

**World Population Foundation, Pakistan
Quarterly Progress Report
January- March 2009**



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1-SUMMARY OF THE QUARTER

2009 started with poor situation of peace and security in the country. However, WPF succeeded working on its new programmatic structure, several new projects and building cohesive partnerships with stakeholders that are working on issues relevant to Sexual and Reproductive Health and Rights (SRHR). One achievement was the launching of a new study entitled “Rights Driven Institutionalization of SRHR in Pakistan”, which would be ground breaking in terms of analyzing the current SRHR situation in Pakistan. SRHR Education Programme has got new heights and reaches up to 473 schools and 41318 students. Under GBV-RH program partner organizations have been selected from areas with the highest incidence of GBV in the country and training manual will be designed to further this initiative. Likewise, WPF’s Life Skills Based Education for Madaris is leading on forefront of building knowledgeable skills in young people of Madaris and during this quarter curriculum was developed and finalized through consensus in consultations with renowned religious scholars. WPF is gradually moving towards setting new partnerships and mobilizing resources to nurture its country strategy 2007-2011. During the reporting quarter, we have negotiated with Packard Foundation and Embassy of Kingdom of the Netherlands and shared some new ideas for their support. The full proposals will be submitted during the coming quarter.

During the reporting quarter, structural changes were brought in the LSBE Programme through consultation with the partner organizations. In the targeted districts, all Implementing Partners (IP) except Teacher’s Development Centre (TDC) in Karachi have completed the implementation of level I curriculum and reached up to 14656 students (7591 males and 7065 females). Moreover, second level of the curriculum has been finalized focusing more on the issues of Sexual and Reproductive Health and Rights of Young People. Following the Draft of The National Education Policy 2009, WPF strongly advocated for inclusion of Life Skills Based Education (LSBE) in national secondary school curricula and several letters were sent to Federal Education Minister, Federal Secretary Education and Provincial Education Ministers by WPF and Partner NGOs.

This year, WPF launched LSBE project for Non-Formal systems i.e. *Madaris* (religious boarding schools) in districts Quetta and Peshawar. Besides orientation of religious leaders of partner organizations and other stakeholders, a process of needs assessment was carried out and MOUs were signed with 12 short-listed *Madaris*. Implementing Partners have gathered detailed information and profile of their students and teachers. Moreover, the acceptance of the curriculum and teacher’s manuals was ensured through getting it ratified by 15 *Ulema* (religious scholars) of 12 *Madaris* through a series of workshops and meetings.

In Strengthening of Governments (SoG) Project, WPF reviewed the existing capacity building material produced last year and a revised process and methodology was developed and finalized. On the request of Directorate of Workers Education (DWE), WPF facilitated sessions on Behavioral Change Communication (BCC) in two training workshops, with a total of 50 participants having focus on ‘women at workplace’.

In Stop AIDS Now! Project, a three-day follow up workshop on E-PAT was conducted with facilitators from SAN and WPF Netherlands with 7 partner organizations. The partners had used the tool in multiple ways and settings: to set up new projects, analyze existing programmes, writing proposals, developing IEC materials etc. During the workshop, partners also gave their feedback to finalize the E-PAT guidelines drafted by WPF with input from partners. It was emphasized by the forum to initiate Phase 2 of the project to ensure its adaptation and extension to local NGOs.

The new project, titled “Capacity Building of Pakistani NGOs in GBV & RH” supported by the World Bank was operationalized. Six partner NGOs were selected in the six target districts through a competitive process and MoUs were formalized. In order to develop pioneering WPF model for the GBV-RH interventions, WPF finalized its approach paper and work plan based on intensive literature review WPF policy paper on GBV.

Towards, 'Youth Development Programme', a 2 days capacity building workshop was organized for general body members of Youth Advocacy Network on 'Resource Mobilization and Proposal Writing' to impart required skills and enhanced their capabilities to take YAN forward as an independent and sustainable network. The workshop concluded with the General Body meeting, where members reviewed YAN's progress and work plan for the next quarter. As a follow up of National Youth Summit 2008, National Youth Task Force (NYTF) consisting of 20 young individuals, selected from all over Pakistan was finalized. NYTF is aimed at developing young SRHR leaders who can lead the process for implementation of the NYS 2008 recommendations.

WPF and Plan Pakistan have initiated the process for the formulation of "National Adolescent Development Policy Framework 2009-2013" aimed at ensuring that adolescents are well prepared, informed and sensitized, by the time they reach 19 years of age. A "working group" has been constituted to support the process for drafting the Policy Framework. During the reporting period, first working group meeting was held in which members shared their input to revise the draft outline of the framework.

Like last year, WPF is celebrating Mothers' Night on the eve of International Mothers' Day 2009. This time, National Trust for Population Welfare (NATPOW) has also joined hands with WPF for the initiative. All administrative and logistic arrangements have been finalized for the event and an advisory committee comprised of well-known development practitioners and parliamentarians has been formalized. A media plan has been outlined to mobilize newspapers, magazines, radio and television channels for disseminating information pertaining to the cause of Safe Motherhood.

This year, WPF launched an EU funded project titled 'Rights Driven Institutionalization of Sexual and Reproductive Health in Pakistan. To operationalize the project, current staff was assigned to the project, new staff was hired and the purchase of equipments and supplies were carried out. Several meetings were held within the staff to orient them about the project activities and outcomes. Conceptualization meetings were also held with the management of implementing partners in Karachi and Multan. The first step of the SRH Rights assessment process was the literature review was initiated. The research team scrutinized global, regional and national publications for this purpose. Several consultative meetings were held with SRHR experts and organizations having focus on SRH and research. As an outcome of these meetings, WPF has formed an expert panel of proficient specialists comprising SRH professionals, government, researchers and representatives from UN agencies. Negotiations with shortlisted consultant at national and international level are progressing well.

In the first quarter, WPF published 5 E Newsletters and drafted 3 project brochures besides media of WPF activities. Moreover, 2 press releases and 3 solidarity messages were developed and shared with stakeholders. The website was upgraded with the help of Knowledge Management Team.

WPF formalized contracts with European Union, World Bank and Royal Netherlands Embassy for implementing new projects. A concept note for on SRHR Education was shared with The Royal Netherlands Embassy, whereas a letter of inquiry titled "Empowering Young Girls through SRHR Education" was developed for David and Lucile Packard Foundation. Moreover, a research proposal for financial support, focusing on Gender Based Violence was developed for GBV Network.

Monitoring & Evaluation Framework for 3 new projects was finalized. Learning and Reflection process and calendar of events finalized. Quarterly review and planning forum was held on 31 March 2009, where the entire programme team reviewed the progress made during the quarter and shared plans of the next quarter in light of work breakdown structures developed early this year. The teams also reviewed the financials reports – allocation and utilization of all programmes and projects. Moreover, progress reporting plan 2009-2012 was developed and shared with the Programme teams for compliance.

In Knowledge Management, the website was made dynamic and upgraded while the structure of LSBE Portal was revised. An online database of WPF contacts list comprising of 1063 contacts has also been developed. The team facilitated other programmes in day to day trouble shooting and IT related affairs. Graphic designing was also carried out to develop various publications. Moreover, 4 in-house capacity building sessions on various IT issues were organized for the staff.

In HR, Coordination and Partnership development, staff contracts and Human Resources policies and procedures were renewed. The procedure for the reward system was updated based on the input provided by WPF staff. Ms. Areebah Shahid, Programme Assistant Communications, was selected as the employee of the Quarter. Besides this, 5 new recruitments took place in the first quarter. The team also worked on updating the Finance and Administration Control document to make the internal control effective and translate the document into regular practice. The organizational restructuring finalized in December 2008 was implemented from January 1, 2009. WPF sold its old car and placed order for a new car from EU funds. To improve Coordination, 11 weekly meetings, 3 monthly Programme Development Team (PDT) meetings, 3 management team meetings and 1 quarterly review and planning meeting were successfully organized. Partnerships were developed with NATPOW and NOVITAS in connection with Safe Motherhood and Youth Development programmes. The working relationship with Plan Pakistan gained further strength. Moreover, partnerships with FPAP and Packard Foundation were initiated.

Finance department successfully closed all books of accounts for the year 2008 on software and signed out statement of accruals for all the projects. The final data base with few adjustments has been sent to the Headquarter. The financial audit for year 2008 was successfully carried out which remained unqualified. Moreover, book keeping, funds' management, tax processing, vouching, filling, ledger updates, payroll and updating of data in software went on regularly. Adaptation to Sun System is in progress and still a challenge for Finance section.

2- ABOUT WPF

World Population Foundation (WPF) was founded in 1987 in the Netherlands with the aim of reducing world poverty and improving the quality of life of the world's poorest people in developing countries. For the first eight years WPF was mainly supported by donations from the founders, international development agencies and income generation through consultancy assignments. In 1994, WPF played an important role in the International Conference on Population and Development (ICPD) held in Cairo. At this conference, the Cairo Programme of Action was adopted and it has been the foundation for WPF's work ever since.

2.1 WPF- Pakistan

In 1998-9, WPF established its field office in Pakistan (Islamabad) with the agenda of directing the Family Planning perspective to the broader dimension of Sexual and Reproductive Health and Rights (SRHR) as it was critical for achieving the health, population and development targets more effectively in Pakistan.

For its continued work in other developing countries, WPF had well recognized the importance of investing in adolescence Sexual and Reproductive Health to achieve the development targets in these countries. Based on this experience, WPF since its inception focused on Sexual and Reproductive Health of women and youth in Pakistan.

2.2 Vision

WPF – Pakistan as a regional resource for promoting Sexual and Reproductive Health and Rights of young people for sustainable human development.

2.3 Mission

To work to improve the quality of life of young people in Pakistan by promoting:

- Sexual and Reproductive Health and Rights (SRHR)
- Awareness of the importance of SRHR for sustainable human development
- Understanding of the central role of reproductive health in “population and development” issues

2.4 Objectives

- All young people (especially girls) are empowered to develop and sustain the knowledge, attitudes, capacities, skills and behaviors needed to make healthy choices about sexuality and reproduction.
- An enabling environment for upholding the Sexual and Reproductive Health and Rights of young people
- Improved access and quality of youth-friendly SRHR services including STIs, HIV and AIDS (with special focus on girls) through out the country.

2.5 Approach

WPF is well aware of the importance of the multi-sectoral and culturally-sensitive strategies that respond to the varying social and economic circumstances that different youth groups experience today. This framework provides strategies to address the following main areas:

- Increased awareness on SRHR of all people especially young people (with special emphasis on women) in marginalized situations.
- Empowered youth groups to establish healthy sexual behaviors and make informed and responsible choices.

- An enabling environment for diverse youth groups to easily exercise choices and rights regarding their Sexual and Reproductive Health.
- Developing and strengthening youth-friendly/life-skills friendly systems (health and education etc.) throughout the country to have a national impact.

3- PROGRAMMATIC REVIEW

3.1 Programme SRHR Education

Goal

All young people (especially girls) are empowered to develop and sustain the knowledge, skills and attitudes needed to make safe choices about sexuality by adapting responsible behaviors

Objectives

- To develop and implement Rights based comprehensive sexuality education programmes for groups of young people in selected 11 districts of all four provinces of Pakistan (in formal and non-formal education systems etc.)
- To improve the level of awareness among relevant stakeholders (teachers, parents and religious leaders) to ensure the support for young people in adopting responsible SRH behaviors
- To increase the participation of young people in identification, development and management of Sexuality / SRHR education programmes.

3.1.1 Life Skills Based Education in Formal School System

The LSBE programme was started in 2003 with an aim to provide young people (particularly adolescents) with the knowledge, attitudes and Life Skills required for promoting their well-being, preventing social and health problems and empowering them in practicing, achieving and safeguarding their Sexual and Reproductive Health and Rights. The project also aims to create a platform for adolescents to advocate for their health and rights within the cultural and traditional norms of Pakistan by advocating for the increased support of government and community for adolescent health interventions.

3.1.1.1 Achievements at a glance

- The new programme strategy developed and set in.
- Level 1 curriculum reached up to 15000 young girls and boys.
- The advanced curriculum (Level 2) developed with more focus on SRHR of young people.
- WPF strongly advocated for inclusion of LSBE in curriculum and the Draft National Education Policy 2009 at the time when National Youth Policy 2009 was being reviewed by the cabinet.

3.1.1.2 Activities and Outcomes

During the reporting quarter, structural changes were brought in the LSBE Programme on the basis of discussion with the partner organizations. For this purpose, several review meetings were held with the partners including Awaz Foundation Pakistan; Centre for Development Services, Teachers Development Centre, AIDS Awareness Society, Pakistan Village Development Programme, Participatory Integrated Development Society and PEAD. The review process also helped in critical evaluation of the strategy and structure of the already ongoing programme. In the targeted districts, all implementing partners except Teachers Development Centre in Karachi completed the implementation of level I curriculum, reaching up to 14656 young boys and girls (7591 males and 7065 females).

The successful delivery of the level I course was then followed with post test, which is currently on going. For this purpose, post test forms have been printed and distributed to the implementing partners. Our partner in Distinct Mitiari, HANDS, with the support of heads of schools, LSBE Educators and staff members of secondary schools, organized the “Whole of School” activity. LSBE students were actively involved in the event through a quiz competition, which helped in building their confidence and encouraged the adolescents to practice their learnings. It helped to break the taboos surrounding the issues of LSBE. The participation of government representatives in the event and its coverage by 5 print and electronic media agencies boosted our advocacy efforts regarding LSBE in the district.



Moreover, second level of the curriculum was finalized during the reporting period, which focuses more on the issues of Sexual and Reproductive Health and Rights of Young People. The English version of the curriculum is final and in process of translation and will be implemented in June- July after the second level of training of master trainers and teachers, which is due by the end of April.

Following the Draft of The National Education Policy 2009, during the reporting period, WPF very strongly advocated for inclusion of Life Skills Based Education (LSBE) as a necessary element for the secondary and higher secondary young people under Chapter 6 titled “Broadening the base and achieving access”. In this regard several letters were sent to Secretary Education and Provincial Ministers of Education. The Draft will be shared with cabinet next week on Wednesday. Further, WPF and UNICEF jointly reviewed the progress that has been made so far on the integration of LSBE and process of implementation through out Pakistan.

3.1.1.3 Context and Challenges

Keeping the lessons of previous years in mind and after thorough consultation with implementing partner organizations, from this year, WPF has adopted its revised programme strategy, which is appended as annexure 1. WPF has started a new 4 year project “Rights-Driven Institutionalization of SRH in Pakistan” from January 2009 with financial support of European Union. In this project WPF will be working with three implementing partners i.e. Awaz CDS, PAVHNA and HANDS in their respective areas of Multan, Karachi and Mitiari. WPF was already working in Karachi in collaboration with another partner institute i.e. Teachers’ Development Centre – TDC. Now, to avoid duplication of work and funds, WPF has decided to continue with one partner i.e. PAVHNA. In this regard separate meetings were held with PAVHNA and TDC to ensure a smooth handing over and taking over process.

3.1.1.4 Lessons Learnt

- The programme strategy has been revised because, 4 year programme approach required long term commitment by WPF where as its current funding cycle will be concluding in Dec 2010.
- It was difficult for the schools and teachers to commit for the 4 year programme due to frequent transfers of staff which resulted in drop outs of schools and loss of LSBE trained teachers.

- During the LSBE forum, stakeholders felt that providing age specific SRHR related information at the age of 13+ was too late and should be provided early to avoid unhealthy and risky behaviors.

3.1.1.5 The Way Forward

- Printing of LSBE Level II curriculum in English & Urdu by mid of April
- Training of 45 master trainers from all four provinces on LSBE Level II by end of April
- Training of teachers through master trainers with teachers of 190 schools
- Implementation of LSBE Level II with 15,000 young girls and boys from July

3.1.2 LSBE in Non Formal

This year, WPF has launched this project in District Quetta and Peshawar through its implementing partners i.e. PVDP and PIDS. It aims to improve the quality of life of young people in Madaris of Pakistan by providing them Life Skill Based Education that empowers students to adopt safe health seeking behaviors and protect them from abuse, exploitation, drugs and diseases.

3.1.2.1 Achievements at a glance

- The project successfully launched in 12 Madaris of 2 targeted districts
- MOUs signed with selected Madaris
- A well-accepted LSBE Curriculum developed and finalized through consensus in consultations with Religious scholars

3.1.2.2 Activities and Outcomes

During the reporting period, an understanding was built among the partner organizations and stakeholders through several meetings and discussions. To reach up to almost 2000 Madaris students (50% Male and 50% Female) through LSBE, a process of needs assessment was carried out and a total of 12 Madaris were short listed (6 Male and 6 Female). Unnecessary risk and political affiliation was avoided and for this purpose, WPF through its IPs approached only medium sized Madaris having good repute in their surroundings and those who are registered with relevant state department and fulfill all legal requirements. MoUs with *Muhatamims (Head of Madaris)* were signed after orienting them in detail about the project objectives and strategies. To ensure long term commitment of selected *Madaris*, IPs have gathered their detailed benchmark regarding their students and teachers. The detail of selected *Madaris* is appended as Annexure 2.



Moreover, the acceptance of the curriculum was ensured through incorporating Islamic references including Quranic Verses and Hadith (Saying of Prophet Muhammad, P.B.U.H) into students' workbooks and teachers' training manual. WPF, for this purpose, engaged a consultant after discussion with the administration and *Ulema* (Religious Scholars) of all short-listed *Madaris*.



WPF developed a consensus to introduce LSBE in *Madaris* and also finalized the 1st Draft of LSBE Curriculum for young students enrolled in *Madaris* in a two-day consultative workshop held in Islamabad with 15 *Ulema* from 12 targeted *Madaris*. It also helped WPF to finalize its programme implementation strategy. The formation of *Ulema's Rehber Committee* (Project Steering Committee) comprising of 12 *Ulema*, one from each selected *Madrassa*, was another outcome of the meeting. Later, the *Ulema* reviewed the curriculum drafted by the consultant and in the light of their suggestions the curriculum and manuals have been finalized and are now in printing phase.

3.1.2.3 Context & Challenges

The project itself is very challenging and first of its kind in Pakistan. The global scenario is supportive to our initiative as there is immense pressure on the Government of Pakistan to take action and bring reforms in *Madaris*. It is generally considered that in Pakistan militants have their links with the *Madaris*, however in most of the cases it is a misperception. Previously NWFP was the only province affected by the current security situation but the major shift in the strategic war against terrorism also shoved its way into the Baluchistan. The project team after analysing the situation is planning to conduct re-assessment of the risks that this project may face in the upcoming months. To discuss the issues of security both to the project as well as to its staff, we have plans to develop a comprehensive risk mitigation strategy in the coming quarter.

3.1.2.4 Lessons Learnt

- Even though the basic concept and strategy was developed on the needs identified by *Ulema* (religious scholars) in past, after the approval of the project WPF held another consultative workshop to involve *Ulema* in finalization of implementation strategy which resulted in more ownership by the target group and helped in minimizing perceived resistance. Now, on the basis of our learning, this consultative process will be adopted in all the activities.
- Consultation and consensus building of the *Ulema* on understanding of LSBE in the context of Islam and Hadith (Sayings of Holy Prophet P.B.U.H) made the process of learning even more effective and practical.

3.1.2.5 The Way Forward

- Curriculum will be finalized by the Expert Group.
- A three day Training of Master Trainers (ToMT) for LSBE in Non-Formal Institutions will be held from 5th – 7th April 2009 at WPF Islamabad office.
- Curriculum will be designed and printed and the workbooks will be disseminated.
- LSBE in *Madaris* will be formally launched.
- Pre-test with the students of the *Madaris* will be done.
- Medical screening of the students.
- Analysis of results of pre-test, compilation and dissemination of the results.

3.2 Programme Institutional Strengthening

Goal:

Improved capacity of the Government Institutions, CSOs and Media to integrate SRHR into their initiatives and programmes.

Objectives:

- To improve the capacity of government institutions to provide SRHR sensitive services to young people.
- To improve the capacity of CSOs to integrate SRHR in their programmatic areas.
- To improve capacity of Media to ensure promotion and protection of SRH rights of young people and women.

3.2.1 Strengthening of Governments

Based on previous experiences of having interaction with government ministries, this project was started in March 2008 with an overall aim to create an enabling environment in Pakistan for young people and women by increasing awareness and building the capacity of government departments on issues of SRHR.

3.2.1.1 Achievements at a glance

- Training manuals for capacity building of relevant ministries and government departments reviewed and refreshed.
- Two Sessions for Directorate of Workers Education conducted on Behavior change communication.

3.2.1.2 Activities and Outcomes

The project aims for capacity building of relevant Ministries and Government departments regarding SRHR. During the reporting period, WPF reviewed the existing material produced last year and other national, regional and international literature on similar topics. Based on the findings and previous working experience with ministries, an outline of the Manual, with process and methodology was developed and finalized.

On request of Directorate of Workers Education (DWE), WPF facilitated sessions on Behavioral Change Communication (BCC) and role plays on the said issue in their two training workshops (each of two days duration with total 50 participants). The workshop was titled “How to Maintain Human/ Working Relation at the Workplace” focusing on Pakistani cultural and social attitudes pertaining to women in the society. The sessions developed understanding among participants regarding proper utilization of BCC tool and emphasized the importance of IEC material in creating awareness about women’s rights at work place.



Moreover, WPF has initiated consultations with Directorate of Sindh, Ministry of Youth Affairs (MoYA) for conducting step down trainings during the next quarter.

3.2.1.3 Context & Challenges

It was very difficult to achieve the basic milestones set for the project due to the political instability within the country. A lot of ministries were uncertain about the gradual development in political arena and were not willing to take major decisions immediately.

Due to the re-structuring of WPF, a few internal changes took place and the project was handed over to IS Programme. Since new staff was recruited for the purpose of this project, it took time for them to get a grasp over the ongoing activities; hence the delays in project progress.

Reviewing the challenges, problems and lessons learnt, it was recommended to change the strategy of strengthening the ministries through their partner NGOs. Thus, it was suggested that work be done through selected effective, efficient and credible partner NGOs of ministries, particularly MoYA.

3.2.1.4 Lessons Learnt

- To work with Government it is necessary that higher ups in the departments are interested and committed. To ensure this coordination mechanism is must for ensuring timely outputs.
- Work plan and timelines of any intervention with Government needs to be flexible to ensure success.
- In few cases it is better to work closely with the partner NGOs of ministries as they have stronger influence on ministries.

3.2.1.5 The Way Forward

- Training need assessment and development of manuals for capacity building of partner NGOs of MoYA
- SRHR training of partner NGOs of MoYA
- Manual Development for trainers of Regional Training Institute
- 2-day capacity building training workshop for Regional Training Institute Trainers

3.2.2 Stop AIDS Now!

This project aims to pilot the *Evidence Based Planning and Support Tool E-PAT* (E-PAT) in Pakistan. This tool provides a 'blueprint' of how organizations can most optimally design and evaluate SRHR/ HIV prevention vis-a-vis Life Skills programmes for young people. For this purpose, initially 7 SRHR focused organizations were selected to build their capacity on the tool.

3.2.2.1 Achievements at a glance

- Completion of SAN! project
- E- PAT Guidelines Finalized

3.2.2.2 Activities and Outcomes

Three-day follow up workshop on E-PAT was carried out with 7 partner organizations from 13-15 January at WPF's Office Islamabad. The partners were capacitated on using *Evidence Based Planning and Support Tool E-*

PAT during first workshop held in 2008 and the objective of this follow up workshop was to reflect on the experiences of the partners while applying E-PAT on their programmes. It was observed that the organizations had used this evidence based planning and monitoring tool in multiple ways and settings, for instance, to set up new projects, analyze existing programmes, writing proposals, developing IEC materials etc. All these experiences shared proved the validity and adaptability of the tool in the cultural context of Pakistan. One of the salient features of the project was to develop guidelines for using E-PAT that WPF has developed. During the workshop, partners also gave their feedback to finalize the guidelines and missing information was collected during the reporting period from partner organizations. Furthermore additional information was sought from SAN!/WPF Headquarter for inclusion in guidelines. Once the guidelines are finalized, marketing strategy to disseminate the tool with the guidelines will be prepared to encourage other organizations for using E-PAT.

The project was initiated basically for one year that has almost been completed. However; after seeing the need for E-PAT in Pakistan detailed discussions took place with the partners to explore the possible funding opportunities to further the programme.

3.2.2.3 Context & Challenges

Future of SAN! In Pakistan	To keep the group and the interest of the participants alive, promising measures should be taken-up to further the programme in Pakistan within appropriate time period so that the group is not dispersed.
Incentives for the partners	Because of lack of any financial incentive for the partners to adapt E-Pat some NGOs were slow to respond. WPF has to make extra efforts to keep the group intact and ensure that they report on time. Possibly WPF/SAN! can initiate Phase II, focusing on implementation of guidelines in Pakistan.
Political Stability- A prerequisite	Geo-political crises have impacted on the delay in project activities and proper follow up with partners as well, most of the partners did not submit their case studies owing to political instability.
E-Pat Guidelines	In addition to project implementation, WPF also developed guidelines for E-Pat through a consultative process. Getting the feedback form local partners was hectic and a time consuming effort. However, after constant reminders and follow up, relevant case studies were collected. However, time differences and project activities also caused delay in getting timely material and documents from the SAN!/WPF, H.
Handing over- Taking over	Project Coordinator left WP, P in February (due to her immigration to United States). She handed over the project to new Programme Manager, Institutional Strengthening. Absence of previous communication with the partners also caused delay in getting timely response on guidelines' case studies.

3.2.2.4 Lessons Learnt

- Though the SAN! Partners appreciated E-PAT, it is imperative that reasonable resources be allocated for partners to undertake follow-up activities.
- There is a strong need to continue phase 2 of the SAN! to ensure that E-Pat tool is fully adopted, applied and shared with NGOs working on SRHR issues of young people in Pakistan.
- There is also strong need to have an impact analysis of guidelines after 6 months of sharing the guidelines.

3.2.2.5 The Way Forward

- Finalization of E-PAT Tool
- Finalization of guidelines for using the tool
- Planning for initiating phase II of the project

3.2.3 Capacity Building of Pakistani NGOs in GBV-RH

The project is designed to enhance the limited capacity of partner NGOs to develop and implement projects related to GBV and the reproductive health needs of selected communities in target districts with a high incidence of GBV in Pakistan. It aims to improve knowledge and skills of 06 selected NGOs and 60 CBOs in development and implementation of projects on issues related to Gender Based Violence (GBV) and to ensure sustainability of the programming on GBV issues by its integration in strategy papers of selected NGOs.

3.2.3.1 Achievements at a glance

- 06 partner NGOs selected, engaged and MOUs signed with them
- District Profiles developed
- Tools developed for conducting organizational capacity assessments and situational analysis

3.2.3.2 Activities and Outcomes

The project was operationalized during the reporting period through staff recruitment and their orientation.

As a first step, 6 partner NGOs were selected in the targeted districts through a competitive process. For this purpose, profiles of 25 NGOs were collected of which 20 were scrutinized for potential partnership. After assessment and review, 11 NGOs were initially short listed. WPF team carried out field visits of DG Khan, Muzaffargarh, Jacobabad, Kashmore, Nasirabad, and Jaffarabad to assess their strengths and weaknesses and verify information shared by them. It was followed with detailed consultations about the GBV-RH project with their board members and management. Moreover, organizations' strategy papers and their submitted expression of interest were also sought.

Based on the profile review, field visits and assessment 6 partner NGOs were finally identified as potential partners. WPF developed and shared Memorandum of Understanding (MoU), which was later on signed to formalize the partnership.

Following 6 organizations from respective districts were finalized:

1. Al-Asar Development Organization – DG Khan
2. Social Youth Council of Patriots (SYCOP) – Muzaffargarh
3. Kainaat Development Association (KDA) – Kashmore
4. Community Development Foundation (CDF) –Jacobabad
5. The National Educational and Environmental Development Society (NEEDS) – Nasirabad
6. Society for Community Organization for Promotion of Education (SCOPE) – Jaffarabad

Besides this, in order to develop our own model for the GBV-RH interventions, intensive literature review was undertaken to learn the best practices and previous work at national, regional and international level. The alignment with WPF Headquarters' policy paper on GBV was ensured. In order to adopt a direction and keep our efforts on the right track, an approach paper was also developed during the reporting period.

To conduct a participatory organizational capacity assessment from Gender Based Violence and Reproductive Health perspective, as a next step, WPF developed Organizational Capacity Assessment (OCA) tool. To take the process one step ahead, WPF plans to conduct participatory situation analysis in the target districts. For this purpose protocols for conducting Focus Group Discussion (FGD) and baseline survey have been finalized. FGD will help to explore the issues concerning GBV-RH and help in developing training manual on GBV-RH. Moreover, to get more comprehensive and verified information regarding districts, detailed district profiles were developed to be used in FGDs.

These 6 districts will be added to WPF's geographical expansion. Moreover, local NGOs appreciated the efforts /strategy of WPF for working directly with the grassroots level NGOs. Due to the security/political crises INGOs usually provide funds to local NGOs instead of directly working with them. GBV has been an alarming issue in these districts and combining it with RH and capacity building formed a unique mix.

Currently WPF is in the process of taking a consultant on board to get technical input in reviewing the in-house developed OCA tool, FGD guidelines, training manual, toolkit and conduct a few training sessions. So far, 35 applicants have shown their interest to work on our required lines whereas short listing is in process.

3.2.3.3 Context & Challenges

Capacity of the Organizations	Since we were opting for local/indigenous organizations, thus throughout the targeted districts it was assessed that all of them have diverse capacities, infrastructure and expertise and catering for all of them will be challenging. Geographical, socio-cultural and GBV issues and differences will be challenging while developing tools for interventions in these areas.
Change of District	Two districts Jal Magsi and Ghotki were replaced by Jaffarabad and Kashmore for the following reasons: <ol style="list-style-type: none"> 1. Availability of NGOs. In Jhal Magsi and Ghotki infrastructure of NGOs was not adequate to meet the project requirements as these organizations were CBOs; since the district environment is not enabling for NGOs; 2. Recent changes in district boundaries in Sindh and Balochistan, new districts have been created / bifurcated. 3.
Political Stability- A prerequisite	Restoration of judiciary and few other political crises in Punjab disturbed Islamabad and caused delays in planned events, resulting in late completion of activities.
Contextual Literature/Expert	Finding data on GBV-RH within South Asian context was a difficult task; in African context a lot of literature was found. Similarly findings experts on GBV-RH was rare combination, as there were plenty of experts on GBV but were lacking expertise of RH, if there were RH experts they were lacking GBV understanding.

3.2.3.4 Lessons Learnt

- District level NGOs are willing to work directly with WPF, particularly if focus is kept on Capacity Building;

- SRHR and work on Youth is attractive for district level NGOs as they have shown immense interest to work on;
- GBV-RH is a unique combination in Pakistani context; it provides plenty of opportunities for WPF to become a leading resource organization in this area.

3.2.3.5 The Way Forward

- Engagement of consultant
- Participatory OCA of partner NGOs and situation analysis
- National Level consultation- sharing of SA findings
- Development of GBV toolkit, Manual+ Translations
- Capacity building of NGOs staff on GBV tool kit
- TOT on GBV

3.3 Programme WeACT

Goal:

A conducive policy environment exists to safeguard Sexual and Reproductive Health and Rights of young people and women.

Objectives:

- To have evidence based research on status of SRHR for developing advocacy tools
- To improve policies, legislation and regulatory frameworks to safeguard Sexual and Reproductive Health and Rights of young people
- To improve social attitude to safeguard women's right to enjoy their sexuality without coercion and violence

3.3.1 Youth Development Programme

Youth Development Programme was initiated by WPF through formation of Youth Advocacy Network, a group of young volunteers in 2005 in collaboration with the Dutch youth group CHOICE and World Population Foundation with an aim to create a forum for dialogue, discussion and cooperation about Sexual and Reproductive Health and Rights –SRHR of young people in Pakistan. The programme advocates for the inclusion of SRHR into National Youth Policy to ensure meaningful youth participation in policy and programme development.

3.3.1.1 Achievements at a glance

- 2 days capacity building workshop for YAN on Resource Mobilization and Proposal Writing carried out successfully
- National Youth Task Force developed
- Working group formalized and first meeting successfully held to formulate National Adolescent Development Policy Framework 2009-2013

3.3.1.2 Activities and Outcomes

During the reporting period, a 2 days Capacity Building workshop was organized for 11 members of Youth Advocacy Network on Resource Mobilization and Proposal Writing. These imparted skills will enhance their capabilities and help them take forward YAN as an independent network. The workshop ended with the General Body meeting, where members reviewed YAN's progress and planned for the next quarter. The meeting also enabled members to motivate other members to participate actively in YAN's initiatives.

At the conclusion of National Youth Summit 2008, it was decided that a National Youth Task Force (NYTF) will be formed comprising of young, energetic participants of the Summit. Through a competitive process, 20 young individuals have been selected from all over Pakistan during the reporting period aimed to develop young SRHR leaders which can discuss and negotiate at policy level with the various ministries. Moreover, first Capacity Building Forum



for these selected young people has been scheduled for early April.

WPF and Plan have initiated the process for the formulation of “National Adolescent Development Policy Framework 2009-2013” in line with the recommendations of “National Policy Forum on Enhancing Adolescents’ Potential in Pakistan”. This initiative is aimed at ensuring that adolescents are well prepared, informed and sensitized, by the time they reach 19, enhancing their involvement in the social development process of the country. The development of this Framework encompasses a series of consultations with federal ministries, provincial governments, CSOs and other stakeholders for incorporation in relevant policies/programme. It has worth to mention here that the first National Youth Policy of Pakistan is approved by the Cabinet on 22nd January 2009. It will facilitate the process for the National Adolescents’ Development Policy Framework. The Policy has imparted a sense of pride and motivation, creating an enabling and conducive environment and hope for Adolescents’.



To further the initiative, during the reporting period, WPF and Plan formalized a “working group” with the aim to document the Sexual and Reproductive Health knowledge and behavior of adolescent (boys and girls) in Pakistan. During the reporting period, first working group meeting was held in which members participated dynamically and shared their views on the framework. Coming from diverse backgrounds, their input was found highly valuable. During the meeting, rigorous feedback was also given on the position paper developed by WPF. The detail of members is appended as Annexure 3.

3.3.1.3 Context & Challenges

- The uncertain political and security situation was a challenge due to which some members could not participate in the General Body meeting and capacity building workshop.
- Another challenge was the lack of understanding among newly recruited members regarding thematic lines of the network.
- It was difficult to identify female participants from Baluchistan for NYTF, but through effective follow up it was achieved.

3.3.1.4 Lessons Learnt

- It is essential to provide basic information regarding SRHR to young newly recruited members of YAN.
- Through regular follow up mechanism, difficult tasks can be accomplished.

3.3.1.5 The Way Forward

YAN:

Capacity Building/Board Meeting of YAN in June

NYTF:

- Capacity Building Forum 1
- Development of Policy Manuals
- Liaison with UNFPA-NYS 09

National Adolescent Development Strategy:

- 2nd Support Group Meeting
- Consultations at Provincial level (with NGOs, CBOs and provincial governments)
- Documentation & Launching

3.3.2 Safe Motherhood

Last year, WPF initiated its Safe Motherhood project in Pakistan and as a first step, “Mothers’ Night” was celebrated on May 10, 2008 on the eve of International Mothers’ Day at Islamabad Club Auditorium. During the event, WPF launched a campaign “Saving the Soul Bearers” which aims at a media driven campaign to raise awareness among masses on Safe Motherhood and to draw attention of policy makers and other stakeholders for their cooperation for policy reforms

3.3.2.1 Achievements at a glance

- Partnership with NATPOW and media strengthened
- Advisory committee for Mothers’ Night 2009 formed
- Ms. Feryal Gohar has been taken on board as WPF’s Good Will Ambassador

3.3.2.2 Activities and Outcomes

Following the precedent of last year, WPF will once again celebrate Mothers’ Night on the eve of International Mothers’ Day 2009 under the theme ‘Teenage Marriages’. This time, National Trust for Population Welfare (NATPOW) has also joined hands with WPF for the initiative as a formal partner. During the reporting period, several meetings were held with NATPOW to brief them on the initiative and their agreement was finally secured for carrying out provincial level campaign. All administrative and logistic arrangements have been finalized for the event.

WPF has formed an advisory committee for the overall guidance and smooth implementation of the event; consisting of 6 members; including prominent human rights activists, celebrities and parliamentarians to play an active role in the campaign. They include:

1. Ms. Faryal Ali Gohar; prominent celebrity,
2. Ms Amber Shami; Copy editor Dawn News
3. Dr. Nabeela Ali; Chief of Party PAIMAN

4. Dr. Donya Aziz; Member National Assembly
5. Ms. Yasmeen Rehman; Member National Assembly
6. Ms. Rukhshanda Naz; Director Aurat Foundation

Advisory Committee will meet in Islamabad in April to review the progress made by the WPF team so far to celebrate Mothers' Night and will be given update through e-mail correspondence as a follow up.

Moreover, since media plays an integral role as an agent for the success of any event, as a mode of reaching out to millions of individuals scattered across varied geographical settings and that too in minimum possible time, thus a strategy was chalked out to mobilize newspapers, magazines and television channels for disseminating information pertaining to the cause of Safe Motherhood with the help of Communication unit.

Further, Ms. Feryal Ali Gohar has been briefed about the event and has agreed to be the Good Will Ambassador for the campaign in Pakistan. She actively participated in the last year's event of Mothers' Night. She will be facilitating Curtain Raiser event with media early next month on Safe Motherhood four weeks prior to the Mothers' Night. In response to letters to editors, moderators and columnists and follow up meetings with Media Persons, Geo TV, TV One, Dawn News, Duniya TV and She magazine has approached WPF to work in this regard.

3.3.2.3 Context & Challenges

We-Act Programme witnessed transition period during the quarter as Ms. Mariam Jamal, Programme Manager We-Act left WPF, Pakistan in February. Thus, a great part of the reporting period was spent for the new programme Manager to grasp the dynamics of We-Act Programme and gear up for its progress.

Political instability is a major challenge in Pakistan. The promised reinstatement of Pakistan's Chief Justice defused a protest movement which had created havoc in the city of Islamabad and many institutions remained closed during the second week of March, 2009. This created a number of hurdles in the process of booking a venue for the event and to finalize other arrangements.

3.3.2.4 Lessons Learnt

Experience has shown that increasing social and political activities in Islamabad creates problems in hotel reservations. Therefore, dates need to be worked out and selected venue booked at least 6 months in advance.

WPF should collaborate with the local NGOs; which are already working on the theme of Safe Motherhood to launch a campaign at massive scale. Greater collaboration in advocacy campaigns and other initiatives should be forged for better results.

3.3.2.5 The Way Forward

- Partnership Development with Media
- Advisory Board Meeting
- Curtain Raiser
- TV show production (series of 5 shows)
- Press Releases
- Event- 9th May 2009
- Post event report

3.4 Programme Learning, Communications & Resource Mobilization

Goal

Institutionalization of Learning, Reflection and Communication Mechanisms resulting in effective implementation of WPF programmes, developing productive strategic partnerships for sustainability of SRHR programmes.

Objectives

- To develop and practice SRH Rights assessment and M & E frameworks for WPF's programmes.
- To institutionalize learning and reflection mechanisms for WPF Programmes and implementing partners.
- To improve coordination between WPF Programmes and partners through effective linkages building and developing new strategic partnerships with stakeholders.

3.4.1 Rights Driven Institutionalization of SRH in Pakistan

This project aims on carrying out an assessment of the current SRHR situation from rights' perspective using a Sexual and Reproductive Health Rights tool. The findings will be used to develop interventions in the health and education services to institutionalize SRHR. The project is based on International Planned Parenthood Federation's (IPPF) Charter on Sexual and Reproductive Rights (1995) which identified 12 core rights, based on international human rights instruments, which are relevant to Sexual and Reproductive Health.

3.4.1.1 Achievements at a glance

- Budget and Work Plans got agreed with partners
- Consultations accomplished and two Expert panels , one in Islamabad and the other at Karachi formed
- Literature Review for assessing SRHR situation in Pakistan completed
- International consultant for research taken on board

3.4.1.2 Activities and Outcomes

To implement the project effectively, new staff was hired by WPF through a transparent procedure of advertisement in national newspapers, referrals and networking with other NGOs as per organizational recruitment policy. WPF focused on process of "Value Match" to ensure recruiting open and non judgmental staff members to implement the project. Moreover, through internal notification, some old staff was engaged in the project at various positions. It was carried out, keeping in view their capacity, experience and contribution in the development and conceptualization of the project. Moreover, all the recruitments were made as per action plan. The detail of newly hired staff / engagement of old staff is given in Admin & HR portion of the report. The purchase of equipments and supplies were also carried out during the reporting period. The administration department of World Population Foundation keeping in view European Union's (EU) procurement guidelines, invited quotations and forwarded its recommendations to management team of WPF for the approval of all purchases. The detail of purchased equipments is given in Admin & HR portion of the report.

In first month of the project implementation several meetings were held within the staff members to build a clear understanding of the team on proposed project before its implementation. Conceptualization meetings were also held with the management of partner staff with an aim to orient them on the project and develop a consensus on the set approach and available financial resources.

The first step of the SRH Rights assessment process was the literature review. During the reporting period, the research team scrutinized global, regional and national publications having relevance / evidence of such kind of assessment ever carried out in the world. Besides scrutiny of primary and secondary sources, international organizations working on SRH Rights were contacted through emails to get their facilitation in searching out any relevant work. Once any evidence of small / large scale assessment of SRH Rights is achieved, the lessons / recommendations will be utilized. It is pertinent to mention here that each of the SRH Rights was reviewed, keeping in the view following 4 aspects:

- Existing laws and legislation
- Government policies
- Resources / budgetary allocations
- Practices / services provided by Government and Non-government organizations

Moreover, keeping in view the specific regional context of South Asian countries having similar socio-economic issues, WPF has also initiated a process of review of the regional resources. For this purpose, like minded organizations in India, Nepal, Srilanka and Bangladesh have been requested to join our international expert group and share their expertise with us. So far, no evidence of such an assessment of rights anywhere in the world has been found. However, through consultative process with research and SRH focused organizations, WPF is in the process of collecting evidence.

The national SRHR assessment is a unique activity and is one of its kind in Pakistan. It therefore requires extensive research and consultations with experts from different fields of social sciences. To appropriately assess rights, their thorough definition, translation and contextualization is the foremost requirement. For this purpose, several consultative meetings were held with individuals / organizations having focus on SRH and research including Aahung, Rozan, Sustainable Development Policy Institute, National Institute of Population Studies, Federal Bureau of Statistics, Population Council, Packard Foundation and Marie Stopes Society; Ministries of Population Welfare, Health, Education, Youth and Women Development, National Commission for Status of Women and UN Agencies. As an outcome of these meetings, WPF has formed a panel of proficient specialists. Negotiations are also underway to engage an international consultant to lead the research study. He will closely work with the expert panel. The detail of our expert group is appended as Annexure 4.

3.4.1.3 Context & Challenges

As local resource is scarce, competent people within the country could not be traced for SRHR research. Resultantly, WPF had to engage an international consultant for implementing assessment phase of the project. For this purpose, WPF Pakistan with the help of its Headquarter, short-listed some names and finally initiated a process of negotiation with Mr. John de Witt, a renowned Professor and Director of the National Centre of HIV Social Research at the University of New South Wales and Professor in Social Psychology of Health and Sexuality at Utrecht University, the Netherlands. During the reporting period, WPF Pakistan developed and shared Terms of Reference with the consultant.

WPF faced challenges when implementing partners raised questions regarding their individual project budgets. It was a challenge for project management team and finance department to relocate some resources within set line of activities as per real needs of the partners.

3.4.1.4 Lessons Learnt

- WPF’s past experience of engaging people from Karachi in its various activities at Islamabad shows that they always feel reluctant to come here just for a 2 hours’ meeting. Moreover, inviting 6 or 7 people from Karachi involves huge cost. Keeping in view these factors, WPF decided to organize 2 national consultative groups for this study i.e. at Karachi and Islamabad
- While reviewing the literature for assessing 12 SRH Rights, it was found that the available literature is scare and scattered. Although we have found IPPF’s defined indicators against each right very helpful, yet material in the regional context was found to be insufficient.
- While designing the project and its budget, we could not perceive real needs of the partners. It resulted in issues and we are now negotiating with partners on certain financial limitations. Our learning is to engage partners from the first day in all project designing activities.

3.4.1.5 The Way Forward

- SRHR Assessment 2009 (pilot testing and full scale imp)
- SRHR Curriculum Development
- Partner’s engagement- MOUs, capacity building and project launch
- Development of M & E Framework for the Project

3.4.2 Development Communications

In year 2008, structural changes within the organization were carried out and communication was brought under Learning, Reflection and Resource Mobilization Programme. The communication strategy was revised and information related to new roles and responsibilities was incorporated. It aims to involve media and sensitize them in such a way that they carry forward the message of SRHR to general masses. It ensures wide media coverage for all WPF programmes and strives for building long term partnership with them.

3.4.2.1 Achievements at a glance

- EU visibility ensured
- Regular development of Solidarity Messages, press releases and E Newsletters ensured
- 6 times media coverage ensured
- 3 project brochures and 1 poster developed

3.4.2.2 Activities and Outcomes

Publications / IEC	<ul style="list-style-type: none"> • Proof reading and editing of all WPF programme publications • Published and disseminated 2nd LSBE National Learning Report • Developed text for brochures of 3 newly started projects • Developed NYS08 poster • 3 E-News letters developed and disseminated • Supplement newsletter – “Year at a Glance” developed • EU quarterly newsletter – “Rights in Focus” developed • Got International Standard Book Numbers for LSBE Report
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Website Update	Communication has kept the track record of WPF's new programmatic report and news and has published it on website time to time
Media Coverage, Capacity building and Linkages Building	6 times news coverage of WPF's programmes ensured
Press Releases for Stakeholders	2 press releases prepared and shared with stakeholders
Solidarity Messages	3 solidarity messages developed and disseminated

3.4.2.3 Context & Challenges

As already cited, Communications was merged with Learning & Reflection and Resource Mobilization to fit in with the programmatic approach adopted by WPF, Pakistan during the reporting quarter. This certainly brought changes in the roles and responsibilities within the programme. Moreover, with the expansion of operations, new staff recruitment and commencement of new projects, the number of activities going on simultaneously has increased for which Communications has to manage its time in the most efficient manner to ensure support to all programmes, where and whenever required.

3.4.2.4 Lessons Learnt

- There have been instances during which the IEC material produced has had quality issues, especially when "Black" is the theme color. It is therefore important to not merely discuss "quality" as a passing theme with the printers but go into the nitty-gritty of various media for printing to ensure that the results come out as good in print as they appear on the screen during the designing phase.
- WPF has been able to bank effectively on its links with print media, which has ensured that each time a press release is disseminated; it finds its way in at least 3 newspapers. However, it is important to maintain liaison with TV and radio channels as well. Although no major event took place that required electronic coverage in the reporting quarter, nevertheless, ground work was done for Mothers' Night and it is felt that despite excellent electronic coverage of NYS08, we are yet to identify sound focal points in television and radio networks to minimize the time that is consumed in first contacting the heads of these organizations and requesting them to identify a representative to cover our event. In this regard it is imperative that sound linkages are built with electronic media to ensure that for any future event we have media personnel on board, who can be directly approached, to provide effective coverage.
- While there is a defined Communication's strategy, we still do not have a comprehensive dissemination policy in place which posed a problem during the dissemination of WPF's give away calendars. For this reason, a checklist was formulated to identify key tasks to ensure smooth dissemination in the future.

3.4.2.5 The Way Forward

- Regular Media coverage, press releases, solidarity messages, newsletters
- Publications of brochures
- Regular website up-gradation

3.4.3 Resource Mobilization

WPF believes that achievement of its set objectives as per Country Strategy Paper (2007-2012) greatly depends upon the ability to mobilize and commit resources to its implementation. Therefore, efforts were made for actively generating sufficient resources from donors and strategic partners into development coalitions around SRHR, in order to ensure greater political and financial commitment to Sexual and Reproductive Health and Rights of young people in Pakistan. Last year WPF, in the light of CSP, developed its Resource Mobilization and Fund Raising Strategy both for traditional and non-traditional (corporate) sectors.

3.4.3.1 Achievements at a Glance

- Contract with European Union signed for implementing “Rights Driven Institutionalization of SRH in Pakistan” (2009-2012).
- Contract with World Bank signed for implementing the Project, “Capacity Building of Pakistani NGOs in Gender Based Violence and Reproductive Health 2009”.
- Contract with Royal Netherlands Embassy signed for implementing the project “LSBE in *Madaris* 2009”.
- Concept note titled SRHR Education in Pakistan developed for Funding for Royal Netherlands Embassy
- Letter of Inquiry titled “Empowering Young Girls through SRHR Education” developed for David and Lucile Packard Foundation.
- Proposal of the thematic research on Gender Based Violence was developed for funding for GBV Network.

3.4.3.2 Activities and Outcomes

The European Commission signed a contract with WPF for a four years project, “Rights-Driven Institutionalization of Sexual and Reproductive Health in Pakistan”. The Project will initially be implemented in strategically selected three districts. Assessing Sexual and Reproductive Health situation in Pakistan, embedding SRH Rights in education and health management system and creating enabling policy and societal environment for SRH Rights are key strategic areas of the programme.

The World Bank has accepted our proposed Population and Reproductive Health Capacity Building Programme. The programme aims to enhance the capacity of partner NGOs enabling them to develop and implement GBV projects in their respective communities.

WPF has also signed a contract with Royal Netherlands Embassy for implementing one-year project “LSBE in *Madaris*”. The project aims to introduce Life Skills curriculum to 1200 young people of *Madaris* in District Quetta and Peshawar. Moreover, a consultative process with the embassy is going on for initiating a programme of “Universal SRHR Education for Young People across Pakistan”. We have recently shared a concept note with the embassy for their review.

National AIDS Control Programme (NACP) and Country Control Mechanism (CCM) has decided to re-submit the proposal submitted to GFATM Round 8 after incorporating necessary modification. CCM has engaged two consultants to revise the proposal for submission to GFATM Round 9 due in June 2009. WPF is one of the Sub-Recipients (SR) in the proposal. NACP organized a 2 day consultative forum with Principal Recipients (PRs) and SRs to finalize the draft proposal for Round 9. WPF indicated to continue as Sub Recipient for the next round.

David and Lucile Packard Foundation (PF) intends to initiate its 5 years “Girls’ Education and Empowerment Programme” in Pakistan. WPF and Representatives of Packard Foundation held a joint meeting in Islamabad to

discuss possibilities and ideas of future partnership. Based on their feedback, WPF developed and submitted letter of inquiry to PF titled “LSBE & Leadership in Young Girls”

During the reporting period, WPF also developed and submitted a research proposal on Gender Based Violence issues to GBV-Network.

3.4.3.3 Context and Challenges

The allocation of time and concentration on resource mobilization efforts was the only challenge faced by the team during the reporting period. From the year 2009, WPF has revised its programmatic structure and strategy and developed Learning, Communication and Resource Mobilization as one programme. Moreover, project management of European Union’s funded project has also been assigned to Programme Manager LCR. However, hiring of M & E Officer is in the process which will help the department to allocate time for RM efforts.

3.4.3.4 Lessons Learnt

- Partners’ involvement in project design and proposal development should be ensured to avoid issues during the implementation phase.
- WPF Headquarter should capacitate field office team in corporate fundraising.

3.4.4 Learning and Reflection

- Monitoring & Evaluation Framework for following projects was developed during the reporting period:
 - LSBE in *Madaris*
 - LSBE in Schools
 - Capacity Building of Pakistani NGOs in GBV-RH
- Learning and Reflection Process for the Organization was developed and finalized during the reporting period.
- Quarterly review and planning forum was organized successfully, where all programme teams reviewed their performance in light of their quarterly plan of actions designed in a work breakdown structure early this year. The teams also reviewed the financials allocated and actually utilized for the planned actions and analyzed variance. Planning for the coming quarter was also done.
- The progress reporting plan 2009-2012 was developed and shared with the Programme teams for compliance.

3.5 Programme Knowledge Management

Goal

Improved capacity of WPF and its implementing partners through interactive and virtual information system of reporting, monitoring of the SRHR situation, process and outcomes of its programmes.

Objectives

- To have improved and user friendly virtual systems containing SRHR information for young people.
- To have in-placed and improved Web-based systems for SRHR programmes of WPF

3.5.1 Introduction

Since its inception in Pakistan, IT department has been helping WPF to implement its goals through state of the art techniques. For this reason it was decided in 2008 to consider IT Department as one of the Programmes. Moreover, WPF, from this year also started investing in this new strategic programme, to tap its immense potential to spread the message to a larger segment of the society in a very cost effective manner.

3.5.2 Achievements at a glance

- Dynamic website upgraded
- Structure of LSBE Portal revised
- Online database developed
- Graphic designing for all the programmes
- Resource Centre relocated and managed
- Capacity building of WPF staff in IT

3.5.3 Activities and Outcomes

LSBE Portal	LSBE portal development remained one of the core focus areas for the programme team during the reporting period. The structural portfolio is being developed as a first step. For this purpose, WPF has adopted 'Joomla' - an open source content management software. The initial layout outlines a number of dynamic features such as members area, online chat, search, facility to contribute and share articles with friends and above all comprehensive information about LSBE.
Website and Graphic Designing	<p>Web and graphic designing are continuous processes of WPF and KM Team is providing technical support to all departments in this ongoing process. In the reporting quarter the overall appearance of the WPF Pakistan website was changed. The website has been updated on continuous basis with regard to ongoing and upcoming events. Publications are also regularly designed and shared with stakeholders from time to time through web. Following are some of the materials designed by the KM team:</p> <ul style="list-style-type: none"> • Reports <ul style="list-style-type: none"> ○ 2nd LSBE Learning Forum Report ○ WPF Pakistan Annual Report 2008

	<ul style="list-style-type: none"> • Posters <ul style="list-style-type: none"> ○ National Youth Summit 2008 Poster ○ 2nd LSBE Learning Forum 2008 • E-newsletters, Solidarity messages, Press Releases <ul style="list-style-type: none"> ○ New template of WPF e-newsletter for 2009 ○ 3 E-Cards on the eve of International Days ○ Press Release of SAN Training ○ E-newsletters for January, February and March 2009 ○ Supplement Newsletter ○ E-Press Release: National Youth Policy Approved: What Next? ○ SRH Rights' campaign through email and web ○ Letterhead, Banners, Backdrop, Standees, Shields, Badges for Mothers' Night 2009 																		
Resource Centre Management	<p>WPF resource Centre, during the reporting period, disseminated following publications to various stakeholders</p> <table border="1" data-bbox="500 909 1156 1272"> <thead> <tr> <th style="background-color: #000080; color: white;">IEC Material</th> <th style="background-color: #000080; color: white;">Quantity</th> </tr> </thead> <tbody> <tr> <td>2nd LSBE Forum Report</td> <td>235</td> </tr> <tr> <td>Ten Year Review</td> <td>20</td> </tr> <tr> <td>Students Workbook Urdu</td> <td>15</td> </tr> <tr> <td>SRHR Poster</td> <td>20</td> </tr> <tr> <td>Safe Motherhood Poster</td> <td>65</td> </tr> <tr> <td>Aapas Ki Baatain DVD</td> <td>85</td> </tr> <tr> <td>Youth Poster</td> <td>65</td> </tr> <tr> <td>WPF Calendars</td> <td>100</td> </tr> </tbody> </table> <p>During the reporting period, 54 new publications were added in the Resource Centre. As a next step, WPF is focusing on developing virtual database of available books for wider outreach and facilitation for partners and stakeholders</p>	IEC Material	Quantity	2 nd LSBE Forum Report	235	Ten Year Review	20	Students Workbook Urdu	15	SRHR Poster	20	Safe Motherhood Poster	65	Aapas Ki Baatain DVD	85	Youth Poster	65	WPF Calendars	100
IEC Material	Quantity																		
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SRHR Poster	20																		
Safe Motherhood Poster	65																		
Aapas Ki Baatain DVD	85																		
Youth Poster	65																		
WPF Calendars	100																		
Capacity building of WPF Staff	<p>The programme also organized four, one hour each, capacity building sessions for 14 WPF staff members on following topics:</p> <ul style="list-style-type: none"> • How to use contacts and distribution lists in MS Outlook • How to add signatures in MS Outlook • Use of mail merge in MS Word • How to build charts in MS Excel 																		

3.5.4 Context & Challenges

The content development for LSBE portal and making it attractive is challenge for the programme. The team has so far made layout of the portal and is looking forward to LSBE Programme and Communications for contents.

Secondly, most of the time of the team went into trouble-shooting, facilitating other colleagues in day to day processing of their assignments and LAN Management. Now, the programme has initiated organizing in-house capacity building sessions on various information technology related topics to make staff independent and enable them to work with least assistance.

3.5.5 Lessons Learnt

Staff capacity building sessions can save our time that we invest in trouble shooting. This will ultimately enable us to work on our real projects i.e. interactive LSBE Portal and website, Virtual Resource Centre etc.

3.5.6 The Way Forward

- Portal Design, Development & Launch
- Resource Centre available online dynamically
- WLAN management
- Mothers' Night Support
- Fathers' Day Support

3.6 Programme Human Resource, Coordination and Partnership Development

Goal

Recognized status of WPF as "the resource" on SRHR in Pakistan

Objectives

- To have a robust HR system to effectively implement WPF Programmes
- To have well-placed market place among partners
- To have strong coordination among staff within programmes

3.6.1 Human Resources- Highlights of the Quarter

1. With the start of the new year, staff contracts were renewed and based on their performance appraisals; their benefits were reviewed and shared with the staff.
2. Updated and managed Human Resources policies and procedures, including salary reviews, employee's policy manual, and health insurance administration and separation management.
3. The procedure for the reward system was updated based on the input provided by WPF staff. The employee of the Quarter was announced based on the nominations made by the staff for the 1st quarter of year 2009.
4. With the start of the new year and the changing approach of the organization, a number of new recruitments took place. The department almost interviewed Fifty Eight (58) candidates for the following positions:
 - Programme Manager – Institutional Straightening
 - Programme Manager – We Act
 - Programme Officer – Institutional Strengthening
 - Programme Officer - Knowledge Management.
 - Assistant Programme Officer – We Act

New contracts were issued to the staff and their orientation process took place to give them the understanding of WPF projects and expectation held from these positions.

5. The department also worked on "Separation Management" to allow both the parties to part ways in the best possible way.

3.6.2 Administration; Highlights of the Quarter

- The department worked on updating the Finance and Admin Control document to make the internal control effective and bring them in writing to practice it on regular basis.
- Apart from the routine activities of the office management and support to the staff; the office was involved in restructuring of the office interior.. Based on the need created by organizational restructuring, new office equipment and furniture was purchased.
- Moreover, the department also worked on disposing off/selling the current office vehicle as it was costing more in terms of its repair and maintenance. Moreover, on receiving of the funding from EU for new vehicle, the department also worked on procuring the new vehicle for office while keeping in view the procurement guidelines under EU funding
- In addition to it, the department also worked on procuring 6 monthly stationary, staff visiting cards and other equipment required for running the office smoothly.

- The department made following staff travel arrangements:
 - Karachi – 10
 - Quetta – 09
 - Multan – 02
 - Sukkar – 01

3.6.3 Coordination: Highlights of the Quarter

1. To review and plan programmatic activities, 11 weekly staff meetings held successfully.
2. To make decisions on day to day management affairs of the organization, total 3 meetings of the management team were held during the reporting period. Minutes of the meetings were regularly developed and shared with the staff and head quarter.
3. To technically review the ongoing programmes and building synergy among them, total 3 meetings of Programme Development Team were organized during the reporting period.
4. The department also worked on organising the Quarterly review and planning meeting to review staff performance as per their targets identified during the start of the year.
5. The department also provided its support to the Finance Section during WPF Audit.

3.6.4 Partnership Development: Highlights of the quarter

WPF took following initiatives during the reporting period.

- WPF developed and submitted its profile for Pakistan Centre for Philanthropy (PCP) directory for NGOs.
- MOUs were signed with implementing partner organizations of LSBE Formal and Non-Formal
- MOUs were developed and signed with 6 new partner organizations under the project 'capacity building of Pakistani NGOs in GBV- RH Project.
- MoU was developed and signed with Proctor & Gamble (P&G) under their corporate social responsibility.
- Consultations are at various stages for developing partnerships with NATPOW, Family Planning Association of Pakistan and NOVITAS
- WPF as a selected Sub-Recipient under GFATM Round 9, actively participated in the consultative meeting held by NACP for developing proposal and shared our views for incorporating.
- Partnership between WPF and Plan Pakistan is getting strategic depth and new avenues are being explored.

3.6.5 Context & Challenges

This year brought many major changes in the organization. While updating the five years country strategy paper and keeping in view the goals for the next four years, many changes took place at WPF. The programmatic approach was adopted which changed the whole structure of the organization. This let the HR department initiate the process for some major recruitments including Programme Manager Institutional Strengthening, Programme Officer Institutional Strengthening and Programme Officer Knowledge Management.

Apart from the traditional job of HR and Administration, the department also took over the responsibilities of looking after the affairs of the new partnerships. This resulted in active networking and the representation at various forums by the HR and the Administration department.

3.6.6 Lessons Learnt

With the onset of 2009, a new responsibility of Partnership Development was given to the HR and Administration department. This was the time when new projects were initiated and were taking shape. As a result of this, many new partnerships were in the process of being formalized. Though the department was not very actively engaged in this quarter, nevertheless new responsibility had to be managed alongside other tasks. Encouragingly however, a short period of time, the department was able to ably manage this new responsibility along with other tasks to ensure quality output.

- The reporting quarter also saw, new recruitments taking place in response to the new programmatic approach adopted in 2009. For this purpose, the department tried to take extra measures to get the best employees as our aim is to the best talent for the organization.

3.6.7 The Way Forward

- Recruitment of Programme Officer M&E, Office Driver and Consultants for various projects
- Staff Probation assessment
- Staff Training & Development
- Staff Evaluation
- Regular Weekly, MT, PDT and Quarterly meetings
- Explore the networking and collaboration opportunities with organizations working on SRHR
- Office Procurements
- Office Equipment Insurance – New Vehicle
- Organise Staff Programmatic Travels and Activities

4- FINANCIAL MANAGEMENT

Finance department has successfully closed all books of accounts for the year 2008 on software and have signed out statement of accruals for all projects. The final data base with few adjustments after training and financial meeting at WPF-HQ had been shared with HQ, Head of Finance. The New Year started with consolidated budget for 6 major projects costing €540,000. All programme managers were briefed about the budget and were requested to be responsible for the entire year's budget.

This year audit commenced on time as decided in WBS, i.e. second week of February and completed in March 2009. The auditors audited all project accounts, sustainability development fund and gratuity account. The Unqualified Audit Report has been given by auditors' Anjum Asim Shahid Rehman. Beside audit of all WPF projects and accounts, UNFPA also appointed auditor Naveed Zafar Husain Jafery for auditing its US \$ 30,000 worth of grant for National Youth Summit 2008. After audit they shared ML and asked for an Audit Exit Conference; both activities were concluded on positive feedback.

Moreover, activity wise budgeting was also shared with PM and CR for LSBE Project with revised programme strategy for 2009 and 2010. Reference to statement of accruals, the major cost to be paid was 'Payable to Partners'. After reviewing the whole year's vouchers and financial statements the net payable was paid to all the partners. With all above activities, day to day book keeping also went smoothly which includes tax processing, vouching, filling, ledger updates, payroll and updating of data in software.

Annexure 1

LSBE & SRHR Education Strategy: 2009- 2010

WPF will develop a one year curriculum on two levels for young people from 7th to 10th grades.

- LSBE – Level 1: 3 months curriculum – 12 lessons

This first level will provide them with the information and education on basic Life Skills including the Self esteem, Values, Communication Skills, Understanding Emotions, Decision-Making, Peer Pressure, Understanding Risks and Understanding Gender.

- SRHR – Level 2: 2 and half months curriculum – 10 lessons

The second level will be implemented after level one in the same year. This year will focus more on providing information and awareness on SRHR related issues faced by young people and will include the following: Leadership, Growing up and puberty, Menstruation and Wet dreams, Sexual abuse and Violence, Sexual Harassment, HIV & AIDS, Violence against women and role of boys, planning a healthy family and early marriages.

There will be separate curriculum of level 2 for girls and boys

The LSBE- Level 1 will be implemented in first 6 months of the year and level 2 will be implemented in last 6 months of the year. Separate Level 1 and Level 2 curriculums will be developed and translated into Urdu and Sindhi.

The implementation phase will take more than a year as the new phase implementation will start in mid of March 2009 while Teaching of curriculum will begin by mid April 2009.

Whole School Approach:

This year WPF with its partners will adopt the “Whole School” approach and will focus on reaching out all the young people (7th- 10th grades) in already selected schools instead of approaching new schools.

Building Model Schools:

This approach will result in building model schools within implemented districts. These schools can be used as models to replicate for similar programmes by other organizations as well as government.

Increase in number of Master Trainers:

This year the previously trained MTs on LSBE - Level I will be trained on SRHR – Level 2.

Training More than two Teachers in Each School:

Based on the numbers of young people in each school (7th – 10th grades) WPF and Implementing partners will focus on training more teachers in schools. This will also help in building the resources within schools interested in taking up LSBE. A total of 4 teachers (2 old and 2 new) will be trained. The old ones will be trained on LSBE part 2 and new will be trained on both.

Financial Budgeting:

From this year WPF has budgeted the activities as per unit cost which will help to determine the actual cost of the implementation of the project. The costs are calculated for per teacher, per student, per school, per training and per master trainer. This way the target number of any unit can be multiplied with the actual number to get the final budget figures. This also assisted in helping schools understand the cost spent on their school during this project.

Annexure 2: Detail of Madaris**N.W.F P: Peshawar**

Name of Madaris	Female/ Male	No of Students
Jamia Almohsinat (Female)	F	60
Madrassa Karimia (Female)	F	35
Madrassa Tahfeez ul Quran (Female)	F	192
Jamia Islamia (Male and Female)	F / M	172
Jamia Omal Qurah (Male)	M	170
Madrassa Tarjaman-ul-Quran (Male)	M	80

Balochistan: Quetta

Name of Madaris	Female/ Male	No of Students
Madrassa Al Libanat (Female)	F	400
Madrassa Da-e-ra Al Rasheed (Male)	F	100
Jamia -ul-Mohsinat Ali ghar shah street qumbari road (Female)	F	160
Taleem-ul-Quran, Madrassa Fatima-uz-Zehra Libanat (Male and Female)	F / M	450
Madrassa Anwar-ul-Quran (Male)	M	80
Jamia Mateen-ul-Madaris (Female, Male)	M	200

Annexure 3**NYTF Working Group Members:**

- | | |
|--|---------------------------|
| 1. Ms. Iram Atta, <i>Prog. Officer</i> | Rozan |
| 2. Mr. Raja S.M. Satti, <i>Deputy Secretary</i> | Ministry of Youth Affairs |
| 3. Mr. Francis Ruffi Sardar, <i>Director</i> | Rasti |
| 4. Mr. Arshad Mahmood, <i>Prog. Manager CS</i> | Save the Children-UK |
| 5. Dr. Safdar Pasha, <i>Proj. Officer (HIV/AIDS)</i> | UNFPA |
| 6. Ms. Manizeh Bano, <i>Executive Director</i> | Sahil |
| 7. Ms. Sadeef Zahra, <i>Prog. Officer Counseling</i> | Sahil |
| 8. Ms. Nasira Khanam, <i>Prog. Officer Counseling</i> | Sahil |
| 9. Dr. Naseer Mohiuddin, <i>Director</i> | NATPOW |
| 10. Mr. Iftikhar Durrani, <i>CEO</i> | NATPOW |
| 11. Mr. Minhaj ul Haq, <i>Sr. Prog. Manager</i> | Pop Council |
| 12. Dr. Syed Rizwan, <i>RH coordinator</i> | Plan-Pakistan |
| 13. Dr. Irfan Ahmed, <i>Country Health Advisor</i> | Plan-Pakistan |
| 14. Mr. Qadeer Baig, <i>Country Representative</i> | WPF-Pakistan |
| 15. Ms. Nazoora Ali, <i>Prog. Manager WeAct</i> | WPF-Pakistan |
| 16. Ms. Huma Nayani, <i>Asst. Prog. Officer, WeAct</i> | WPF-Pakistan |

Annexure 4

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Mehboob Sultan (Rtd.)	National Institute of Population Studies Block 12-A Capital Inn Building,G-8 Markaz Isb, Ph# 9260380 mah_sultan@yahoo.com	Director (Retd.)
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