly positive, contributing to several key benefits for the participants. These included the effective dissemination of knowledge, leadership development, confidence building, and enhanced adaptability in implementing training content. Overall, the ToT programs played a significant role in ensuring the sustainability of skill development among the master trainers, thereby strengthening the long-term impact of the initiative.

The primary objectives of the trainings were to provide trainers with comprehensive knowledge on forms of violence against women and children. The sessions also aimed to familiarize participants with relevant legal and policy frameworks, enhance their training delivery skills, with a particular focus on interactive methods and survivor support techniques, and ensure the effective orientation and adaptable implementation of training modules for diverse audiences.

The outcomes of the Training of Trainers (ToT)



Trainings for KP Government Officials (DEOs, SDEOs, and ASDEOs)

In order to strengthen the connection between Master Trainers and District Education Officers (DEOs) of KP for smooth operations and effective performance, two trainings on Gender-Based Violence for KP government officials including DEOs, SDEOs, and ASDEOs were conducted in Islamabad in July and December 2024. A total of 95 participants attended these sessions, including 43 females and 52 males. The attendees represented various departments and organizations, including the Elementary and Secondary Education Department (E&SED) of Khyber Pakhtunkhwa, HCIP, SPO and Master Trainers who are responsible for rolling out field level trainings of Focal Persons in 1,000 schools across 13 districts in KP.

The primary objectives of these trainings were to sensitize officers from the Education and relevant departments on the prevention and response to gender based violence, Violence against Children (VAC), exploitation, abuse and

harassment. The sessions aimed to provide a deeper understanding of the causes and impacts of violence, promote empathy through an interactive “Power Walk” exercise, and enhance critical thinking and problem-solving skills by analyzing real-life case studies. Furthermore, the trainings focused on developing strategies for addressing violence, improving coordination between Master Trainers and DEOs, and creating a comprehensive action plan for the district-level implementation of training sessions.

The trainings enhanced participants’ understanding of relevant topics, effective district-level planning for training implementation and helped to identify logistical challenges and solutions, improved coordination and collaboration between Master Trainers and DEOs. During this training participants were thoroughly oriented on the Grievance Redress Mechanism (GRM).



Awareness and Sensitization Sessions on Gender related issues for Senior Management and Officers from KP Education Department and Relevant Stakeholders

Two, one-day awareness and sensitization sessions were organized for senior management and officers from the education sector, as well as other relevant stakeholders to address the critical issues of gender-based violence, violence against children, harassment, exploitation and abuse. A total of 46 participants, including 25 females and 21 males, from various departments such as Elementary and Secondary Education, Higher Education, District Administration, Planning and Development, Finance, and other key stakeholders attended these sessions.

The training sessions aimed to enhance senior management, education officers, and decision-makers' understanding of critical issues within the education sector related children safety. They focused on raising awareness among stakeholders about the implications of these issues, equipping participants with knowledge and tools for making informed decisions on preventive measures and response strategies to ensure

child safeguarding. The training also aimed to deepen understanding of the mechanisms, mitigation measures, and multi sectoral coordination required to address gender-based violence and violence against children (VAC).

The sessions also aimed to assist stakeholders in developing policies, allocating resources, and implementing strategies to create a safe and supportive learning environment for children. Moreover, the training emphasized the importance of fostering accountability among participants in addressing and mitigating gender based violence and VAC, while promoting a culture of child safeguarding and protection within their respective roles. Participants demonstrated their commitment to supporting interventions and pledged their assistance in future initiatives. Overall, the sessions helped create a more informed and supportive community focused on safeguarding children and promoting a safe educational environment.



Training and Capacity Building for Focal Persons

A total of 392 (286 men and 106 women) focal persons, each designated for a school, completed two days of training on child safeguarding, Grievance Redress Mechanism (GRM) protocols, and facilitation skills during 2024. These trained focal persons subsequently conducted sessions with 10-15 teachers and representatives from Parent Teacher Councils (PTCs), Village Network Forums (VNFs), and Village Education Committees (VECs). Through this approach, they are expected to reach approximately 10,000-15,000 participants, including teachers and community representatives. So far 2,592 (1320 male, 1272 female) teachers/PTC members have been trained during the reporting period.

This initiative aims to create a more informed and sensitive group of educators and community members, ensuring they understand key gender related issues, and Violence against

Children (VAC). Participants trained to identify abuse signs and symptoms, understand the importance of immediate reporting, and became familiar with the procedures for addressing such issues. Additionally, they received tools and materials for conducting sessions with children and guidance on response mechanisms and GRM procedures.



Awareness-Raising Sessions with Children

During 2024, awareness raising sessions were also carried out in the government schools in KP by trained focal persons wherein 3,432 children (1892 male, 1540 female) were oriented on safeguarding, protection and life skills such as assertiveness, communication, and confidence-building.

Rozan in collaboration with KP education department developed child-friendly and interactive materials that are easy to use. These were provided to school administrators and teachers during the training sessions. The children awareness programs has been integrated into regular school activities by trained teachers.

“This valuable information has been shared with us for the first time and it is very important for our protection”
(Student)

“If someone harasses us within or outside the school, we must inform our teacher and parents as this is not our fault”
(Student)



The complementary strategies adopted for capacity building program helped to create a safer, more supportive learning environment where students, teachers, and parents are

well-informed about the risks of gender related issues, VAC, harassment, and are trained to handle grievances ethically and professionally.

Training series on “Exploitation, Abuse and Harassment” for PIU staff of Human Development and Civil Works/ Infrastructure projects – Pakistan”

Rozan organized three training sessions, conducted from April to June 2024, in Islamabad to equip PIU staff working in human development and civil works/infrastructure projects with the skills necessary to identify, mitigate, and respond to the exploitation, abuse and harassment related risks. In total 37 participants, including Project Directors, Gender Specialists, Social and Environment Specialists, and Grievance Mechanism (GM) focal persons attended these sessions.

The core objectives of the training were i) to enhance understanding of forms of violence based on gender and their impact on World Bank-financed projects ii) to train participants to assess SEA/SH risks in their projects and integrate preventive measures throughout the project cycle iii) to introduce a survivor-centered approach to responding to harassment and abuse cases iv) to familiarize PIU staff with the World Bank policies and reporting mechanisms



related to SEA/SH.

The training focused on topics including gender roles, related myths, survivor-centered responses, risk assessment, mitigation strategies, grievance mechanisms, and global best practices from other Bank-funded projects. The training evaluation showed significant improvements in participants understanding and knowledge around relevant topics.





Way forward

In the coming year, a series of initiatives will be launched to promote a safe and inclusive learning environment, focusing on capacity building across various stakeholder groups. These include training sessions for contractors, focal persons, teachers, and Parent-Teacher Councils to enhance their ability to prevent and address violence related issues. Additionally, age-appropriate awareness sessions for

schools students in KP will help them recognize abuse and seek help, while a seminar for senior management and KP education department officers will strengthen institutional strategies for child safeguarding. Collectively, these efforts aim to foster a comprehensive, child-centered approach to protection in educational settings. Organizing the summer camp will also be part of next year planning.

Zeest – Women Program

Program Overview

Zeest program, is committed to addressing the emotional and mental health issues of women, with a particular focus on combating Violence Against Women (VAW). The program's mission is to empower women to take control of their lives, affirming their right to contribute equally to society. Zeest works to prevent violence through awareness campaigns and by tackling the root causes of gender inequality and promoting a culture where VAW is actively prevented. The program also strengthens response mechanisms by providing survivor-centered support, focusing on physical, social, and psychological well-being of women.

Through various activities such as capacity building, orientation sessions, television and radio programs, seminars, and material development, Zeest educates communities, stakeholders, and professionals about women's rights, emotional health, ethical treatment of survivors, and the societal impact of gender-based violence. The program is dedicated to promoting gender equality and ensuring that survivors have access to appropriate care and support from the state, civil society and communities.

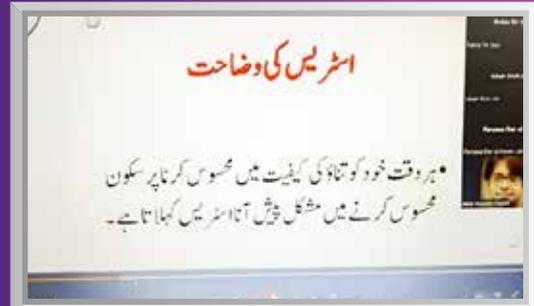
Key Achievements

Capacity building of Government Shelter Staff

Rozan's collaboration with Social Welfare Department and Women Development Department in Punjab and Sindh expanded further during 2024. A capacity-building initiative was carried out to support staff of five government run shelter facilities in Rawalpindi, Islamabad, Mirpurkhas and Sanghar. This included nine online sessions through zoom, engaging a total of 41 participants. The initiative aimed to enhance the skills and sensitivity of shelter staff, such as in-charges, caseworkers, Ayaas, and Naib Qasids, to better support survivors of gender-based violence.

Positive outcomes of the initiative was fostering inclusivity and empathy among participants.

To address challenges, several recommendations were made. Expanding outreach by replicating the Sindh model could foster greater familiarity and engagement in other regions. A hybrid training model combining in-person and online sessions, along with offline learning materials, could mitigate connectivity issues. Digital literacy training and the assignment of designated tech support roles were proposed to increase staff self-sufficiency. Leadership engagement was highlighted as crucial, with senior management involvement, boosting top-down support for capacity-building initiatives. These strategies aim to overcome existing barriers and enhance the impact of future programs, ensuring comprehensive support for both survivors and the staff who assist them.



Research Study on Barriers to Access & Uptake of Public Sector Services by Women Survivors of Violence in Khyber Pakhtunkhwa

A research study has been launched to examine the barriers to access and uptake of public sector services by women survivors of violence in Khyber Pakhtunkhwa (KP), in collaboration with the Planning and Development (P&D) Department. The study aims to map out available response mechanisms and services in the province to address the women related issues, focusing on both the demand and supply

sides of support services for women survivors. This research follows a survivor-centered approach to identify specific needs and challenges faced by survivors in accessing services. The collaboration with the P&D Department of KP ensures the alignment of the study with local policies and needs. Key activities and progress of this study are as follows:

Formation of a Technical Advisory Group (TAG)

A Technical Advisory Group (TAG) was formed to oversee the research. The TAG is comprised of representatives from different government departments, Planning and Development Department, Social Welfare Department, KPCSW, KP Ombudsperson Secretariat, Health Department-HSRU, Home Department (Directorate Prosecution), Police Department and BOLO Helpline, ACT International and Islamic Relief Pakistan. The TAG held its three meetings, details are as following.

- **First Meeting:** The first TAG meeting primarily served as an introductory platform for members to get acquainted and build rapport, laying the foundation for collaborative engagement throughout the study. The Terms of Reference (TORs) for the Technical Advisory Group were presented, outlining the study framework and roles. The scope of the research was shared, and TAG members were encouraged to contribute their inputs on the proposed direction and way forward. A total of 20 members participated in the meeting, including 9 male and 11 female members, setting a collaborative tone for the work ahead.
- **Second TAG Meeting:** The purpose of the 2nd TAG meeting was to finalize the selection criteria for districts, the study's time frame,

methodology, and tools, including KIIs, IDIs, and FGDs, as well as other related tasks such as data collection methods, sampling strategies, and analysis techniques. The objectives, scope, methodology, district selection criteria, and tools for the research study in KP were presented. TAG members shared their input regarding the selected



districts, emphasizing the need to focus on less developed, resource-deprived, and remote areas to better capture the challenges faced by women survivors of violence. Based on these recommendations, five districts including Nowshera, Mansehra, Dir Lower, Kohat, and DI Khan were finalized. The study's methodology, including sample size and the number of KIIs, IDIs, and FGDs, was also discussed. The meeting was attended by 9 male and 15 female members.

Training and Capacity Building for Focal Persons



Third TAG Meeting: The objective of the 3rd TAG meeting was to gather feedback, clarify the relevance of questions, and finalize the research tools (KIIs, FGDs, IDIs) for the study. The meeting included a review of the previous meeting's minutes, district selection, and sample criteria. Feedback was collected on the clarity, language, and cultural sensitivity of the research tools. Concerns were raised about reluctance on part of the participants, language barriers, and confidentiality. The recruitment and training of local data enumerators, familiar with the language and culture, was also discussed. The study tools were finalized after extensive consultations with



Research Tools: The research team has developed a comprehensive set of research tools to guide data collection for the study. These include:

01

13 Key Informant Interviews (KIIs) guides for different service providers in KP.

02

2 Focus Group Discussion (FGD) guides for community women and survivors.

03

2 In-depth Interview (IDI) guides.



TAG members, ensuring their effectiveness in capturing necessary data. The third meeting was attended by 7 male and 12 female members. The meeting concluded with a commitment to ethical standards and cultural sensitivity in the data collection phase.

Urdu and Pashto Translation of Tools:

The research tools have been fully translated into Urdu to ensure accessibility for participants who speak the language. Additionally, translations into Pashto are currently underway to further accommodate the linguistic diversity of the study participants and ensure that the tools are accessible to all, including those from regions where Pashto is predominantly spoken. This effort aims to enhance the inclusivity and effectiveness of the data collection process.

Pilot Testing

Pilot testing was conducted to evaluate the effectiveness, clarity, and cultural appropriateness of the research tools before the full-scale data collection. This involved testing six tools in Peshawar: Key Informant Interviews with Police IOs, Police SHO, Prosecution, and KPCSW, a Focus Group Discussion (FGD) with community women, and an In-depth Interview (IDI) with women survivors. The primary aim of the pilot testing was to identify any issues, gaps, or ambiguities in the tools, particularly with respect to question clarity, cultural sensitivity, and the tools' ability to capture relevant data. Feedback was collected from both participants and field staff to assess whether the tools were easily understood, appropriately framed, and effective in engaging participants. Based on the feedback and field observations, necessary revisions were made to

improve the tools. These adjustments ensured that the tools were more culturally sensitive, clear in their intent, and better aligned with the study's objectives, ultimately enhancing their ability to gather meaningful and accurate data in the main study.



Impact of the Study

The study will provide a robust evidence base for policy recommendations aimed at improving justice and service delivery for women survivors in KP. The findings will guide future interventions,

influence policy changes, and address barriers to accessing services, ultimately strengthening support for survivors in the region.

Trainings on “Interagency Gender-based Violence Case Management Guidelines”

Background and Importance of Case Management Trainings;

Gender-based violence is a critical issue that impacts women and girls globally, with enduring emotional, physical, and psychological consequences. Effective case management is crucial for addressing the needs of survivors, ensuring their safety, and facilitating their access to appropriate services. In response to this, Rozan, in collaboration with the Social Welfare Departments of Punjab and Khyber Pakhtunkhwa (KP), has worked to strengthen the capacity of service providers and academic institutions to improve the overall response to violence related cases.

By institutionalizing case management through

specialized training programs, Rozan aims to build a more responsive, survivor-centered system, enhance coordination among service providers, and promote gender equality. These efforts are essential in ensuring that survivors receive timely and comprehensive support, including legal assistance, medical care, and psychological services.

In 2024, Rozan conducted three major trainings designed to develop a cohort of Master Trainers for the implementation of Interagency Case Management Guidelines. These trainings were intended to enhance the expertise of social

welfare professionals in KP and Punjab, and to empower academia to integrate case management into academic curricula. The trainings focused on equipping participants with the knowledge and skills necessary to handle

violence related cases effectively, with a special emphasis on legal aspects, survivor support, and addressing barriers faced by survivors in accessing justice.

Training for Academia (Khyber Pakhtunkhwa)

A five-day training on case management was held in collaboration with the Provincial Disaster Management Authority (PDMA) KP. The training aimed to strengthen the capacity of university professors and academia in Khyber Pakhtunkhwa (KP) to integrate gender based violence case management into university curricula across the province. A total of 16 participants attended this training, including 6 females and 10 males. The group comprised Professors, Assistant Professors, and heads of departments from six universities in KP, including:

- University of Chitral
- Abdul Wali Khan University
- University of Peshawar
- Gomal University
- Bacha Khan University
- Shringal University Upper Dir

Over 65% of participants rated the training as highly effective, indicating a significant

improvement in their understanding of processes. The training improved participants' communication skills, enabling them to better address violence related cases in both academic and professional contexts. The training marked an important step toward institutionalizing relevant case management within the academic curriculum of KP. It encouraged the integration of women related topics into disciplines like Social Work, Sociology, and other relevant fields.

Participants gained a deeper understanding of the cultural, institutional, and legal barriers faced by survivors, contributing to a more informed and empathetic approach to addressing issues of vulnerable women facing violence within their respective academic and professional environments.

This training played a crucial role in equipping academia with the tools needed to incorporate case management into educational frameworks, fostering a more knowledgeable and proactive generation of professionals in KP.



Training for Punjab Women Protection Authority (PWPA) staff

A five-day training on GBV case management was held in collaboration with Punjab Women Protection Authority, Government of Punjab. The training aimed to strengthen the capacity of District Women Protection Officers (DWPOs), Women Protection Officers (WPOs), and other service providers to effectively manage cases of distressed women, ensuring a survivor-centered approach. A total of 22 participants attended the training, including 20 females and 2 males. The group comprised DWPOs and WPOs from various districts of Punjab, as well as a few participants from civil society organizations.

The training improved participants' ability to provide essential services to survivors, including psychological support, legal assistance, and health services, ensuring a holistic response to survivors' needs. Pre- and post-test results showed a significant increase in participants' knowledge and understanding of case management processes, demonstrating the effectiveness of the training in enhancing their expertise. Participants reported improved skills in

identifying and addressing personal biases, which enhanced their ability to mediate and support survivors in a more compassionate and impartial manner. The training was highly appreciated for its focus on the legal aspects of mediation, as well as self-care techniques for professionals and methods for addressing the emotional well-being of survivors.

The Chairperson of the Punjab Women Protection Authority (PWPA) acknowledged the challenges faced by participants, particularly in law enforcement and survivor support. The Chairperson committed to implementing strategies for addressing these challenges and improving the support system for survivors in Punjab.

This training not only equipped DWPOs and WPOs with the necessary skills to handle cases of those who are in need more effectively but also fostered a greater understanding of the challenges faced by service providers and survivors, leading to stronger advocacy and support systems for survivors in Punjab.



Training for Social Welfare Department Workforce (Punjab)

Rozan in collaboration with Social Welfare Department Punjab organized a five day training to further strengthen the capacity of the Social Welfare workforce in Punjab, with a particular focus on response mechanisms and survivor-centered approaches. A total of 16 participants attended, comprising 6 females and 10 males from the Social Welfare Department and Punjab Women Protection Authority (PWPA), including District Officers and in-charges of Protection Centers.

The training provided participants with comprehensive knowledge of case management guidelines and response protocols, enabling them to better understand the processes and requirements of handling cases. There was a significant improvement in participants' ability to manage cases effectively, including the delivery of survivor-centered services and enhanced communication skills, which are crucial for supporting survivors through their journey to recovery. Participants gained practical knowledge on how to engage with survivors in a sensitive manner, manage cases effectively, and navigate the complex legal and institutional challenges they may

encounter.

The training also led to the development of new strategies aimed at improving the response mechanisms of the social welfare department, ensuring more effective support for survivors and enhancing the overall quality of services provided. Feedback from participants highlighted the practical application of the training content, with many noting improvements in their ability to handle crisis cases more efficiently and empathetically.

These three trainings, conducted by Rozan with support of Government stakeholders, have made a significant impact on the capacity of service providers in Punjab and Khyber Pakhtunkhwa (KP) to manage cases. The collaborative effort across sectors including Social Welfare, academia, and civil society has contributed to a more comprehensive, survivor-centered approach to case management. Participants are now better equipped to address the complex challenges faced by women survivors, ensuring they receive the necessary legal and emotional support.



Develop and Help Institutionalization of Database in KP Dar-ul-Amans

In 2024, the Shelter Homes/Dar-ul-Amans (DUA) Database was developed with a focus on improving the tracking and management of services provided to women survivors in Khyber Pakhtunkhwa (KP). The collaborative efforts between key stakeholders including Social Welfare Department KP ensured the system met

the specific needs of the Dar-ul-Amans while standardizing data management processes. Once it is launched, it will provide valuable data to help informed decision-making, improve service delivery, and better track the outcomes for survivors residing in Dar-ul-Amans of KP.

Data standardization and development of SOPs for Women Protection Centers of Punjab

During the year 2024, Rozan conducted a thorough assessment of the Women Protection Center (WPC) Multan, focusing on both infrastructure and service delivery. The assessment examined how effectively the center is operating, identified gaps in service delivery, and highlighted areas for improvement. Based on the findings and recommendations from this assessment, the initial draft of the Standard Operating Procedures (SOPs) for Women Protection Centers (WPCs) has been developed

in consultation with the Punjab Women Protection Authority (PWPA). Moreover, the development of a standardized web-based database has also been initiated. The development of the centralized web-based database and Standard Operating Procedures (SOPs) for the Women Protection Centers (WPCs), Punjab have been significant steps initiated for enhancing the service delivery and management of violence related cases in the province.

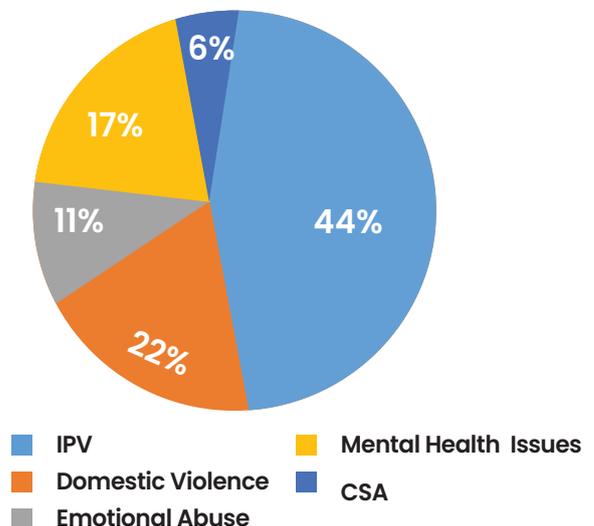
Crisis Intervention Program:

Crisis Cases: Distribution and Insights

In 2024, a total of 78 crisis cases were reported, each reflecting a range of urgent and sensitive issues. These cases have been categorized based on their nature, helping to better understand the different types of cases and the scope of challenges faced by survivors. Below is the breakdown of the cases by category:

- 44% cases related to intimate partner violence were reported in 2024 making it the largest category.
- 22% cases involved domestic violence, which indicates that the issue extends beyond intimate partner relationships,

Total Cases Received 78



affecting individuals in broader family and household settings.

- 11% cases related to emotional abuse. This form of abuse is often less visible but can have long-lasting psychological impacts on survivors.
- 17% cases related to mental health challenges, reflecting a growing need for mental health support and interventions for individuals struggling with emotional and psychological distress.
- 6% cases related to child abuse, encompassing both physical and emotional harm inflicted on children

This category calls attention to the importance of child protection and intervention strategies.

The diversity of these crisis cases reflects the complex nature of abuse and the urgent need for multidimensional responses. Efforts must focus on providing support for mental health, combating intimate partner violence, addressing domestic abuse, and ensuring the protection of children from all forms of harm. The findings from this report can serve as a basis for policy advocacy, targeted interventions, and the strengthening of existing support systems for survivors across different categories.

Way forward

In 2025, the Zeest Program will continue to address the issues of women against women through broad stakeholder engagement including government departments, academia, and the private sector to ensure inclusive, multi-sectoral interventions across all provinces. Institutional capacity building will be a central focus, by taking initiatives such as the development of a database and SOPs for the Punjab Women Protection Authority, as well as coordination with the Social Welfare Departments to standardize service delivery.

Supporting the well-being of women in KP and continuing research to identify barriers to women survivors accessing services, using findings to inform policy making and improving support for marginalized groups will also be part of the coming year plan. Overall, these efforts aim to institutionalize timely responses, enhance policy advocacy, and promote a violence-free society for vulnerable populations across Pakistan.

Community Program

Enhancing Awareness and Empowerment

Program Overview

The Community Program at Rozan plays a crucial role in advancing the organization's mission by promoting awareness, supporting youth empowerment, and addressing key societal issues, including Gender-Based Violence and child rights. Through collaborations with Rozan's core programs, the Community

Program ensures effective project implementation and contributes to a holistic approach in reaching Rozan's goals of creating informed, empowered, and inclusive communities. Here are some key elements and initiatives of the Community Program:

Key achievements

Interventions in Kuri

During the year 2024, the Community Program organized a session on International Women’s Day and facilitated Protection Committee meetings in the Kurri community to promote awareness about women and child rights and gender equality. These meetings focused on youth challenges, women’s roles, and strategies to address violence related issues and strengthen the Protection Committee.

Rozan, in partnership with Estanara, established a knitting circle to empower women from Kurri with limited opportunities to develop and enhance their skills and improve their financial

independence and support their families. Fifteen women participated and gained valuable skills and confidence.

In addition, the Community Program launched a Community Tuition Academy for girls, offering English and Mathematics classes for 9th and 10th-grade students in Kurri community. The academy aims to support underprivileged students in their academic journey, ensuring they have access to quality education at their door step.

Family Mela

A Celebration of Empowerment and Community Engagement

As part of Rozan’s 25th anniversary celebrations, the Community Program organized a Family Mela in Islamabad, bringing together 400 participants from diverse backgrounds, including five union councils of Islamabad and Rawalpindi. The event celebrated cultural diversity, gender equality, and community empowerment through inclusive activities, traditional performances, and awareness sessions. A key highlight was the opportunity for

women to set up stalls, promoting their economic independence and showcasing their talents. The Mela fostered community engagement, cross-cultural dialogue, and mutual learning, receiving positive feedback for its vibrant, educational, and inclusive nature, and reinforcing Rozan’s mission of empowerment and social cohesion.



White Elephant Sale

A White Elephant Sale refers to a community-driven event where individuals donate items from their homes that they no longer need—such as clothes, shoes, toys, or household goods—which are then sold at low prices. The purpose is to promote reuse, and support those in need by offering affordable essentials. These efforts aimed to alleviate financial burdens while promoting dignity, inclusivity, and community support.

During the year 2024, two White Elephant Sales

were organized in the G-7 community Islamabad, attracting nearly 1,000 women, 400 men, and 100 children. The summer sale was held before Eid while winter sale was held before Christmas. The events were well-received for their timely support, particularly benefiting minority communities and promoting inclusivity. These sales not only helped families meet their festive needs but also fostered connectivity between the community and Rozan. The funds generated, used for community needs.



Kitchen Garden Initiative for Climate-Friendly Practices

In 2024, under its community program, Rozan promoted kitchen gardening initiatives to encourage sustainable and climate-friendly practices. The initiative aimed to engage community members in creating their own kitchen gardens, fostering self-sufficiency and raising environmental awareness. Rozan also

maintained its own garden, setting an example for best practices in urban gardening. Through awareness sessions and hands-on training, the program successfully inspired community members to adopt kitchen gardening as a long-term, eco-friendly solution for food security and climate resilience.



Way forward

Building on the successes of 2024, Rozan's Community Program aims to deepen its impact in the coming year through a range of expanded initiatives focused on empowerment, education, and community support. Plans include enhancing the Knitting Center at Estanara with advanced courses for women, introducing new skill development programs for underserved communities, and broadening the Community Academy to support more girls in grades 9 and 10 with quality education and learning resources. The program also intends to organize more

White Elephant Sales as it has also set up a permanent thrift shop in the Rozan premises for the local community and those visiting for other activities. Mental health awareness through counseling, particularly for women and youth is also the part of the coming year plan. Further efforts will focus on raising awareness about child protection, sensitization and mobilization around women issues, improving crisis response and collaborating with legal and psychological services to provide comprehensive care to affected individuals.

Capacity Building of Staff

Capacity building of the staff is a regular feature of Rozan's work. During the year 2024 two staff trainings were conducted;

- To equip the program team with a comprehensive understanding of project objectives, procedural protocols, and organizational policies, as well as to build capacity on gender parity and survivor-centered approaches, a 2-day session was held in Murree during the year 2024, attended by 13 project team members including six men and six women from Islamabad, Balochistan, and Khyber Pakhtunkhwa (KP), the program focused on familiarizing participants with key elements such as the Code of Conduct, PSEA policy, Harassment policy, and reporting mechanisms. Additionally, the training session focused on the concept of gender parity and survivor-centered approaches.
- Two day training on "Self growth" was carried out during March, 2024 for the newly joined staff. In total 20 participants including 12 women and eight men attended this training. Among participants five members joined virtually. It was an important initiative in terms of enhancing the capacity of newly recruited staff members. The aim of this training was to orient them on the concept of self-awareness, its importance and relation



with personal and professional life. Training session also focused to enhance the interpersonal communication skills of the participants, highlight the impact of prejudices on individuals, groups and societies and improve the understanding regarding different types of behaviors and importance of assertiveness.

- At the end of the year, an annual retreat was held in Murree to foster reflection, reconnection, and team spirit among staff members. Rozan team participated in the two-day event, which featured interactive sessions and team-building exercises. The retreat also included the distribution of souvenirs as tokens of appreciation, serving as a meaningful gesture that enhanced participants' sense of value, interest, and ownership within the organization. Staff list is attached as annexure II.



Collaboration with the Private Sector

Training on “Women Workplace Safety and Anti-Harassment with Ali Medical Staff”

In Pakistan, the Protection against Harassment of Women at Workplace Act 2010 serves as a crucial legal safeguard, but its implementation faces significant challenges due to societal attitudes and lack of awareness. Recognizing this issue Rozan has collaborated with private sector as well to contribute in creating the safe working spaces for women. In this connection a two day training program was conducted for the staff of “Ali Medical Hospital – Islamabad”. The training focused on women’s workplace safety, sexual harassment awareness, and ethical workplace behavior. This initiative aimed to educate Ali Medical staff on harassment laws, equip them with skills to identify and address workplace harassment, and foster a culture of respect and accountability. The training was structured into two sessions, held on July 23 and

July 25, 2024, targeting both medical and non-medical staff, including senior management, department heads, and executives.

To ensure that the learnings from the training translated into real change, an action planning session was conducted. Participants suggested strengthening reporting mechanisms by introducing complaint boxes, training staff on risk management, and improving referral pathways for harassment cases. Additionally, they emphasized the need for regular awareness campaigns and refresher courses to reinforce workplace safety principles. The evaluation of the training revealed a significant increase in awareness and understanding of harassment issues. Participants expressed a strong desire for continued training and institutional changes to sustain a safe and inclusive work environment.

Training on “Communication skills & workplace safety” with Excel Labs Staff

Over the last year Rozan under a long and valued partnership with Excel Labs, carried out a two day foundation workshop for their staff, focusing on capacity building of the participants on key professional competencies including; communication skills, creating effective teams, understanding organizational culture and values, with specific emphasis on addressing sexual harassment and

managing conflict in the workplace.

The training was attended by 21 personnel from excel labs including 14 male and 6 female members. The discussions focused on fostering a respectful, professional, and patient centered work environment, both in their interactions with co-workers and with patients.



Monitoring and Evaluation

During 2024, M&E Section undertook various initiatives to strengthen the existing M&E system at Rozan. M&E team capacitated the program staff on M&E established SOPs, provided an effective accountability system in all program areas where girls, boys, men, women,

transgender can be approached through multiple available feedback response channels and formalize the assessment and evaluation with the production of formal and informal learning initiatives.

M&E Contributions to Program Quality

Throughout the year, Rozan’s Monitoring & Evaluation (M&E) section has played a pivotal role in enhancing program quality through the application of diverse approaches and techniques. Key contributions include:

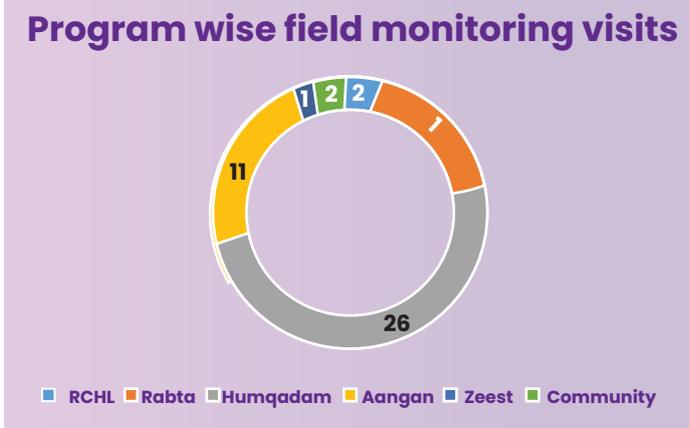
- **Monitoring Field Visits:** Regular on-site visits to ensure program activities are aligned with objectives and standards.
- **Development of Feedback & Training Evaluation Forms:** Tools designed to capture participants’ feedback and assess training effectiveness.
- **Collection of Anecdotal Evidence:** Qualitative insights gatho complement

quantitative data and illustrate impact.

- **Strengthening the Management Information System (MIS):** Enhance the use and functionality of MIS for improved data management.
- **Development of Data Tracking Sheets:** Customized tools for accurate and consistent tracking of key indicators.
- **Data Analysis Reports:** Regular reporting and analysis to inform decision-making and program refinement.

Program wise monitoring field visits detail:

S#	Program	# of visits
1	RCHL	2
2	Rabta	7
3	Humqadam	26
4	Aangan	11
5	Zeest	1
6	Community	2
Total		49



Mid-Term Review of Strategic Plan (2021–2025)

The M&E team successfully conducted a formal Mid-Term Review (MTR) of the organization’s Strategic Plan (2021–2025). This review involved comprehensive engagement with key

stakeholders, including Board and Working Committee members, staff, community activists and volunteers, survivors, and partner organizations, to gather their valuable feedback.

Purpose of the MTR

- To assess performance against the objectives outlined in the Strategic Plan.
- To identify both internal and external challenges impacting progress.
- To develop recommendations for strategic adjustments that address existing issues and leverage emerging opportunities for the remainder of the strategic period.

Data was collected through 27 Key Informant Interviews (KIIs) and 3 Focus Group Discussions (FGDs). Following thorough analysis, the findings and recommendations were presented to the Board and the Senior Management Committee. This exercise played a critical role in supporting informed decision-making and aligning future actions with organizational goals.

Way Forward

In 2025, a comprehensive Monitoring and Evaluation (M&E) strategy will be implemented to ensure program quality and effectiveness. Regular field monitoring visits will be conducted to verify alignment with program objectives, while new M&E tools will be developed for feedback collection, training evaluation, and knowledge assessment. Emphasis will be placed on strengthening data analysis for strategic decision-making and optimizing the Management Information System (MIS) for better data management. The effectiveness of

Case Management (CM) trainings will be measured through systematic assessment tools. The review of existing M&E policy for incorporating the emerging needs and best practices is also the part of coming year plan. Additionally, impactful success stories will be collected and documented to highlight program outcomes and encourage learning.

Annexes

Annex - I FINANCIAL REPORT



FINANCIAL STATEMENTS OF
ROZAN
FOR THE PERIOD ENDED
JUNE 30, 2024



Tel: +92 51 260 4461-5
 Fax: +92 51 260 4468
 www.bdo.com.pk

3rd Floor,
 Saeed Plaza,
 22-East Blue Area,
 Islamabad-44000,
 Pakistan.

The Board of Governors

Rozan,
 Islamabad.

January 10, 2024
 BDO/AUD/1235/2024

AUDIT OF FINANCIAL STATEMENTS FOR THE YEAR ENDED JUNE 30, 2024

Respected Board Members,

We are pleased to enclose two copies of draft financial statements of Rozan for the year ended June 30, 2024 together with our draft audit report thereon duly initialed by us for identification purposes. We shall be pleased to sign our report in its present or amended form after the financial statements have been approved by the Board and signed on their behalf by the Managing Director and at least one other Director and on receipt/review of the following:

- (a) Letter of representation addressed to us on behalf of the Board of Governors (the Board) and signed on its behalf by the Managing Director and Finance Manager duly authorised by the Board;
- (b) Board of Directors' resolutions in respect of following:
 - Addition to plant and equipment amounting to Rs. 7.069 million;
 - Acquisition of short term investment amounting to Rs. 9.796 million;
 - Grant received during the year amounting to Rs.150.2 million; and
 - Transactions with related parties as stated in the note 21 to the financial statements.
- (c) Confirmation from the legal advisor.

We would like to advise you that unless we sign our audit report, these draft financial statements shall remain and be deemed un-audited.

1. RESPONSIBILITIES OF THE MANAGEMENT AND AUDITORS IN RELATION TO THE FINANCIAL STATEMENTS

The responsibilities of the independent auditors in a usual examination of the statement are stipulated in International Standards on Auditing. While the auditors are responsible for forming and expressing their opinion on the statement, the responsibility for preparation of such statement is primarily that of the Organisation's management.

The management's responsibilities include the maintenance of adequate accounting records and internal controls, the selection and application of accounting policies of the Organisation and prevention and detection of frauds and irregularities. The audit of statement does not relieve the management of its responsibilities.



Our comments and observations on this set of financial statements are as follows:

2. PROPERTY AND EQUIPMENT

During the course of audit, we noted that entity obtained a vehicle (From Changan) without first evaluating the rates and estimates of the similar vehicles rate and quotations. According to the Rozan policy section 6 at least 3 quotations shall be obtained for the procurement of more than 2.5 million. This practice raises concerns about compliance with best practices for transparency and accountability in financial management. We recommend that the organisation should obtain the quotation and follow the policy in true spirit in order to strengthen the internal control.

3. DORMANT BANK ACCOUNT

During the course of audit, we observed that JS’s bank account having account number-01-02-008-005 (current account-local currency) is dormant. As per management, no transaction has occurred in this account during the year and balance as per Organisation’s books is correct. Please confirm this is in order. Further we recommend that this account should either be closed or reactivated as this account may be misused if remained dormant and unattended.

4. OUTSTANDING BALANCES

The following balances have remained unchanged for more than 2 years:

Account Heads	Description	Outstanding Amount
Accrued and other liabilities	Payable to donors against completed projects	4,121,078
Restricted grants	From Facebook	2,158,967

We recommend that the organization take appropriate action to review and resolve these standing balances, ensuring liabilities are properly settled, and the grant is either utilized as per donor stipulations or reallocated with the donor’s approval.

5. TAXATION

5.1 As per income Tax Rules, 2002 clause 43(b): “where the tax has been collected or deducted by a person other than the Federal Government or a Provincial Government, by remittance to the Government Treasury or deposit in an authorised branch of the State Bank of Pakistan or the National Bank of Pakistan, within Seven days from the end of each week ending on every Sunday”. However, we noted instances where the Company has not deposited the taxes withheld on Commission on translation/procurement within the prescribed time (within seven days from the end of each week ending on every Sunday) as required by section 43 of the Income Tax Rules 2002. Instances are as follows:

Review



S.No	Voucher No	Amount	Due date	CPR date	No. of days delayed
1	BPV - 29	103,950	25-Aug-23	28-Sep-23	34
2	BPV - 40	117,433	1-Dec-23	11-Dec-23	10
3	BPV - 68	343	8-Sep-23	28-Sep-23	20
4	BPV - 101	16,812	11-Aug-23	28-Aug-23	17
5	BPV - 159	38,095	6-Oct-23	22-Nov-23	47

We recommend that withholding tax should be deposited into government treasury within the stipulated time period to avoid any penal consequences.

- 5.2 During the course of audit, we noted that management is not submitting their tax exemption certificate because of which withholding tax is made on the profits and other transactions. There is unnecessary financial outflow and reduced efficiency in financial management as they may need to claim the refund. We recommend that the entity shall submit its tax exemption certificate to the relevant parties for not deducting the withholding tax.

6. ACCOUNTING PRACTICES

- 6.1 During the course of audit, we noted that the finance assistant has the authority to create new accounting heads without obtaining approval from the senior management. This practice increases the risk of unauthorised changes to the entity's accounting structure affecting the and usability of the system. We recommend that entity should implement a policy requiring that any creation or modification of accounting heads be approved by senior management before implementation.
- 6.2 During the audit, it was noted that Bank Receipt Vouchers (BRVs) are not being prepared, as currently entries are directly recorded in the accounting system. In accordance with Section 220(5) of the Companies Act, 2017, the organization is required to maintain its financial records for at least 10 years. We recommend that the organization ensure the preparation and physical retention of Bank Receipt Vouchers (BRVs) to comply with statutory requirements and enhanced internal control processes.

7. GENERAL

We have not received direct replies against confirmations from the advances against salaries, trade and other payables, grant received during the year from suppliers and donors. We have performed alternative tests to confirm the status of closing balances. We recommend that confirmations from parties should be followed up and provided to us to confirm that books of accounts reflect the correct position at the year-end.

8. CONTINGENCIES AND COMMITMENTS

We have been informed by the management that there are no other contingencies and commitments other than those disclosed in the notes to the financial statements. Kindly confirm the management representation.



9. RELATED PARTY TRANSACTIONS

We have been informed by the management that there were no transactions with the related parties other than those disclosed in the notes to the financial statements. Kindly confirm the representations made by management.

10. COMPLIANCE WITH STATUTORY LAWS AND REGULATIONS

We have been informed by the management that there were no instances of non-compliance with statutory laws and regulations, other than reported above that would have financial reporting implications. Kindly confirm the management representation.

11. SUSEQUENT EVENTS

We have been informed by the management that there were no subsequent events that would have financial reporting implications or required disclosure in these financial statements.

12. FRAUD AND ERROR

We have been informed by the management that no case of fraud and error, has been brought to their knowledge during the period. Kindly confirm the representations made by management.

We wish to place on record our appreciation of the courtesy and co-operation extended to us during the course of the audit.

Yours faithfully,

Bdo ebrahim & co.
BDO EBRAHIM & CO.
Enclosed as above.



Tel: +92 51 260 4461-5
 Fax: +92 51 260 4468
 www.bdo.com.pk

3rd Floor,
 Saeed Plaza,
 22-East Blue Area,
 Islamabad-44000,
 Pakistan.

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, 2024, 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 material 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, 2024 and its financial performance and its cash flows for the year then ended in accordance with the approved accounting and reporting standards 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 Auditor 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 Statement:

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 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 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

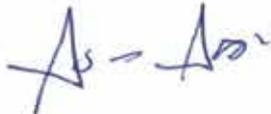
DATED: February 18, 2025
UDIN: AR202410094jPaTipUu2

Bdo ebrahim & co.
CHARTERED ACCOUNTANTS
Engagement Partner: Iffat Hussain
Iffat Hussain

ROZAN
STATEMENT OF FINANCIAL POSITION
AS AT JUNE 30, 2024

	Note	2024 Rupees	2023 Rupees
ASSETS			
NON-CURRENT ASSETS			
Property and equipment	4	10,726,439	6,664,388
CURRENT ASSETS			
Advances	5	835,767	2,729,304
Prepayments and other receivables	6	1,394,679	337,036
Taxation - net	7	5,009,137	1,982,074
Short term investment	8	9,796,043	-
Receivable from donors	10	3,118,729	-
Cash and bank balances	9	30,191,532	106,761,319
		50,345,887	111,809,733
TOTAL ASSETS		61,072,326	118,474,121
RESERVE AND LIABILITIES			
GENERAL RESERVE			
		14,807,841	12,157,648
NON-CURRENT LIABILITIES			
Restricted grants	10	23,598,085	85,386,805
Deferred capital grants	11	5,090,724	5,862,362
		28,688,809	91,249,167
CURRENT LIABILITIES			
Accrued and other liabilities	12	17,575,676	15,067,306
TOTAL LIABILITIES		46,264,485	106,316,473
TOTAL RESERVES AND LIABILITIES		61,072,326	118,474,121
CONTINGENCIES AND COMMITMENTS	13		

The annexed notes 1 to 24 form an integral part of these financial statements.



MANAGING DIRECTOR




FINANCE COORDINATOR

ROZAN
STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED JUNE 30, 2024

	Note	2024 Rupees	2023 Rupees
INCOME			
Grant income recognised against:			
- ongoing projects	10	200,758,780	133,496,078
- closed projects	10	18,523,569	31,610
		219,282,349	133,527,688
Amortisation of deferred capital grant	11	2,602,638	2,612,183
		221,884,987	136,139,871
Non-grant income:			
Income from consultancy contracts	14	8,404,844	16,238,549
Donations	15	393,100	812,314
Other income	16	3,069,561	1,169,830
		11,867,505	18,220,693
		233,752,492	154,360,564
EXPENDITURE			
Project expenses	17	219,282,348	133,527,688
Expenses against consultancy contracts	18	6,408,077	11,256,811
Other operating costs	19	4,832,812	3,670,624
		230,523,237	148,455,123
SURPLUS FOR THE YEAR			
		3,229,255	5,905,441
Taxation	20	579,062	1,957,539
SURPLUS AFTER TAX FOR THE YEAR			
		2,650,193	3,947,902

The annexed notes 1 to 24 form an integral part of these financial statements.


MANAGING DIRECTOR




FINANCE COORDINATOR

**ROZAN
STATEMENT OF CHANGES IN RESERVES
FOR THE YEAR ENDED JUNE 30, 2024**

	General Reserve
	-----Rupees-----
Balance at July 01, 2022	8,209,746
Surplus for the year	3,947,902
Balance at June 30, 2023	12,157,648
Surplus for the year	2,650,193
Balance at June 30, 2024	14,807,841

The annexed notes 1 to 24 form an integral part of these financial statements.



MANAGING DIRECTOR



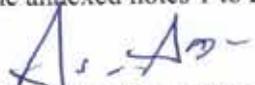
Review


FINANCE COORDINATOR

ROZAN
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED JUNE 30, 2024

	Note	2024 Rupees	2023 Rupees
CASH FLOW FROM OPERATING ACTIVITIES			
Surplus before tax for the year		3,229,255	5,905,441
Adjustments for non-cash income and expense:			
Depreciation	4	3,007,157	2,282,271
Amortisation of deferred capital grant	11	(2,602,638)	(2,612,183)
Interest income	16	(2,530,875)	(1,163,830)
		<u>1,102,899</u>	<u>4,411,699</u>
Changes in working capital			
(Increase)/decrease in current assets:			
Advances		1,893,537	(41,792)
Deposits, short term prepayments and other receivables		(1,057,643)	1,176,669
Receivable from donors		(3,118,729)	-
Increase/(decrease) in current liabilities:			
Accrued and other liabilities		2,508,370	(1,811,397)
		<u>225,535</u>	<u>(676,520)</u>
Payment against restricted grant		(59,957,720)	74,521,118
Taxes paid		(3,606,125)	(1,388,234)
Net cash (used in)/generated from operating activities		<u>(62,235,411)</u>	<u>76,868,063</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Acquisition of property and equipment		(7,069,208)	(4,531,225)
Interest received		2,530,875	1,163,830
Short term investments made during the year - net		(9,778,995)	-
Reinvestment of profit on short term investments		(17,049)	-
Net cash used in investing activities		<u>(14,334,377)</u>	<u>(3,367,395)</u>
CASH FLOW FROM FINANCING ACTIVITIES			
Net cash from financing activities		-	-
Net (decrease)/increase in cash and cash equivalents		(76,569,788)	73,500,668
Cash and cash equivalents at the beginning of the year		106,761,319	33,260,651
Cash and cash equivalents at the end of the year	9	<u>30,191,532</u>	<u>106,761,319</u>

The annexed notes 1 to 24 form an integral part of these financial statements.


MANAGING DIRECTOR




FINANCE COORDINATOR

ROZAN
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED JUNE 30, 2024

1 STATUS AND OPERATIONS

- 1.1 Rozan is a Non-Government Organisation registered in December 1998 under the Societies Registration Act XXI of 1860. The main objects of Rozan 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 Rozan include training programs for police and telephonic counselling for adolescents.

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

- 1.2 As per notification No. F.1/19/2013 dated November 25, 2013 issued by Ministry of Finance, Revenue, Economic Affairs, Statistics and Privatization (Economic Affairs Division) of the Government of Pakistan, all local Non-Government Organisations (NGOs) receiving foreign funding directly from an external donor, are required to get signed a Memorandum of Understanding (MoU) with the EAD. The organisation's current MoU with EAD is valid upto January 22, 2025.

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 company are measured using currency of the primary economic environment in which the company operates (the functional currency). These financial statements are presented in Pakistan Rupee which is the Company'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 Company'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 13

3 MATERIAL ACCOUNTING INFORMATION

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 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 Company and its cost can be measured reliably. The carrying amount of the replaced part is derecognised.

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 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 and 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 profit or loss 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 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 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.

1.2 Prepayments 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.

1.3 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.

2

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 and 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 profit or loss 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 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 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.

3.2 Prepayments 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.

add

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 Company.

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 if the organisation fails to make compliance, the instant approval will be withdrawn ab-initio.

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 entity 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 Company 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 with in 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 profit or loss 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 profit or loss.

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 profit or loss.

Impairment

The Company recognizes loss allowance for Expected Credit Losses (ECLs) on financial assets measured at amortised cost. The Company 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 Company assesses whether the financial assets carried at amortised 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 occurred.

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 Company 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 profit or loss. Other financial liabilities are subsequently

measured at amortised 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 derecognition is also recognised in the statement of profit or loss.

Derecognition

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

psccn

4 PROPERTY AND EQUIPMENT

Description	Owned					Restricted			Subtotal	Total
	Furniture and fixtures	Audio & visual equipment	Office equipment	Computer equipment	Motor vehicle	Furniture and fixtures	Office equipment	Audio & visual equipment		
Rupees										
Year ended June 30, 2024										
Net carrying value basis										
Opening book value	55,111	-	85,093	-	661,822	802,026	941,774	1,946,822	574,811	2,398,955
Additions	474,820	200,000	1,093,188	451,200	3,019,000	5,238,208	-	-	-	1,831,000
Depreciation charge	(45,450)	(33,333)	(90,929)	(23,870)	(210,937)	(404,519)	(168,610)	(848,118)	(269,378)	(1,316,532)
Closing net book value	484,481	166,667	1,087,352	427,330	3,469,885	5,635,715	773,164	1,098,704	305,433	2,913,423
Gross carrying value basis										
Cost	599,160	200,000	1,304,383	451,200	4,829,159	7,383,902	2,032,468	7,171,744	2,246,962	10,617,630
Accumulated depreciation	(114,679)	(33,333)	(217,031)	(23,870)	(1,359,274)	(1,748,187)	(1,259,304)	(6,073,040)	(1,941,529)	(7,704,207)
	484,481	166,667	1,087,352	427,330	3,469,885	5,635,715	773,164	1,098,704	305,433	2,913,423
Year ended June 30, 2023										
Net carrying value basis										
Opening book value	67,545	-	114,422	-	772,126	954,093	930,546	468,150	803,311	1,259,334
Additions	-	-	-	-	-	-	180,225	2,134,000	76,000	2,141,000
Depreciation charge	(12,434)	-	(29,329)	-	(110,304)	(152,067)	(168,997)	(655,328)	(304,500)	(1,001,379)
Closing net book value	55,111	-	85,093	-	661,822	802,026	941,774	1,946,822	574,811	2,398,955
Gross carrying value basis										
Cost	124,340	-	211,195	-	1,810,159	2,145,694	2,032,468	7,171,744	2,246,962	8,786,630
Accumulated depreciation	(69,229)	-	(126,102)	-	(1,148,337)	(1,343,668)	(1,090,694)	(5,224,922)	(1,672,151)	(6,387,675)
	55,111	-	85,093	-	661,822	802,026	941,774	1,946,822	574,811	2,398,955

6664.388

	Note	2024 Rupees	2023 Rupees
ADVANCES			
Considered good - unsecured			
Advances to staff against:			
- salaries		429,197	729,043
- expenditure		405,645	399,850
		<u>834,842</u>	<u>1,128,893</u>
Advance to suppliers		925	1,600,411
		<u>835,767</u>	<u>2,729,304</u>

PREPAYMENTS AND OTHER RECEIVABLES

Short-term prepayments:			
prepaid rent		121,641	121,641
prepaid insurance		70,442	-
		192,083	121,641
Other receivables	6.1	1,202,596	215,395
		<u>1,394,679</u>	<u>337,036</u>

- .1 This includes the amount of Rs. 1.11 million incurred on behalf of the projects and will be reimbursed by the donors.

	Note	2024 Rupees	2023 Rupees
TAXATION - NET			
Balance at the start of year		1,982,074	2,551,379
Provision for taxation	7.1	(579,062)	(1,957,539)
Advance tax deducted at source		3,606,125	1,388,234
Balance at the end of year		<u>5,009,137</u>	<u>1,982,074</u>

- .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	2024 Rupees	2023 Rupees
SHORT TERM INVESTMENTS			
Investment held at FVTPL:			
Investment in mutual funds	8.1	<u>9,796,044</u>	<u>-</u>

2

	Note	2024 Rupees	2023 Rupees
8.1 Investment in mutual funds at fair value through profit and loss:			
Opening balance		-	-
Additions during the year		9,778,995	-
Dividend received		17,049	-
Closing balance	8.1.1	<u>9,796,044</u>	<u>-</u>

8.1.1 This represent investment of 97,589 units (2023: Nil) in the Faysal Islamic Sovrign Fund - 1. The net asset value per unit (NAV) is Rs. 100.38.

9 CASH AND BANK BALANCES

Cash in hand 3,187 -

Cash at bank - local currency:

Savings accounts	9.1	30,180,250	106,753,224
Current accounts		8,095	8,095
	9.2	<u>30,188,345</u>	<u>106,761,319</u>
		<u>30,191,532</u>	<u>106,761,319</u>

9.1 Savings accounts carry mark-up at the rate of 16.5% (2023: 10.22%) per annum.

9.2 Donor-wise breakup of balances kept in the project bank accounts is as follows:

	Note	2024 Rupees	2023 Rupees
Norwegian Church Aid - COS		564,157	3,099,331
United Nation Population Fund - UNFPA		9,347,382	57,957,951
United Nation Trust Fund - UNTF		103,154	13,617,710
United Nations Institute of peace - USIP		79,901	5,843,505
Norwegian Church Aid - EU		42,080	2,186,080
Shorts projects		14,970,103	10,578,555
	10.2.1	<u>25,106,777</u>	<u>93,283,132</u>
Rozan's provident fund		2,569,074	2,157,038
Others - closed project		2,512,494	11,321,149
		<u>30,188,345</u>	<u>106,761,319</u>

10.2.1 These represent separate bank accounts owned and maintained by Rozan, in accordance with the terms of project agreements, with the above mentioned donors.

Asst. Secy

2

10 RESTRICTED GRANTS	Note	2024 Rupees	2023 Rupees
Balance at the start of year		85,386,805	14,891,687
Grants received during the year - net		150,119,043	207,409,160
Return on savings accounts		7,042,221	4,973,909
		157,161,264	212,383,069
Grants recognised in statement of income and expenditure			
- against ongoing projects		(200,758,780)	(133,496,078)
- against closed projects		(18,523,569)	(31,610)
	10.2	(219,282,349)	(133,527,688)
- Transferred to deferred capital grants against purchase of fixed assets		(1,831,000)	(4,026,000)
- Funds transferred to donor	10.1	(955,365)	(4,334,263)
Balance at the end of year	10.2	20,479,355	85,386,805
Represented by:			
- Grant payable		23,598,085	85,386,805
- Grant receivable		(3,118,729)	-
		20,479,356	85,386,805

10.1 This represents unutilised grant paid back to the donors amounting to Rs. 364,687 (2023: Rs. 4,334,263) to NCA-COS and Rs. 590,678 (2023: Nil) to UNFPA.

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

Project	Rupees											
	opening Balance	Receipts during the year	Returns on savings accounts	Total	Against expenditure incurred (Note 18)	Funds transfer to donor	Total	Transferred to deferred grants against purchase of fixed assets	Balance at June 30,	Restricted grant	Grants receivable	
2024 :												
UNTF	13,220,582	3,486,283	641,539	4,137,822	(16,447,357)	-	(16,447,357)	-	911,047	911,047	-	
Norwegian Church Aid - COS	2,764,131	8,552,095	304,507	8,856,602	(7,073,568)	(364,687)	(7,438,255)	-	4,182,478	4,182,478	-	
Norwegian Church Aid - EU	3,299,324	11,464,763	401,061	11,865,824	(15,591,127)	-	(15,591,127)	-	(425,979)	-	425,979	
UNFEA	60,506,681	88,527,727	4,350,679	92,878,406	(143,617,075)	(590,678)	(144,207,753)	-	9,177,334	9,177,334	-	
Facebook	2,158,967	-	-	-	-	-	-	-	2,158,967	2,158,967	-	
USIP	3,437,119	5,386,952	-	5,386,952	(2,076,211)	-	(2,076,211)	-	6,747,859	6,747,859	-	
UNI Women	-	19,268,500	1,344,435	20,612,935	(21,474,686)	-	(21,474,686)	(1,831,000)	(2,692,751)	-	2,692,751	
KP-HCIP	-	13,422,723	-	13,422,723	(13,002,324)	-	(13,002,324)	-	420,400	420,400	-	
TOTAL	85,386,805	150,119,043	7,042,221	157,161,264	(219,282,349)	(955,365)	(220,237,714)	(1,831,000)	20,479,355	23,598,085	3,118,730	
2023:												
UNTF	(144,431)	40,790,503	897,762	41,688,264	(28,323,251)	-	(28,323,251)	-	13,220,582	13,220,582	-	
INL	-	-	-	-	-	-	-	-	-	-	-	
Norwegian Church Aid - COS	2,885,012	11,737,092	806,781	12,545,873	(8,330,491)	(4,334,263)	(12,664,754)	-	2,764,131	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	-	
UNFEA	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	-	
Amplify Change	-	-	-	-	-	-	-	-	-	-	-	
Caritas	-	-	-	-	-	-	-	-	-	-	-	
ABA ROLI	-	-	-	-	-	-	-	-	-	-	-	
Facebook	2,158,967	-	-	-	-	-	-	-	2,158,967	2,158,967	-	
USIP	(8,259,687)	29,235,845	286,817	29,622,263	(17,825,457)	-	(17,825,457)	-	3,437,120	3,437,120	-	
OSIR	31,610	-	-	-	(31,610)	-	(31,610)	-	-	-	-	
TOTAL	14,891,687	207,409,160	4,973,909	212,483,068	(133,527,688)	(4,334,263)	(137,861,951)	(4,026,000)	85,386,805	85,386,805	-	

2

Advan.

	Note	2024 Rupees	2023 Rupees
15 DONATIONS			
From directors		393,100	812,314
16 OTHER INCOME			
Income from financial assets			
Return on savings accounts		2,530,875	1,163,830
Income from non-financial assets			
Fun fair sale		515,629	-
Counselling sessions		3,000	6,000
Income from mutual funds	16.1	20,057	-
		538,686	6,000
		3,069,561	1,169,830
16.1 Income from mutual funds			
Dividend income		20,057	-
17 PROJECT EXPENSES			
Staff salaries		54,243,648	36,350,691
Accommodation		49,524,725	30,012,311
Consultancy fee		32,734,201	16,430,916
Travelling		26,245,801	16,573,750
Food		16,452,384	12,083,818
Printing & stationary		8,504,472	3,728,724
Training, counseling and meeting		2,793,645	2,279,360
Telephone & utilities		1,397,885	1,638,488
Advertisement		3,159,331	1,748,031
Office supplies		4,323,837	2,981,234
Office rent		2,526,000	1,494,564
Overhead cost	17.1	4,500,213	-
External evaluation		3,165,000	-
Honorarium	17.2	1,862,167	1,408,000
Professional fee		1,150,283	1,518,520
Fuel		1,129,994	611,860
Hall charges		1,016,447	-
Evaluation expense		900,000	-
Insurance		869,116	937,772
Repair & maintenance		775,140	642,481
Others		543,939	866,664
Partner organisation cost		95,000	915,000

Ratio

	2024	2023
	Rupees	Rupees
Insurance	-	18,001
Advertisement	-	16,050
Daily subsistence allowance	-	13,700
	<u>6,408,077</u>	<u>11,256,811</u>

18.1 This represents expenses incurred against consultancy contracts, comprising salaries, training counseling, meetings and consultancy fees.

	2024	2023
	Rupees	Rupees
19 OTHER OPERATING COSTS		
Depreciation	3,007,157	2,282,271
Others	577,969	-
Travelling	429,081	836
Transaction Costs against investments	221,005	-
Printing & stationary	166,543	-
Food	137,675	35,798
Staff salaries & staff bonus	131,884	1,317,075
Office supplies	93,400	26,798
Repair & maintenance	59,097	-
Bank charges	6,407	6,440
Telephone & utilities	2,594	-
Crises cases	-	1,405
	<u>4,832,812</u>	<u>3,670,624</u>
20 TAXATION		
Current	579,062	1,292,723
Prior	-	664,816
	<u>579,062</u>	<u>1,957,539</u>
21 RELATED PARTY TRANSACTIONS		
The related parties of Rozan comprise it's key management personnel and members of the Board of Governors. Details of related party transactions are as follows:		
	2024	2023
	Rupees	Rupees
Transactions with board of governors:		
From directors	393,100	812,314

Advised

7

Remuneration of key management personnel:

	2024		2023	
	Managing Director	Executives	Managing Director	Executives
	----- Rupees -----			
Managerial remuneration	5,573,477	15,619,311	4,662,828	13,724,000
Bonus	286,899	873,335	102,527	261,000
	5,860,376	16,492,646	4,765,355	13,986,000
No. of persons	1	13	1	11

22 CORRESPONDING FIGURES

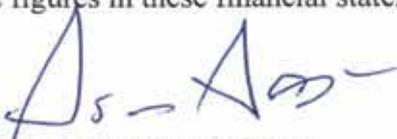
The corresponding figures have been rearranged and reclassified, wherever considered necessary for the purposes of comparison and better presentation. However, there is no significant reclassification during the year.

23 DATE OF AUTHORISATION

These financial statements have been authorized by the Board of Governors in a meeting held on 18 FEB 2025.

24 GENERAL

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


MANAGING DIRECTOR




FINANCE COORDINATOR

ANNEX - II

ROZAN STAFF LIST

Rozan Staff		
Sr #	Name	Designation
1	Babar Bashir	Managing Director
2	Fouzia Yasmin	Program Director
RCHL		
3	Meerab Lodhi	Program Coordinator
4	Absar Fatima	Senior Counsellor
5	Nadia Rashid	Senior Program Officer
6	Sarah Sheikh	Project Officer
7	Javeria Shah	Counsellor
8	Syed Haider Hussain Shah	Documentation Officer
Aangan		
9	Rizwana Aziz	Program Coordinator
10	Badar un Nisa	Communication & Documentation Officer
11	Humaira Rahman	Education Officer- Peshawar
Zeest		
12	Noor Mahal	Program Coordinator
13	Sabeen Fiaz	Senior Program Officer
14	Marrim Zahra	Research Coordinator
15	Farheen Zaheer	Communication Specialist
16	Mehwish Noureen	Provincial Coordinator - KP
Humqadam		
17	Abida Begum	Program Coordinator
18	Noorullah	Senior Program Officer
19	Nisar Wali Shah	Senior Program Officer
20	Waqas Qureshi	Project Officer
21	Saqlain Hameed	Project Officer
22	Faiza Ghani	Coordination Officer
Rabta		
23	Muhammad Ali	Program Coordinator
24	Aroosa Salahuddin	Senior Program Officer
25	Mahnoor Malik	Program Officer
26	Rukhsar Aslam	Assistant Program Officer
27	Riffat Pervaiz	Provincial Project Coordinator - Quetta
28	Saheela Suhail	Project Officer - Turbat
29	Mustafa Mengal	Project Officer- Quetta
30	Akbar Shah	Provincial Project Coordinator - Peshawar
31	Hafsa Noor	Project Officer - Peshawar

Community Program		
32	Fouzia Yaqoob	Senior Program Officer
M&E department		
33	Mehvish Munib	M&E Manager
34	Khubaib Azam	Assistant M&E Officer
Finance Department		
35	Humaira Farooq	Finance Manager
36	M. Usama Khan	Senior Accounts Officer
37	Aminullah Khan	Finance Officer
38	Fozia Chachar	Data Archive Assistant
Management Department		
39	Kashif Ali	Operations Manager
40	Snober Butt	Senior Admin & Logistics Officer
41	Muhammad Naveed	Logistic Officer
42	Kamran Tareen	Admin & IT Officer
43	Anna Hassan	HR Officer
44	Danial Asif	Office Assistant
45	Muhammad Hanif	Gardener
46	Rana Naveed Ahmad	Driver
47	Rana Abdul Qader	Driver
48	M.Mateen	Cleaner
49	Aisha Shakir	Mess Incharge



🏠 Rozan, First Floor, Estanara Building, Mall Street 22 A, Adjacent to Bahria Enclave, B.O.Malot 45400, Islamabad.

🌐 www.rozan.org

📘 rozan.org

☎ +92-51-2721900-02