



**ANNUAL REPORT – 2007**

**WORLD POPULATION FOUNDATION  
PAKISTAN**

## **ACKNOWLEDGEMENT**

World Population Foundation avails this opportunity to pay regard to all our partner organizations whose immense support made our programmes possible in their respective regions. We are also thankful to the Government of Pakistan as without their support the achievements of the year 2007 would have not been possible.

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### Message from the Country Representative:

#### Greetings from WPF - Pakistan

Adolescents in Pakistan have very limited knowledge about their sexual and reproductive health rights. The discussions on reproductive health related issues, their emotional and psychological impacts on one's life and the deadly threats attached to them are usually not taken into account due to cultural barriers. Consequently, society carries the burden of un-healthy inhabitants slowing down the process of progress and prosperity. WPF strongly believes that development and the ability to break out of the cycle of poverty starts with knowledge and self-determination. Keeping that in view, WPF has been investing on adolescents and women in Pakistan, which will in the long run ascertain a healthy society where individuals will be aware as how to safeguard their SRHR and make decisions on their own.

WPF, with a lot of dedicated efforts, has now gained an adequate amount of popularity and recognition in a conservative society like Pakistan, where carrying out RH programmes was a cumbersome task. However, persistent perseverance and well-structured frameworks of the organization contributed immensely in winning the confidence of the communities. Here, I would like to avail the opportunity to pay my regards to all partner NGOs, whose collaborative efforts helped us achieve our goals. I would also like to thank the Government of Pakistan for showing their keen interest in us and help us achieve our goals.

Today WPF has completed its first decade in Pakistan. The success stories of the decade have already been published in the form of "Ten Years Review" of the organization. [Click here](#) to access this publication. Here in this report, I am pleased to share with you the goals, achievements, progress and challenges of the year 2007. We are enthusiastic to bring in more innovative and fruitful programmes to Pakistan. I invite you all to have a look at our performance of 2007 and the contributions that we have made to the Pakistani society.

I am looking forward to work with the stakeholders to achieve our unified mission.

Warm regards,

Qadeer Baig  
Country Representative, Pakistan

## 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 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.

### **WPF- Pakistan:**

In Pakistan, interventions on Family Planning started back in as early as 1960s. Initially all the programmes took in consideration only the reproductive health aspects. In 1998-9, WPF established its field office in Pakistan (Islamabad) with the agenda of directing the Family Planning perspective to a broader perspective of Sexual and Reproductive Health and Rights 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.

### **Vision**

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

### **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

### **Objectives**

- All young people (especially girls) are empowered to develop and sustain the knowledge, attitudes, capacities, skills and behaviours 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

### **Approach:**

WPF is well aware of the importance of the multisectoral and cultural-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

## Projects

**Life Skills Based Education (LSBE):** The programme focuses on building skills of youth in developing positive and healthy choices in their lives. It is implemented through partners in 160 public and private schools in different areas of all four provinces with support of 200 trained volunteer teachers with almost 24, 000 young girls and boys.

**Parwan:** In this year to maintain the long term relationship with LSBE Graduate students and build their capacity on issues of Life Skills and Sexual and Reproductive Health, WPF initiated the PARWAN programme. The focus is to enroll all graduates in the PARWAN group and train them as peer educators to reach out to more young people with in their schools and communities and raise awareness on the issues of SRHR.

**Knowing Abuse:** The small scale pilot program aims on assessing the extent of sexual violence in intellectually challenged children. The study also highlights the Sexual and reproductive health issues faced by intellectually challenged young girls and boys.

**Mining the Data:** The project focuses on a small research study based on the analysis of data from the LSBE program that can further serve as an advocacy tool for rationalizing and inclusion of the LSBE in national curricula

**Youth Advocacy Program (YAP):** The project aims at sensitizing and training youth volunteers from across the country to empower them for leading roles in designing, implementing and monitoring programmes intended for them. It also focuses on building capacity of youth groups to strongly advocate for issues related to youth sexual and reproductive health on both policy and community levels.

## Strategies of WPF

The contemporary issues under these priority areas are to be addressed through the following broad programmatic strategies:

- **Research** – to address the major misconceptions and wider information gaps related to sexual and reproductive health and rights of youth in Pakistan and policy research for an enabling environment.
- **Institutional Strengthening** – to act as a catalyst in strengthening and building capacities of partners in the field of sexual and reproductive health and rights of youth throughout Pakistan and setting up of Life Skills friendly communities, institutions and resource centre(s).
- **Advocacy** – to promote evidence based structured debate and dialogue amongst a variety of stakeholders from across the country/region on issues related to sexual and reproductive health and rights of the youth of Pakistan.

- **Resource Mobilization** – Continue to draw more donors and strategic partners into development coalitions around SRHR, in order to ensure greater political and financial commitment and reduce misconceptions and gaps related to the issue of SRHR in Pakistan
- **Organizational Development** - WPF, field Office Pakistan ensures it has local governance capacity, effective organizational structure, capable human resources, efficient policies, systems and processes and application of Information Technology for Development (Website, SRHR Portal, CDRoMs etc) on SRHR to have wider outreach impact.

***Progress Report on Projects-2007***

## **Life Skills Based Education**

WPF's Life Skills Based Education Programme focuses on building skills of youth in developing positive and healthy choices in their lives. The programme is implemented through partners in public and private schools in different areas of all four provinces with support of trained volunteer teachers.

### **Project Objective:**

The LSBE Programme aims to improve the social, mental, physical and emotional well being of adolescents in Pakistan.

LSBE second phase started in April 2006, WPF with collaboration of Global Fund through NACP planned to upscale its LSBE Programme to more than 17000 students in private and public schools of Peshawar, Karachi, Multan, Matiari, Quetta & Pishin. More than 38000 students were also planned to be exposed to HIV/AIDS awareness through whole of school activities. To hit the target, WPF decided to merge its public school programme funded by Dutch Government with private schools.

From January to March 2007; the main focus was to ensure the completion and meeting the remaining targets set by Global Fund for LSBE as well as to document the project outputs and outcomes. Teachers were also given the final and third round of two days training on last remaining modules of Life Skills Programme by WPF staff. Throughout the year, the teachers continued taking LSBE sessions with students in their respective schools and trained 16624 students. Professional Development Forums (PDF) and Most Significant Change (MSC) panel's meeting were conducted by partner organizations. Media meetings in Quetta, Karachi, Hyderabad and Multan were conducted with its focus to sensitize media on adolescent's issues and to explore role of media in advocacy phase.

The major activities and their contribution to the programme are as follow:

### **Training and Planning Event 2007**

After the completion of phase two and ending of funding from GFATM in March 31, 2007, WPF decided to continue LSBE Programme from WPF's head office subsidy. WPF planned to keep its focus on documentation and advocacy in year 2007. To serve the purpose the partners were invited in Islamabad on 25 – 26 April 2007 for two days event to build their capacity in documenting impact assessment by using different tools like FGDs and IDIs etc. Subsequent to partner's training the second day was focused on planning and finalizing work.

### **Advocacy Training**

Four days advocacy training of LSBE for partners and WPF staff was held in Islamabad from 10-13 July 2007 to build the capacity of partners and WPF staff to initiate the process of Advocacy. This training session was facilitated by Ms. Anneke Winson Advocacy Officer WPF with the objective to increase general advocacy capacity of WPF staff and Partner organization member. In this training LSBE advocacy work plan at national and district level was also developed.

After the training all five partners carried out the step down trainings with teachers, principals and media people in their areas. The idea behind the trainings was to train different stakeholders of the LSBE on advocacy so they may advocate for LSBE Programme for its expansion and inclusion in curriculum.

## Implementation of LSBE Curriculum in Schools

In this period the LSBE Programme sessions were continued in schools during regular school hours. In Balochistan the school opened after three months winter vacations in March 2007. While in other districts due to different problems the delivery pace was slow however; teachers were able to complete the delivery of remaining modules in their respective districts. After the summer vacation in September 2007 the teacher will start taking LSBE session with new students.

### Professional Development Forum (PDF)

The Following Number of PDF meetings were organized by partners with the objective to give them a forum to learn from each other's experiences and debrief on the process of Curriculum delivery.

In the year 2007

Target area	No of PDF Meetings
Peshawar	4
Quetta / Pishin	4
Matiari	3
Multan	4
Karachi	2
<b>Total</b>	<b>17</b>

In the PDF meetings mostly teachers shared different problems like delay in completion of LS curriculum due to winter vacations, Moharram holidays, strikes, teachers replacement in few schools, lack of time to conduct LSBE sessions, academic course burden etc. In PDF meetings the teachers also shared the positive changes observed in them and also in their class and students and felt that LSBE is an important and effective behaviour change strategy but it should be short and more focused to reach out to more young people in less time.

### MSC Panel Meetings

MSC Panel meetings were held in each district where the panel member comprised of teachers, students, parents and principals came together once a month and selected one Most Significant Change story of their districts. The selected stories were about change in attitude, anger management, saying no to drugs, HIV awareness, protecting oneself from abuse and sexual harassment etc.

### Whole of Schools HIV Promotion Activities

Whole of school activities were arranged in schools with the intention to aware and sensitize more young students on issues of HIV and AIDS. For the purpose, different school activities were planned and carried out by young students in different schools. Overall 23436 students were sensitized on HIV through activities like poster competitions, debates, skits, dramas, poetry etc. Different schools also distributed prizes and gifts among students at the end of each activity.

### Topic Specific Test on HIV and AIDS

To assess and evaluate the knowledge and awareness of HIV and AIDS preventing measure; a 'Topic Specific Test' was prepared and shared by WPF in January 2007 with partner organizations. WPF developed online data base to analyze the test results. It was an extensive process and different challenges like slow internet connectivity, trouble shooting and less number of field staff for data entry made affected the efficiency of the process. On the basis of findings, 16419 out of 16666 responded the ways of prevention from HIV and AIDS. Out of which 77% of students responded that by using sterilized syringe, 59% by using safe sexual relationship, 25% by using sterilized medical instruments, 68% by using tested blood, 41% by using new razor and 19% described other modes

that may protect them from HIV transmission. Almost 227 students (1.3%) identified one way, 1697 (10 %) identified two ways, 14261 (87%) identified three ways, 223 (1.4%) identified four ways, 11 students identified five and 6 ways of prevention from HIV and AIDS transmission.

### Media Meetings

WPF believes that media can play very important role to raise awareness among masses on adolescents' issues. To attain this objective and to build partnership with media; partner organizations conducted different meetings with radio, electronic & print media. Where people from radio, print, electronic were invited and oriented about adolescent issues and role of LSBE in dealing with those issues. LSBE teachers & students also participated and shared their experiences.

Overall all meetings went well and media showed their interest in future collaboration of working as partners to contribute to advocacy initiatives of LSBE programme.

Target Area	No of Meetings	Participants
Karachi by APWA	4	50
Peshawar by PVDP	3	45
Matiari by HANDS	4	55
Multan by AWAZ	2	40
Quetta by PIDS	3	35
<b>Total</b>	<b>16</b>	<b>225</b>

### LSBE Convocations

To recognize the volunteer efforts of the teachers in LSBE Programme and to acknowledge students participation, LSBE Convocations were held in all six project areas. A total of 5 LSBE Convocations were held in last year where almost 6000 teachers and students participated in these events.

### Impact Assessment of LSBE Programme

#### Qualitative Assessment (Focus Group Discussions and in depth Interviews)

To understand the results and impact of LSBE Programme on school communities, including teachers and students. WPF trained the staff of partner organizations to carry out qualitative assessments (Focus Group Discussions and in depth Interviews). The objective was to understand the perspective of all these stakeholders on the impact of LSBE and its documentation in order to use it later for advocacy initiatives.

Partner	Activities	Status
AWAZ	8 FGD's , 2 lessons learnt 5 case studies,1 best practices model, and 2 in-depth interviews.	120 stake holders were reached.
PIDS	6 FGD's , 4 case studies, 2 In-depth interviews	Almost 55 stake-holders were reached
APWA	7 FGDs, 6 case studies, 2 Lesson Learnt	Almost 50 stakeholders were reached
HANDS	All 9 FGDs, 3 case studies, 1 in-depth interview, 2 best practices model	Almost 153 Stake holders were reached
PVDP	9 FGD's, 2 best practices model, 2 lessons learnt, 2 in-depth interview	Almost 145 people were reached
<b>Total</b>	<b>39 FGD's and 7 indepth-interviews</b>	<b>Overall 523 stakeholders were reached</b>

### Quantitative Assessment (Post Test)

Post Test was conducted with the students who had already taken the Pre Test in order to gauge their knowledge level and change in attitudes. The post test was designed by WPF and conducted by all partners through questionnaires. The questionnaires contained four sections A, B, C & D. Section A consisted of 14 questions which included the basic information about the students. Section B contained 16 questions to evaluate attitudes and perceptions of the students. Section C contained 20 questions to gauge the knowledge of the students. Section D contained 10 questions to assess behavior and skills of the students. Questionnaire started with an introductory note; seeking the consent of students assuring the confidentiality of the personal information and instructions to fill the questionnaire. Questionnaire pattern was objective type; the students had to tick one or more of the given options. At the end of the questionnaire, a column was provided to seek opinion about questionnaire

Post-Test	APWA	PVDP	PIDS	HANDS	AWAZ
Total	500	500	292	562	500

### LSBE-National Forum on 8<sup>th</sup>-9<sup>th</sup> October 2007

In this year, WPF organized LSBE- National Forum on 8th-9th October 2007 in Karachi. The partner organizations of WPF (APWA, PVDP, HANDS, AWAZ and PIDS) with other organizations who are working on Life Skills participated and shared their work experiences with each other. The event focused on understanding the history of LSBE in Pakistan, working strategies organizations and their specific focus.

### Major Challenges

- **Recruitment of New partner in Multan**

WPF is not an implementing organization. In last two years WPF had been working directly in Multan with the support of its two employees. In March 2007 the programme was handed over to a local implementing partner named Awaz Foundation. It was challenging to shift the programme to new partners as the other stakeholders (Teachers, Schools etc) had developed a comfort level with WPF's Staff in Multan. But the new partner not only handled the situation well but is also planning to expand it in new districts in South Punjab.

- **Turnover of LSBE staff - Partner Organization**

The turnover of staff was noted in field offices of APWA, HANDS and PVDP but was well replaced by newly recruited staff members. The major challenge was faced in Peshawar where the sudden death of PVDP Director Mr. Zakauallah effected the immediate change in LSBE staff. Ms. Nosheen LSBE coordinator upgraded to director post while Mr. Ziya, project officer, was promoted as Programme Manager. Within organization replacement was made and existing project officer Ms. Rubina was promoted to Coordinate LSBE programme. In April 2007 onward due to the shortage of funds, WPF decided to continue its documentation and advocacy phase of LSBE with coordinators who dealt with the programme efficiently.

- **Ambitious Targets**

**WPF:** The target set by NACP for WPF was challenging. WPF merged its public school programme with private schools. As a result, WPF was able to get 91% result and recruited 162 schools, 369 teachers & 16625 students in LSBE Programme. The organization made it possible with the support of partners and committed teachers. NACP paid only partner cost while WPF's head office put up with all the HR, office, printing & M&E cost.

**Partners:** the\$20,000 for one year with big number of schools and teachers recruited was another challenge for partners. To overcome this problem, WPF contributed the cost of

manuals and workbooks of teachers and students. Similarly teachers training were also responsibility of WPF.

- **Monitoring & Evaluation**

With big number of schools and teachers and small number of hired staff in WPF and Partner organization was also a big challenge. But WPF and partners are successfully monitoring the schools.

- **Delivery of Life Skills Module**

Delivery of 17 modules in period of 6 to 7 month was and still is a big challenge. Partners have strived hard and put their utmost efforts to complete the delivery of modules. WPF is also in the phase of reviewing the LSBE manual.

- **Political Unrest in Pakistan**

Political condition of Pakistan became worst after the incidental death of Benazir Bhutto. Schools and offices remained closed for many days. The current unrest in the country affected WPF's targets which resulted delay of post-test and media meetings.

## PARWAN

In this year to maintain the long term relationship with LSBE Graduate students and build their capacity on issues of Life Skills and Sexual and Reproductive Health, WPF initiated the PARWAN project.

### Objective of the Project

The focus is to enroll all graduates in the PARWAN group and train them as peer educators to reach out to more young people with in their schools and communities and raise awareness on the issues of SRHR.

PARWAN	APWA	HANDS-MATIAR:	PVDP	PIDS	AWAZ-MULTAN	Total
STATUS	1000	4032	1658	420	57	7167

Following is the table to show the major activities with number of people reached out

Activity	No of Activity	Total Participants
Professional Development Forums	17	260
Whole of School Activities on HIV & AIDS	20	23436
Topic Specific Test on HIV	200	16419
Media Meetings	16	225
LSBE Convocations	5	6000
Qualitative Assessment	39 FGDs , 7 Indepth Interviews	523
Quantitative Assessment	Post tests 162 Schools	2354
Parwan Memberships	162 Schools	7167
Advocacy Training	4	80
Teachers Training	4	152

## **Major Activities of the Programme**

One of the monitoring tools and strategies used to ensure effective and quality implementation was the regular monitoring visits made by partners throughout the year. For this purpose, teacher planner is developed and used by each school to conduct sessions according to work plan. For monitoring of sessions, schools were visited by partners on regular basis and classroom observation checklist format developed by WPF was used to evaluate the performance of teachers to gain healthy and constructive feedback for improvement.

In all districts, partners conducted different PDF sessions to share and discuss the progress & resolve issues if any. MSC stories were also collected by partners and shared with WPF on monthly basis. Quarterly Reports were submitted by partners to WPF at the end of each quarter to assess the quality of work being done in each district.

WPF made independent monitoring visits to partner organizations and schools to ensure the smooth running of the project as well as of M & E tools. WPF staff attended different meetings, PDF and media forums to assess the quality of work for improvement. The organization submitted Quarterly and Annual reports to NACP and trained teachers and partners on MSC, a monitoring & Evaluation technique in which students and other stakeholders directly or indirectly engaged in LSBE project assessed the programme and shared any change they experienced.

WPF planned to focus on documentation in 2007 to document best practices, lessons learnt and impact assessment. In mid April 2007, partners were trained to initiate different FGDs, interviews and case studies with stakeholders and documented the findings. The documentation is still in process. At the end of documentation process in September 2008, the final report will be prepared and shared with policy makers, media in each province adjacent to Certificate distribution ceremony. A copy of impact assessment report will also be shared with NACP.

## **Major Challenges:**

**Learning Forum and Acknowledgement of Volunteer Teachers/ Schools and Students**

The LSBE teachers and schools have been giving their volunteer services since 2004. To keep their volunteer spirit alive; the need is felt to acknowledge the volunteerism of teachers involved in LSBE programme. Thus it is planned that at the completion of LSBE curriculum, certificates will be distributed to LSBE teachers/ schools/ principals and students in all respective districts to provoke the spirit of volunteerism. One of the main strengths' of LSBE programme is the volunteerism of schools and teachers. It is a learning that the organizations working with them should acknowledge their contributions and commitments and one of doing it was to award them with acknowledgement certificates and shields by the respective government departments.

## **Revision of LSBE curriculum**

LSBE curriculum is tested and feedback is taken from teachers and students and other indirect beneficiaries from time to time regarding its sensitivity and replication. In 2007 with WPF's focus on documentation is also revising its LSBE curriculum.

## **Development of different LSBE packages according to its need**

WPF's LSBE curriculum is comprised of 17 modules with its completion period of one academic year. In implementation phase the teachers and partner found it difficult to complete module delivery in one year. Thus some schools and donors identified their interest to deliver some specific topics according to the need of any school/ community. To serve the purpose WPF has planned to develop different LSBE packages to share with different target groups on basis of its duration to widen its reach and increase its outreach.

Documentation of Impact assessment; Case Studies, best practices and lesson learnt to support its Advocacy Campaign

To evaluate the impact of LSBE programme WPF apprehend the need to conduct Qualitative research that will support its advocacy campaign. Documentation is one of the weak areas of WPF work. Thus WPF has planned to focus on documenting case studies/ best practices/ lesson learnt in 2007. The first step taken in this regard is two days partner's training in mid April 07 where partners will be trained on different techniques and approaches use for qualitative research study.

## **Best Practice**

### **Media meeting**

Media meetings were conducted in all programme implementing districts with the intention to sensitize and involve media in policy change dialogues and to advocate the inclusion of LSBE in national Curriculum. Media were invited and oriented about LSBE and as a result a supportive platform was generated. In future different initiatives like formation of media support group, school visits and meetings with stakeholders will be taking place to support WPF's advocacy campaign.

## ***Knowing Abuse***

In June 2006, WPF initiated a project in collaboration with "The World Bank" to understand the extent of sexual violence among intellectually challenged young people. This project was implemented in Karachi with the support of a local rehabilitation center Kiran Vocational Centre- KVC.

Initially the project focused on:

1. Conducting a study to understand the extent of sexual violence and Sexual and Reproductive Health Problems faced by Challenged young people.
2. Capacity Building of Partner NGO and support group formation.
3. IEC Material Production

Initially the partner organizations focused on carrying out awareness raising sessions on "Sexual Violence and SRHR" with different groups working with "Intellectually challenged youth" in Karachi and Hyderabad – Sindh Pakistan. The total of 61 caregivers from different rehabilitation centres as well as 58 parents was sensitized by the group.

A pre needs assessment was carried out with groups of parents, medical professionals (doctors, nurses, and physio therapists), and teachers working with these young people, and lady health visitors LHVs of the area to understand the need of IEC material. Many needs were raised during this discussion, some of which were to develop the specific material for the parents to educate and aware them on the issues of sexual violence, disability as well as sexual and reproductive health issues faced by these young people.

In this phase, the literature available on these issues comprising the needs of this group, available services as well as policies were also finalized. A qualitative research was carried out with the target group and the English version of IEC material was also finalized. This material will be published and launched with the research report in August 2008.

## **Objective of the Project**

Raise awareness in the community on issues of sexual violence in intellectually disabled young people as well as advocacy by sharing the information with Social welfare ministry and departments.

## **Progress**

Intellectually challenged young people are four times more likely to be sexually abused and exploited than other young people and are also at high risk of reproductive health problems because of their inability to protect themselves and lack of understanding of the issues due to their cognitive limitations.

The need of working with this neglected, marginalized and discriminated group is very high as in Pakistan not many organizations and institutes are working on the issues of Sexual Violence in general, let alone working with intellectually disabled young people due to the taboo surrounding the issues.

This project has served as a model of best practice self help group which was initially sensitized and trained by WPF, to work with parents and care givers of intellectually challenged young people. This group is actively involved in sensitizing other institutes on these sensitive issues

Intellectually challenged people are usually not counted as important persons in the process of development, not much importance is usually given to them and their needs for information, knowledge and skills to empower them. Not many people realize their needs to understand their sexual health and exercise their sexual rights and not much work is being done with challenged youth on their SRH&R.

This project though at limited level, has helped generating the discussion within the community to understand the sexual health, needs and rights of these young people. Initially in discussions many parents, care givers and medical professionals had this image of them as "disabled people" who usually don't have sexual health and needs or if they do, don't need to have safe choices and options to practice them.

In Pakistan, no single ministry or federal department deals with, issues related to disability. There is only the ministry, responsible for social welfare, women's development and special education, which touch upon person with disabilities issues. However, at the local level, there are no specific sections or departments responsible for person with disabilities programs at the local level. These people also face multiple social, economic, physical and political handicaps, hampering their freedom of movement in society. These barriers include stigmatization and a misunderstanding of the abilities and aspirations of persons with disabilities. There is also a pronounced lack of informational data, rules and regulations, rehabilitation centers, and mainstreaming and specialized services for intellectually challenged people.

One of the aims of the project was to collaborate with government and share the results and findings of the project on regular basis not to just keep the informed but to also advocate for the rights of people who cannot speak for themselves. For the purpose several meetings was held with the Ministry of Social Welfare- MOSW, where the project updates were shared on regular basis and the opportunities for replicating the work / project within the institutes run by MOSW was also explored and discussed. MOSW is very interested in sensitizing the staff of the drop in centers and Rehabilitation centers working under MOSW. For the purpose a detailed concept paper is developed and will be shared with the Secretary of MOSW as next step.

## Major Challenges

- “Education materials for Intellectually disabled youth with respect to their cognitive abilities”

Not enough funds were allocated for the production of IEC material as this was a small funded project. Needs raised by the communities for education tools for intellectually challenged young people needs out sourcing and engaging expert which was not possible in limited budget.

- Working at both levels, community as well as policy level is important to bring the change.

Community is still not open to issues of “Sexual Violence and Sexual and Reproductive health” and there is a dearth of facilities and organizations working on these issues specifically with this group. In Pakistan you there is no Single organization working on these issues specifically for this group.

- “Importance of working with government and review of existing laws on sexual violence”

In Pakistan due to lack of awareness and taboo, there is not even a single law addressing the issues of sexual violence in children and young people and no law addressing the issue from the perspective of Intellectually challenged youth.

- Sexual health, needs and Rights of Young people needs to be addressed.

For the purpose sensitizing community in issues and sexual needs of the intellectually challenged youth is vital to bring a change in their attitudes.

## ***Mining the Data***

The project mainly based on the analysis of the pre-test data collected at the initial stages of the LSBE programme of World Population Foundation. The project area includes all the four districts namely Hyderabad, Pashin, Multan and Peshawar; where the LSBE programme of WPF is being implemented. One of the main purposes of developing this analysis is to build up an evidence based advocacy tool for the inclusion of the LSBE in the national curriculum of Pakistan.

### **The project mainly includes three phases:**

**Preparatory Phase** – This phase included the initial cleaning of the LSBE Data collected from different public and private schools, selection of the data analyzers and development of a training program for the data analyzers to equip them with the knowledge and skills of analyzing the provided data.

**Training Phase** – Twelve participants were short listed from among the pool of the different leadership programme fellows from through out the Pakistan and they were trained for the systematic analysis of the data. The participants thus trained were then allotted specific portions of the data which they had to analyze and submit an analytical report within three months of the training.

**Dissemination Phase** – The reports of all the participants are now to be compiled into a single analytical report showing the results of the baseline survey data.

## **Objectives of the Programme**

The project had three main objectives as follow:

1. To build organizational capacity towards creating systematic change in the SRHR sector in Pakistan.
2. To enhance collaboration among alumni of Pakistan Leadership Programmes
3. To develop evidence based advocacy tool for inclusion of LSBE in the curriculum – bring to focus the value of LSBE in Pakistan for better SRHR outcomes

## **Progress**

With respect to the objectives, the project contributed the following progress.

A group of 12 participants from among the alumni of Pakistan Leadership Programmes has been trained on the “Data Analysis” by expert trainers from National Institute of Population Studies (NIPS). The training programme was aimed at building the capacity of the participants in analyzing the research data and then reporting on the same.

It was also ensured that the participants of the training belong to different leadership programmes and from different areas of Pakistan. An online group has been formed to make sure the group remains updated on the progress of the project and also contribute their valuable input and expertise whenever needed.

The project is currently in its last phase that is Dissemination Phase where a comprehensive analytical report on the “Analysis of LSBE Data” is in the process of compilation. This report will be shared with all the major stakeholders of SRHR sector in Pakistan for the purpose of sharing the learnings of the project. Also this report matched with the “Analysis of post LSBE Data” will then serve as an advocacy tool for raising the issue of importance of LSBE in the national curriculum of Pakistan.

## **Major Challenges**

- **Major HR changes in WPF – Pakistan**

During the last one year WPF – Pakistan went through major HR changes like the Programme Manager left for her studies abroad and the position was left vacant and also the induction of the new Country Representative. The two important positions being replaced by new members was quite challenging for the WPF programmes to streamline its activities with a normal pace.

- **Delay in response from the participants in submitting the data analysis reports**

The selected fellows from the leadership programs for the data analysis training were committed with other tasks in their respective organizations and thus could not submit their reports on the analysis of the data in time. This led to a postponement in the compilation of the report and thus its submission within due dates.

## **Youth Advocacy Network**

The project aims at sensitizing and training youth volunteers from across the country to empower them for leading roles in designing, implementing and monitoring programmes intended for them. It also focuses on building capacity of youth groups to strongly advocate for issues related to youth sexual and reproductive health on both policy and community levels.

Youth Advocacy Network (YAN) was able to achieve its objectives set for 2007 by organizing High level event, where the group advocated and presented recommendations to the policy makers for the inclusion of SRHR issues of young people in the National Youth Policy. High level event "National Youth Week" was organized under the theme of "Celebrating Youth Contribution in Pakistan", where all the provincial chapters organized Provincial Youth Forums at their respective chapters. The main event of NYW was held in Islamabad on 17<sup>th</sup> December 2007 and was attended by almost 350 young delegates, students and members of youth organizations along with other stakeholders.

Recommendations from all the provinces were compiled and incorporated in the NYF report. This report is in the designing phase and will be finalized in second week of February. The objectives achieved in 2007 will contribute in the expansion of YAN with inclusion of new and more members.

### **Progress**

YAN's main purpose is to advocate policy makers for the inclusion of policies related to SRHR of young people at all levels. YAN also impart advocacy skills to young people of Pakistan and raise awareness amongst the youth and multi stakeholders to advocate for their rights. YAN achieved the desired results to some extent during the National Youth Week, YAN also conducted capacity building sessions for its members on awareness raising on SRHR and advocacy skills. Currently YAN have (60) members aged between 15 and 29.

The main outcome of the NYW was policy recommendation by the youth of Pakistan, in future YAN plan to organize advocacy events by involving policy makers in the process. YAN also nominated Ali Zafar, a renowned Pakistani pop singer as its Youth Ambassador; YAN aims to involve him as well in its future activities. YAN also nominated its Youth Icons; Youth Icons are the young achievers from the fields of Science, Arts, and Social Science etc. These Youth Icons will work with YAN to spread the knowledge on SRHR to the young people of Pakistan.

NYW gave recognition to the YAN and it will help YAN to expand and organize its awareness raising activities on a larger scale throughout Pakistan.

YAN is also in a process of renewing its memberships; it was also decided to expand the memberships by attracting more and more young people to join YAN. Almost 350 young delegates, who attended NYF 2007, showed interest in the YAN membership, it is expected that YAN memberships will expand from 60 to around 200 by end of March 2008.

### **Major Challenges**

One of the main challenges for YAN was to motivate its members, as all the members are volunteers and have their own priorities, but YAN successfully organized all the planned activities in the last quarter. No major change in the staff occurred.

Current unrest in Pakistan is likely to effective the activities in 2008, General elections are expected to be held in the month of February and YAN planned some advocacy sessions with young people and also a board meeting which is planned to be held on 23<sup>rd</sup> February 2008, now all the planned and purposed activities are postponed and will be held after 10<sup>th</sup> March 2008.

The main challenge at this level is to mobilize the resources for the sustainability of YAN for the future activities, YAN at this moment have very limited funding.

## ***Development Communication and Advocacy programme***

Communications and information play a strategic role in every realm of social, political, cultural and economic activities. The communication programme of WPF mainly works for the advocacy of Sexual and Reproductive Health and Rights. The programme is responsible for two major tasks; one is to share information with stake holders and the other is to disseminate information with the purpose of awareness raising among masses. The programme uses the following tools to perform its tasks.

### **1. E- Newsletter**

The communication department continued on producing its monthly E newsletters. The newsletter is issued every first Friday of the month as decided in the communication strategy. WPF also shares news with headquarter therefore the monthly information has also been consolidated and shared with the WPF – Head quarters every second month on regular basis. A total of 12 e- news letters were disseminated to the partners and civil society organization focusing on information on SRHR and updates on the activities of WPF.

### **2. Website update**

Communication department has kept the track record of WPF's programmes and news and published it on website time to time. The department has been responsible for the preparation of the documents to be uploaded and IT department helped putting forward that information over the web.

### **3. Annual Report**

WPF completed the ten years of its existence in Pakistan in 1997. To document all the programmes being carried out throughout the decade, a report titled as Ten Years Review was compiled and published. The annual report of the year 1997 was added in this review. Later this review was launched in the high level event of National Youth Forum.

### **4. National Youth Forum**

The communication department took active participation in the celebration of the event. Drafting of invitation letters, content for promotional campaign and coordination among WPF staff members were the major responsibilities of the department. Apart from that designing of promotional literature, such as, banners, flyers, standees, posters and backdrops for the forum were also prepared. The representative of the communication department took part in script writing and hosted the show. Photography and video clippings were also produced.

### **5. Solidarity Messages**

The department created solidarity messages (content as well as layout and design) on HIV and AIDS, International Human Rights Day and Valentine's Day. These E messages were sent to stake holders all over Pakistan.

### **6. YAN Website Update**

Communication department has helped developing content for YAN publications to be uploaded as well as designing of the required documents.

### **7. Fathers' Day ( Male involvement in Families and its importance for young people)**

In the light of the Mother's Night held by World Population Foundation (WPF) in Amsterdam on May 13, 2007, WPF- Pakistan in collaboration with Mir Khalil-ur-Rehman Foundation (MKRF) celebrated the

First National Father's Day on Sunday, 17th June 2007. The celebration was to commemorate the men in our lives who give us strength and guidance and to engage them in sharing their experiences.

Mr. Nadeem Iqbal the Executive Director of Mir Khalil-ur-Rehman Foundation (MKRF) warmly welcomed the guests. He gave a brief overview of MKRF and later also shared his experience of fatherhood. He also said that Fathers Day is celebrated to pay tribute to all fathers and intends to make the event bigger every year.

Mr. Qadeer Baig, Country Representative WPF- Pakistan quoted global statistics that there are nearly 600,000 maternity related deaths each year, which are preventable by the active involvement of males in understanding the various risks at hand. There are 340 million new cases of sexually transmitted infections between the age group of 15-49 years, excluding HIV; these can be controlled if men take responsibility by using contraceptive measures, thus proving that an increase in male participation in the development process can contribute a great deal towards enabling women and children.

The Parliamentary Secretary for Ministry of Population Welfare Ms. Donya Aziz was also present. She appreciated the idea of celebrating father's day and said that fathers play a great role, they not only provide but also guide their children through hardships. She stressed that there is an urgent need to highlight fathers' role and importance in making decisions regarding the family and realizing this need, the Ministry has started a project of "Male Mobilizers" in 2002 to talk to men about family health issues.

Mr. Imran Khan, Chairman Tehrik-e-Insaf talked about the need to sustain our strong family units as they are the main strength of our society. He stated celebrating Fathers Day is a western concept as fragmented family structures exist there and thus celebrating this day may not be relevant to our cultural and societal set up however he did acknowledge that fathers play a leading role in our society.

Mr. Talib Hassan Sial (Senior Joint Secretary, Ministry of Youth Affairs) and Mr Muzaffar Mehmood Qureshi (Greenstar) also enlightened the audience with their experiences. WPF presented a show reel depicting the various scenarios of father and children relationship, the evening concluded with Dinner and Musical evening.

#### **8. Exposure Visit- CREA and Taarshi – India**

World Population Foundation (WPF) completed its 20 years of dedicated service delivery and advocacy for empowering youth on Sexual and Reproductive Health and Rights (SRHR). Previously every year WPF held the anniversary celebrations at Holland, selected staff members from the regions participated in these celebrations held at the headquarters.

This year in order to celebrate the 10<sup>th</sup> Anniversary of WPF- Pakistan, WPF Pakistan arranged an exposure visit to India for the Programme staff. This trip was aimed at the capacity building of all WPF programs by meeting various SRHR expert organizations working in India. Since, India and Pakistan are closely connected in their cultures the learning's from their vast experience in SRHR can be of huge value to the WPF staff in implementing similar projects here. It is expected that this trip will prove to be motivating and will also ensure team building and strengthening of the organization on the whole. WPF staff exposure visit for celebration of 20<sup>th</sup> Anniversary of WPF was aimed at also improve operational capability and to observe the best practices of the region (which is in line with the objectives mentioned in the Country Strategy Paper) so that they could deliver feasible and effective future policies in the light of this experience.

#### **9. Harnessing Youth Potential – Advocacy Dialogue**

WPF had held advocacy dialogue to further and strengthen the youth causes. The dialogue was set up between the youth representatives from leading youth organizations, youth leaders and various others from all walks of life. This forum was attended by policy makers and civil society organizations working on youth issues in Pakistan. This forum was held in collaboration with Save the Children UK to recognize the immense power of youth and bridge the gap between organizations working for young people and government institutes. The forum was attended the Young groups of UNFPA, WPF and PILDAT.

In order to address the issues a review of youth potential and challenges was carried out to understand the demographic dividend. Different policies including Policy on youth was discussed to make them enabling for harnessing youth potential and bridge the gap between policy makers and youth coalitions.

### **10. Publications**

Reports prepared by the relevant programme staff of WPF were proofread and designed by the communication department. Three reports were printed in the last quarter of the year and were launched during the National Youth Forum. The reports are as follow:

- Policy Dialogue Report: "Harnessing Youth Potential in Pakistan"
- "National Learning Forum"
- "Ten Year Review"

Apart from these reports one poster explaining the twelve rights of SRHR was also produced by the department

### **11. Souvenir**

Communication department decided to produce a yearly planner to stakeholders upon the arrival of New Year 2008. Photographs of young people were captured and later on designed along with the SRH Rights and quotes from famous people on youth. This planner was launched in National Youth Forum and was disseminated later to stakeholders all over Pakistan.

### **12. UNESCO Toolkit on HIV and AIDS**

UNESCO Islamabad has given WPF a consultancy to translate the toolkit on HIV and AIDS, prepared by UNESCO Bangkok in 2003 into Urdu in a Pakistani cultural compatible form. The communication department held a consultative meeting in Islamabad to get the feedback of representatives from government and educational departments from all over Pakistan. Later the department incorporated all the desired changes as discussed in the meeting as well as updated the facts a figures consulting different UN and NACP data reports. The report is almost final and will be sent to printing in a short while.

### **13. Press Releases and Coordination with Media**

Following up with the events conducted by WPF programme staff, the communication department has been responsible for the coordination with electronic and print media. In every event the media persons were invited. The department prepared press briefings as well as press releases for the event and get them published in leading daily newspapers of Pakistan. Certain events were also given coverage in public and private TV channels.

# **PROGRESS REPORT OF DEPARTMENTS**

WPF went through significant changes and development in the management and processes in the year 2007 with the induction of a new Country Representative and staff members. During this year, the administration and HR department of the organization brought a series of changes in the management and the human resource of the organization where new programmes and diversification of the existing ones took place.

## **IT Department**

The IT department of WPF works as a support structure for all the departments. The core elements of the structure are LAN management and Web development.

Under LAN management, the department provided significant efforts by developing IT policy of WPF-Pakistan and management of the server. The server includes Windows Server 2003, Print Server, Data Server, Active Directory management, Antivirus Server. Time to time troubleshooting of network, servers, PCs and printers very manages successfully.

For web development the major task was to shift the domain of web address from COM to ORG. Resultantly new address of WPF website was formulated. The contents to be uploaded on the website was another task of IT department. All the information taken from programme and communication departments was uploaded time to time. Such as, progress reports, event reports, e-newsletters, press releases, IEC materials, invitations, introductory messages, greetings, solidarity messages, job advertisements and application forms etc. This information have also been shared with stake holders via e mails by the department.

Apart from uploading information, the department has also played its role in designing reports, greetings and e-newsletters. One major task accomplished was the designing of the titles of 8 videos developed by WPF on SRHR.

WPF organizes event to forward various causes related to SRHR. The celebration of "Father's Day and "National Youth Forum" in 2007 are few examples. The IT department prepared flash animations, video clippings and presentations for such events.

*The department developed online form and database for Youth Advocacy Network (YAN) members. In addition to that, baseline survey of Topic Specific Test on HIV and AIDS for LSBE project was also designed and developed by IT department.*

The management of resource centre of WPF is also the responsibility of IT department. The resource centre has a collection of about 1500 resource material on SRHR, HIV & AIDS, Gender, Adolescents and Population. In the year 2007, the department added 150 books/report in our resource center. A detailed database of all the resource material was developed for search and accessibility to WPF staff. Receiving and managing the resource material as well as dissemination of the reports of WPF has also been performed successfully by IT department.

## ***Finance Department***

In the year 2007, the finance department of World Population Foundation made its mark with keeping best accounting and financial practices. By the start of the year, the targets were to achieve financial stability in terms of Unqualified Audit. The finance department prior to this year had queries regarding keeping accounting records on single entry system. At the end of financial year all field offices had to close their accounts to head office (WPF-Netherlands). HO decided to bring all single entry figures of accounts to double entry or from cash basis of accounting to accrual basis of accounting. For this purpose

A training was conducted in Hanoi at WPF-Vietnam Field Office. The purpose of the training was to build the capacity of all finance officers on financial software Sun Systems and bring their books of accounts on accrual basis of accounting for the year 2007. The training achieved its targets within a month time as now all finance officers are closing their books of accounts in financial software and sending their databases to Head Office on monthly basis.

Besides working on accrual base accounting system the finance department also completed Audit for the year 2006. The audit went clear with few observations.

The financial manual of WPF was also completed and sent to head office for their comments. The first drafted template of financial manual was praised very high by the head office. The success of the manual can be gauge through the fact that head office, field offices of Vietnam and Indonesia are also now using the same templates. The financial manual highlights the issues of internal control and financial management. By financial management it means the projects income (funds) must spend on project activities and there shall not be inter account adjustments. If there is any need of such adjustment there must be appropriate approvals. The best financial management practice is following Activity Wise Budgeting. Activity Wise Budgeting always appreciates revise and revise budgeting techniques with current currency conversion rates and keeping in view inflation percentage. Following such practice the budget has been made for the year 2008 in late 2007. The exercise brought many documents in line with financial manual and best accounting practices that resulted in an Unqualified Audit Report for the year 2007. The audit has went very well and the organization has got an Unqualified Audit Report.

## ***Administration and Human Resource Department***

The Human Resource and Administration Department of WPF provides professional administration support services to enable the organization to concentrate its efforts on the attainment of its objectives.

The year 2007 was started with the joining of the new Country Representative for WPF which led the organization towards a new path. The new management gave the authority to the departments to work in a systematic way following all the required processes for the completion of the activities. This also gave the department an opportunity to initiate and update the existing systems.

Following were some of the activities took place in the Human Resource section:

### **Management of HR and HR Records:**

1. With the initiation of the new system and responsibilities, there was the requirement of the new organogram with clear understanding of the roles and responsibilities of all the staff. With the help of the Country Representative and the consultation with the HQ, a new organogram was finalized. This helped the organization to have the clear description of supervision and lines of directions.

2. Job Descriptions were updated for the current staff and developed for the new staff members mentioning all the possible activities.
3. New designations were given to the staff members with more relevancies in the job.
4. Updated and managed Human Resources policies and procedures, including salary reviews, employee's policy manual and health insurance administration.
5. Bi-Annual Performance Appraisal was developed.
6. Reward system was initiated by the HR department. The employee of the Quarter award was announced quarterly based on the nominations by the staff.
7. A centralized filing system was introduced by the administration department. This system was developed to help the organization in retrieving the fillies made by the staff in all the departments.
8. With the increase in the security issues in the country, keeping the existing staff without any training on the security and the requirements, the organization felt the need to outsource the activity. This responsibility was given to the responsible organization with the well-equipped and trained workforce.
9. Bill to Company (BTC) status was acquired for the office staff. This helped the staff to carry as minimum cash as required and remove the hassle of paying the bill directly to the hotel.
10. New forms and formats were introduced for the office use including, travel request, probations, final settlement and other requests.
11. For the first time at WPF, the staff was provided the benefit of Life and Health insurance.

### **Administration of Staff Training and Development.**

The department organized several capacity building trainings for staff as follow:

- Critical Thinking & Creativity with reference to SRHR
- Non-Violent Communication

Apart from that trainings for individual staff members were also held as follow:

1. Information and Library Management: Kashif Muneer, IT Manager
2. Training on Sun System Software: Ahsan Abbas
3. Effective Writing & Communication Skills: Marzina Khan, LSBE Programme Manager
4. Training on Financial Systems: Ahsan Abbas & Muhammad Ikhlaque.
5. A+ Hardware training: Tamim, IT Assistant
6. Life Skills for MARA: Saima Ashraf, Programme Manager
7. Braking through the glass ceiling: Decision making skills for females: Huma Ghayoor-Executive Secretary & Maryam Iqbal- Assistant Programme Coordinator.
8. Smart Chart tool for Communications: Mariam Jamal, Assistant Programme Officer Communication

International trips were organized for the staff including India, Vietnam, Srilanka, China and Netherlands.

## ***Way Forward***

On the whole, WPF has come a long way in expanding its services as well as departmental development in Pakistan. Almost all the departments were restructured and adopted new systems. The expansions of projects especially of LSBE has given true boost to the organization in the year 2007. The untiring efforts of partner organizations and commitment of WPF have helped making the programme a real success. This collaboration has not only helped in carrying out the projects smoothly but has also laid grounds for WPF to make LSBE part of the curriculum after the completion of few on-going projects. The broader vision of the organization succeeded in involving the government organizations and helped them understanding the need of SRHR. The above achievements highlight WPF and its partners' commitment in improving the RH services in Pakistan. Throughout the journey its strategy has been motivated by the lessons learnt and its achievements.

As long as future plans are concerned, WPF has also designed its five-year country strategy (2007-2012) by conducting a desk review on the SRHR situation in Pakistan. This strategy was designed after gathering feedback from the technical group members in order to ensure maximum ownership of the strategy by the stakeholders of the organization. On the basis of this strategy, WPF-Pakistan has developed a concrete, action-based implementation plan that is expected to genuinely contribute to the improvement of SRHR in Pakistan. The implementation plan is developed through a results-based management approach that clearly states a result chain from organizational inputs to the outcomes on a broader level.