



USAID
FROM THE AMERICAN PEOPLE



Aurat Foundation



GENDER EQUITY PROGRAM

NEWSLETTER

Aug 2010 - July 2011
Issue No. 1

INSIDE THIS ISSUE

Interview of COP

Reflections and Perspectives

GEP in Action

GEP Monitoring & Evaluation

GEP Outreach

GEP Capacity Building Initiatives

GEP Research

GEP Events

GEP in Media

GEP Article

A word with Simi Kamal
Chief of Party - GEP

Q: What are the main features of the Gender Equity Program and how is it different from other gender projects?

First of all GEP is a medium-term grant making program, not a short-term project. It tackles the root causes of the very stark gender disparities in Pakistan. It recognizes the attitudes and mindsets that drive gender based violence, the negative customary practices that feed such violence, and the laws that render women unequal.

The vision of GEP is to generate widespread societal demand and commitment for a socially just, democratic, caring and gender-responsive society in Pakistan, where all citizens, women and men, are recognized as equal, with the right to lead their lives with self-respect and dignity.

The Gender Equity Program is designed to reduce the gender gap in Pakistan by taking proactive actions in support of women in four key areas: access to justice, empowerment at home, in the workplace and in the public domain, combating gender based violence



and building the capacities of institutions that work on gender equality, gender equity and the advancement of women.

It seeks to do this through a grants program of US\$ 40 million supported by USAID, and implemented by Aurat Foundation in collaboration with the Asia Foundation.

GEP is perhaps the single largest program for supporting the advancement and empowerment of women in Pakistan. It is also unique in that it is a grant making program supported by USAID where the lead organization is a Pakistani civil society organization. As Aurat Foundation completes its 25 years in 2011, it has made a quantum leap into a new grant-making role, vastly strengthening its systems and moving towards becoming



an institution which can handle multiple complex functions. GEP now constitutes over 90 percent of Aurat Foundation's total program portfolio.

Q: How does GEP work and how is it organized?

Based on the vision, the four objectives and the cooperative agreement between Aurat Foundation and USAID, GEP has developed a comprehensive program matrix that lists all the required outputs by objective, the interventions for each output and the program targets for each intervention, such that we have a quantitative list of activities to be carried out.

This matrix is a live document and has been developed in such a way that it can be improved each year with experience and outcomes. Actions for each year are identified from this matrix, and grants designed to accomplish these actions. TORs are developed for each identified grant and its deliverables and prospective beneficiaries carefully laid out, before proposals are solicited. GEP does not accept unsolicited proposals.

GEP has grants management, monitoring/evaluation /research and capacity building units. It has a Grants Management Committee (GMC) that oversees the work of the grants management unit, whets and scrutinizes the recommendations put forward by this unit and prepares summaries for the Program Steering Committee (PSC). The PSC further discusses these grant proposals (officially called sub-grants) and recommends them for USAID consideration. USAID gives formal approval for each grant, after which the approved grantees have to go through due diligence, before the grants are awarded.

GEP is advised by a National Advisory Forum (NAF) which consists of 19 members and is chaired by Ms Shahnaz Wazir Ali, Pakistan's renowned social sector personality, and has all four provincial ministers of women development as its members.

Q: How are the grants made and to whom?

GEP provides grants to a range of organizations which include government departments and institutions, policy think tanks, academic research and training institutions, professional and business associations, media, Civic Advocacy Organizations (CAOs), Civil Society Coalitions (CSCs), Non-Governmental Organizations (NGOs), and Community-Based Organizations (CBOs).

Sub-grants are of two types: non-competitive sub-grants

up to USD 500,000 that are awarded to Government Departments and Institutions working for women's rights and empowerment and competitive sub-grants for NGOs, CBOs, universities and academic institutions etc. that go through a competitive bidding process and fall into three distinct tiers. These are Tier 1 (below \$25,000), Tier 2 (between \$25,000 - \$100,000) and Tier 3 (between \$100,000 - \$250,000).

There is a rigorous process that is followed for the award of grants. For competitive grants this process includes call for proposals advertised in newspapers and the website, pre-grant orientation workshops for prospective grantees, proposal submission and evaluation, short listing and review by the Grants Management Committee and further review and recommendations by the Program Steering Committee (PSC) to USAID. After approvals are given by USAID, pre-award assessment (due diligence) is carried out and selected applicants announced. These applicants are then trained for program and financial processes, management and reporting, after which sub-grants are issued in agreed phases. Once program implementation is started by sub-grantees, regular monitoring and capacity building is carried out and reports prepared in agreed phases. The final settlement is made after satisfactory completion on the ground and all paper work in place.

For non-competitive grants for government entities the process begins with a concept note from the interested government organization and is followed by in-depth meetings and negotiations between the GEP team and the government organization until a first draft is ready. Then the procedure is the same as for competitive grants.

GEP's grants are organized in thematic grant cycles. There are three grant cycles in the first year: the first on post-floods rehabilitation focusing on women, the second on capacity building of critical institutions for combating GBV and the third on social mobilization for getting women registered with NADRA.

Q: How many grants have been made so far?

GEP is well on its way for meeting the target of 59 grants for the first year, of which 50 are awards through competitive process and 9 through non-competitive process for government entities. 99 grants are envisaged for the forthcoming second year.

Reflections and Perspectives

Aurat Foundation – A National Experience of Resolute Struggle for Women's Human Rights

Aurat Foundation is a women's rights organisation founded in 1986 by two human rights activists Nigar Ahmad and Shahla Zia (Sitara-e-Imtiaz), along with a few other colleagues. Over the years it has come to be recognized nationally and internationally as a leading civil society organisation working for women's human rights and empowerment with a broad vision of a just, democratic and caring society in Pakistan.

bringing women's rights issues on the national agenda and internally transformed the scope of the organization from a two-room information house in Lahore in 1986, to a major support organization today with one of the largest citizens' network and grassroots presence in over 110 districts of Pakistan and AJK.

Aurat Foundation presently has 73 Citizens' Action Committees for Women's Rights at the



The work of Aurat Foundation, spanning over a quarter of a century, is a national experience of resolute struggle of women's rights activists. This struggle transformed the political landscape of Pakistan by

district level; around 2600 Information Network Centres for Women at the grassroots level, and 110 District Coordination Committees for national campaigns and social mobilization drives. In addition there are also Groups of 50

Women Leaders in 30 districts, Legislative Watch Groups and Violence Against Women Watch Groups in federal and provincial capitals. Several prominent women parliamentarians in all national and provincial legislatures and



women councillors are members of these groups and committees.

Aurat Foundation, through its pioneering programmes and initiatives like “Political Education Programme for Women”, “Advocacy and Action Programme for Women” and Legislative Watch Programme for Women’s

Empowerment” imparted information and knowledge, developed skills and raised confidence of women and men belonging to different walks of life, particularly women in decision-making bodies and political parties. Recently, it has gone into a new role of grant-making under Gender Equity Program to award grants to civil society organizations and other gender based entities.

Equipped with consciousness and faith in women's potential and abilities to participate in all areas of governance and social sector development, and to become leaders in all these areas, Aurat Foundation initiated and remained at the forefront of various national campaigns. These included advocacy for 33% representation of women in legislatures, repeal of discriminatory laws and elimination of violence against women, manifesto suggestions for political parties on women's rights issues in 1993, 1997, 2002 and 2008 general elections, women's representation in local government elections in 2000 & 2005, civil registration of women for CNICs and electoral rolls, inclusion of women's work in 1998 National Census, and peace and tolerance in society for eradication of terrorism, sectarianism and extremism.



Islamabad: Refugee Women at a rally organized by Aurat Foundation on International Women’s Day .

GEP in Action

Razia Khatoon - From A Poor Woman To A Skilled Worker

This is the tale of a poor, courageous and skilled woman of Sindh. Hailing from Kashmore at Kandhkot district, Razia, 40, used to earn and support her large family by making and selling simple traditional cut-work products in her village. Despite her tireless efforts, her monthly earnings were hardly sufficient to meet ends.

When the floods of 2010 hit the country, it destroyed Razia's house and her previous income generation opportunities were lost.

Through the USAID-supported Gender Equity Program, Kainat Development Association (KDA) reached the village and introduced a project on the Re-establishment of Home Based Economic Recovery for Women, which selected Razia as a beneficiary. Consequently, Razia was selected for ToT (Training of Trainers) on Skill Enhancement Training workshop where she learnt to produce market-driven quality products using new colors and variety of fabrics. Razia is grateful to GEP for helping her to get back on her feet again. Now she earns handsome amount to support her family. KDA believes that she has potential to become a successful entrepreneur through the project.



“Re-establishment of Home Based Economic Recovery for Women”

A Project implemented by Kainat Development Association

80 Women entrepreneurs helped to restart economic activities under the Gender Equity Program supported by USAID



Ruqiya Earns a Better Living

Ruqiya, 35 year old mother of four girls, benefited from the USAID supported Gender Equity Program of Aurat Foundation through a project implemented by Karavan Community Development Organization.

“My name is Ruqiya and I belong to Kalabagh, Mianwali. I, together with my four daughters, was in the business of weaving handheld fans. Which was our primary means of income, My husband contributed another few hundred rupees per month to our earnings by selling vegetables. The floods of September 2010 brought great devastation to our village, both in terms of lives and lost livelihoods. Our home was destroyed and all our savings were used for reconstruction. We had to take an additional loan for the reconstruction process and were left with little money to buy raw material (Mazri) for our fan weaving trade.”

“Our luck changed for the better when two months ago a female representatives of Karavan Community Development Organization conducted a survey in our flood-affected area and consulted with the women members of the district, including myself asking us about our needs.”

“The impact of the project has been phenomenal. I am earning 300 percent more profit than what I used to make before the flood. Raw material provided by the Karavan Community Development Organization has increased our profit margin to phenomenal 25 rupees per fan.”



“Access to Safe Drinking Water”

A Project implemented by
Karavan Community Development Organization

- 10 drinking water supply schemes rehabilitated
- 480 women trained in 24 training sessions
- 50 community members trained for repair and maintenance of schemes
- Water quality tests conducted at 10 schemes

GEP Monitoring and Evaluation

Research Methods for Social Development

The Monitoring, Evaluation and Research unit organized a training workshop in collaboration with Akhtar Hameed Khan Resource Center (AHKRC) on “Research Methods for Social Development” in Islamabad. The training was conducted by Professor Murtaza Haider, Ted Rogers School of Management, Ryerson University, Canada. 37 participants from Aurat Foundation, The Asia Foundation, GINI, National Rural Support Program, AHKRC, SPO and media attended the training.



M&E Regional Workshops

M&E team conducted training workshops on field monitoring, report formats and evaluation techniques in each regional office. As a result of the workshops, all regional GEP staff undertook extensive monitoring visits of sub-grantees. The teams conducted record monitoring at sub-grantee offices and subsequently conducted beneficiary and deliverable visits in each locality.



Balochistan: GEP Monitoring team interviewing a female beneficiary in Basti Dadan Khan

GEP Outreach Where We Work

FIRST GRANT CYCLE

Non-Competitive Sub-Grants

- Rehabilitation of Four Ministry of Women Development Shaheed Benazir Bhutto Crisis Centers for Women
- National Commission for the Status of Women (NCSW)

Competitive Sub- Grants

- AERC
- Youth Organization-Balochistan
- Government Institutes Network International (GINI)- KP
- Sanjh Development Foundation (SDF)- Punjab
- Sewa Development Trust Sindh (SDTS)
- Black Box Sounds
- Individualland
- Masooms Rights Development Society (MRDS)-Baluchistan
- The National Educational & Environmental Development Society (NEEDS)- Baluchistan
- Women Association struggle for Development (WASFD)- KP
- Karwan Community Development Organization (KCDO)-Punjab
- Kainaat Development Association - Sindh
- Al- Mehboob Welfare Society (AMWS)- Baluchistan
- Blue Veins- KP
- Rural Development Organization (RDO)- KP
- Friends Foundation-Punjab
- Young Man Society- Punjab.
- Goth Sudhar Sanghat Sindh
- University of Punjab-Gender Studies Department
- Sebcon Consultants
- Semiotics Consultants

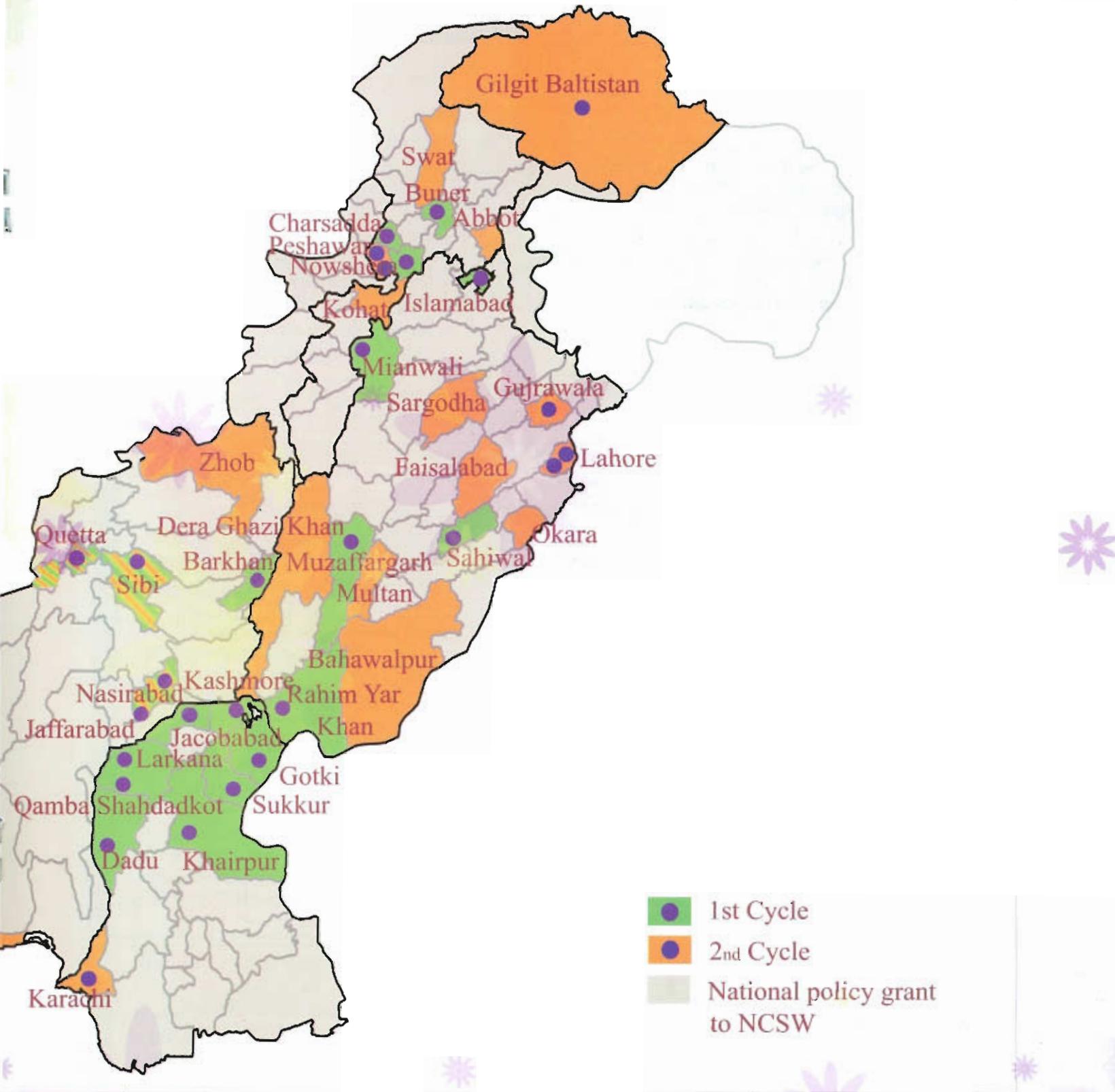
SECOND GRANT CYCLE

Competitive Grants

- Change thru Empowerment- Baluchistan.
- Youth Resource Council –KP
- Quaid-e-Azam Law College-Punjab
- Women's Social Organization-Punjab
- BARGAD-National
- Publishing Extensive Network (PEN)- Gilgit Baltistan
- REASON with Chip Training-National
- Interflow Communications Pvt. Ltd. - National
- Four Corners Group-National
- Human Resource Development Centre-National



The map shows GEP interventions in various districts of Pakistan



GEP Capacity Building Initiatives

Knowledge Enhancement And Skill Development Workshop



Capacity Building Unit (CBU) organized a 2-day workshop on Knowledge Enhancement and Skill Development for Aurat Foundation (AF) staff in the four regional offices; Lahore, Karachi, Peshawar and Quetta in May 2011. The main objective of these

workshops was to build the capacities of the AF team in report writing, presentation skills, facilitation skills and learning principles.

CBU also organized a 2-day workshop on Documentation and Report Writing Skills in Multan.

Pre-grant Orientation Workshops For Sub-grantees



A series of Pre-grant Orientation Workshops for potential GEP sub-grantees were conducted in Rawalpindi, Karachi, Lahore, Peshawar, Abbottabad, Quetta, Multan and Sukkur from February 28, 2011 to March 03, 2011. The aim of these sessions was to introduce the Gender Equity Program (GEP) and walk through the Request for Proposal of the second grant cycle to clarify the application procedures to potential sub-grantees. These sessions helped the participants understand the nature and criteria of the Second Grant Cycle.

Branding, Marking And Communications Workshop



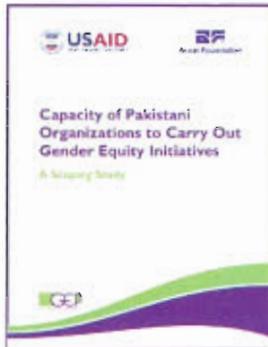
Aurat Foundation organized a two day workshop on "Branding, Marking and Communications in compliance to USAID B&M guidelines" July 8-10, 2011 at Pearl Continental Hotel Bhurban. Objective of

the workshop was to build the capacity of AF staff in branding and marking guidelines and also to discuss the issues of sub-grantees related to visibility of project interventions. Ms. Virginia Morgan, Outreach Communication Specialist, USAID Pakistan, was the facilitator of this two day workshop. She guided participants on USAID branding and marking guidelines, how to write effective case studies, success stories and fact sheet. Subsequent to Branding and Marking session, Mr. Imtiaz Ahmed, Senior Photographer, Global Links, conducted a hands-on session on photography.

Workshop On "Institutionalization Of GEP In AF's Regional Offices"

CBU organized a workshop on "Institutionalization of GEP in AF's regional offices" at Bhurban on January 23-25, 2011. Main objective of this workshop was to familiarize, motivate and bring all the regional offices on same frequency.

GEP Research

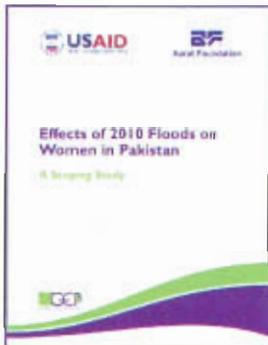


Capacity of Pakistani Organizations to Carry out Gender Equity Initiatives

This desk study, on the capacity of Pakistani organizations to carry out gender equity initiatives, identifies the training and capacity building needs of

Pakistani organizations addressing gender equity, gender equality and women's empowerment, of capacity building programs, courses, certification, degrees and diplomas currently offered for gender equity, institutions offering training and orientation. It reviews available manuals, modules and materials and maps efforts by international organizations and donors. The study aims to draw conclusions regarding the capacity building needs for organizations working on gender equity, which organizations can meet these needs from among existing capacity building institutions, and which capacity building needs remain unmet. It includes a matrix of Pakistani organizations offering capacity building services and programs by type of capacity building and scope for delivery as well as a typology of capacity building for gender equity and current gaps.

Effects of the 2010 Floods on Women in Pakistan



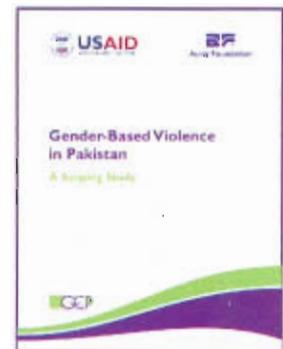
This study on the effects of the 2010 floods on women in Pakistan attempts to identify the needs of women and girl children in post-flood interventions, and the current interventions that cover land rights of women, their access to government

compensation plans and existing government and non-governmental interventions and

rehabilitation schemes. It also seeks to identify the various ecological and social zones in the Indus Basin and maps out major efforts already underway or in the pipeline with respect to women and floods. In conclusion, it makes recommendations that capture the opportunities in rebuilding and recovery to change the old patterns of male dominated society.

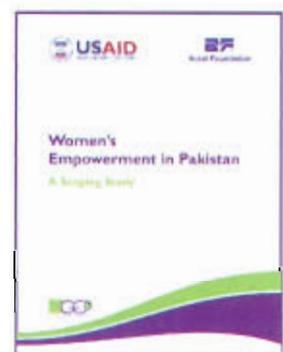
Gender Based Violence in Pakistan

This scoping study was undertaken to identify the key forms and determinants of gender-based violence, and provide an overview of its existence in Pakistan. It highlights the patterns and priorities in funding for gender-based violence. The study also seeks to identify the key gaps in research and interventions, and clearly maps out past and present interventions by donors, national and international NGOs addressing GBV in the country. In conclusion, it offers recommendations for way forward at the policy and response levels.



Women Empowerment in Pakistan

This scoping study was undertaken to identify the needs, critical concerns and gaps in the attainment of empowerment by Pakistan's women. It highlights the theoretical connotations of the word 'empowerment' as well as its practical implications. The study has identified gaps in data/ research and key impediments, while mapping out the past and current interventions by the Government of Pakistan, international donors and NGOs to address women empowerment concerns in the country. In conclusion, it offers recommendations for future programming and policy making.



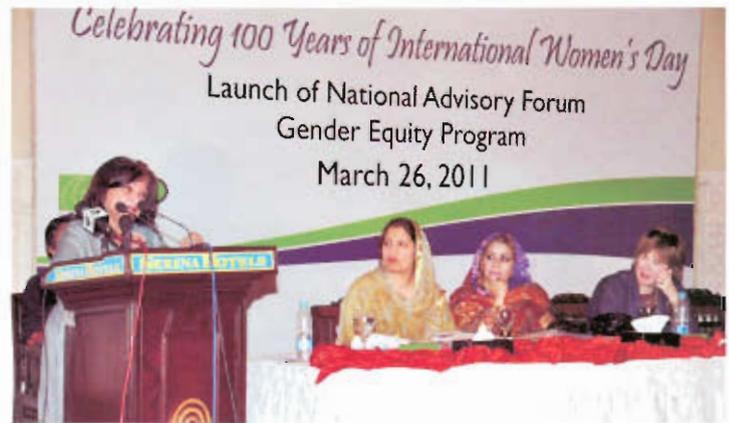
GEP Events

"Celebrating 100 Years of International Women's Day; Launch of National Advisory Forum (NAF) of GEP".

The inaugural meeting of NAF brought together senior government and non-government representatives, active in promoting gender equality, on a single national platform. The meeting was chaired by Ms Anis Haroon in her capacity as Chairperson of NCSW. Participants of the meeting provided their support for USAID's GEP initiative and suggested critical areas for support such as institutional development of provincial Women's Development Ministries, leveraging media to generate societal behavioral change, focusing interventions in police and women's jails and working closely with labor departments to support working women.

The chief guest of the event Dr. Nafeesa Shah, Secretary Women's Parliamentary Caucus, highlighted the importance of women's empowerment for a prosperous Pakistan and women's achievements over a period of 100 years. Other distinguished guests included Dr. Marilyn Wyatt, wife of U.S. Ambassador to Pakistan Cameron Munter, Ms. Saadia Danish, Advisor to Chief Minister, Gilgit Baltistan, Ms. Ghazala Gola, Provincial Minister Baluchistan, Ms. Sitara Ayaz, Provincial Minister Khyber Pakhtunkhwa, Ms. Tauqeer Fatimah Bhutto, Provincial Minister Sindh, Mr. Kamran Michael, Provincial Minister Punjab and Ms. Anis Haroon, Chairperson, National Commission on the Status of Women (NCSW).

A documentary "Main Safar Main Hoon" was also screened during the event. The documentary features the 100 years journey of women all over the world, particularly highlighting the achievements and sacrifices of Pakistani women, starting from 1911 till 2011.



“Mainstreaming Research In Gender Interventions”

Aurat Foundation organized an event “Mainstreaming Research in Gender Interventions” on June 7 2011, at Serena Hotel, Islamabad to launch scoping desk studies initiated by the Gender Equity Program (GEP). These studies identify current status of knowledge and actions under each objective area and post-floods scenario, plus gaps that need to be addressed. The studies include 'Effects of the 2010 Floods on Women in Pakistan' by Nazish Brohi, 'Gender Based Violence in Pakistan' by Dr. Rakhshinda Perveen, 'Women's Empowerment in Pakistan' by Rubina Saigol and 'Capacity of Pakistani Organizations to carry out Gender Equity Initiatives' by Rafiq Jaffer. A fifth desk study is currently underway and is based on 'Gender Equity-Justice and Governance in Pakistan' by Caroline Bates.



Catherine Johnson, Senior Advisor, Democracy and Governance, USAID, was the chief guest on the occasion and highlighted how building knowledge and data for advancing and empowering women is essential and central to USAID'S plan. She was also concerned about how gender-based violence in Pakistan is blocking women progress in socio-political and economic fields. Simi Kamal, Chief of Party, GEP, briefed the audience about the rationale of scoping studies, key findings and gaps left in the studies.



“ I can't believe that I got my land back ”



Women Rights & Our Social Issues

Syed Nasir Ali Kazmi

State of women rights in Pakistan remains poor and leaves a lot to be desired. This can be seen from persistently low rankings in all the major global indices related to women, compared to neighboring countries.

Men are still seen as the dominant force in the economic sphere. While more women are entering the formal economy. The role of women in both urban and rural areas remains caught in the reproductive and non-economic activities. It may be clarified here that these activities are sometimes referred to as non economic as their actual value towards facilitating men in their formal economic activities has not been calculated by policy makers. This naturally leads men towards having greater access to resources and resulting opportunities primarily because men are seen as prime members for the family.

Even though we have given a higher representation to women in our political institutions at all levels, but till such time we do not tackle the issue of women being regarded as less capable human beings their participation in decision making and related processes will continue to be low. This scenario will not only discourage women from taking part in political process in the country, it will also hamper efforts of organizations working for women empowerment and sustaining the process. It must be realized that, despite all of its significance, little has been and can be achieved by bringing change at the individual level. Individuals still have to live and perform in systems or sub systems that exist around them. Going against the norms of these systems is not possible for all and very few can resist the pressures that these systems generate if one does not conform to their norms and moors. Most important in this respect is the educational institution. There must be some logic, and as per my belief it is a very compelling one, behind making acquisition of knowledge compulsory in Islam on all Muslim men and women. Education is the biggest and most effective tool for affecting

long term and sustainable change in any society. Interestingly despite of the fact that number of women has increased at higher education level it has had little effect on overall status of women rights in our society. This is a clear indication that what is being taught leaves a lot to be desired with respect changing social attitudes towards women and their rights.

If we look at the legal aspect of continued low provision of women rights in our society it becomes obvious that even though laws do exist, in some cases, that may guarantee women their rights. However, lack of enforcement mechanisms and political will have resulted in these laws becoming mere collection of papers with little relevance to actual grievances of women. Recognition of women rights in law cannot and does not guarantee that women will be getting their rights; it has to be ensured as well that all breaches of women rights will be dealt in accordance with law.

Women rights is a complex phenomenon for developing societies like Pakistan. Developing countries are mostly based on agriculture which is a very labor intensive sector. Despite of the fact, as various researches have also pointed out, that women contribute almost 90 percent of their time in different chores related to agriculture but their contribution largely remains invisible to general public and policy makers alike. This cannot be a result of perceived malice of men against women alone. The real reason is low value attached to work that women do in this sector. Men are always seen plowing the lands and breaking their sweat to get a good crop while women are seen and shown doing little else than serving food to men working in fields or grinding wheat to make flour for making bread.

Interestingly, despite the fact that the number of women in higher education has increased. It has had little effect on the overall status of women rights in our society.

"Re-establishment of home-based economic recovery for Women"

- 8 community groups formed with 200 women in 2 UCs
- 200 women resume work and receive raw materials
- 200 women trained on enterprise development
- 200 women were sensitized on gender, human and civil rights through workshops
- Women save money through COs to develop sustainable assets
- 200 women linked to micro-credit programs

Editor: Samina Naz
Asst Editor: Qamer uddin
Nibah Fatimah
Nabiha Irfan
Concept & Design: Samina Naz
Layout & Printed by: Paras Rasheed (Crystal Printers)

"Main Safar Main Hoon"

Aurat Foundation launched a campaign and documentary under the USAID supported Gender Equity Program of Aurat Foundation, in partnership with Black Box Sounds on 100th anniversary of International Women's Day

Launched on International Women's Day - March (2011)



Information

<http://www.af.org.pk/gep>, Email: info.gep@af.org.pk, Mail: PO Box No. 1105, Islamabad, Pakistan.

This publication is made possible by the support of American people through the United States Agency for International Development (USAID). The contents are the sole responsibility of the Aurat Foundation and do not necessarily reflect the views of USAID or United States Government.