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ANNUAL REPORT

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Expression of the Executive Director

Baidarie, with the grace of Allah, dedication of the staff members and sincere guidance of the members of Board of Directors, has successfully completed its journey of 25 years.

Baidarie is located in village Roras, Tehsil Sambrial, District Sialkot. It has worked hard in improving economic status of women and helped solve health issues of the community, particularly of women and children. Like other rural areas of Pakistan the situation of women residing in Roras is not different. The Union Council of Roras consists upon 23 villages situated at 0.5 to 15 kilometers from the main road. It also comprises 3539 households and average size of each household ranges from 6.5 to 9.5 members. Its total population is about 28,312 individuals. Generally the population is poor and consists upon field workers, factory workers, shopkeepers, business men of lower cadre and home based workers mostly affiliated with soccer stitching and surgical instruments industry.

The literacy rate is very low and it is lower among women due to poverty, socio- cultural constraints, non- availability of educational institutions within their reach. There are 5,695 children of school-going age, including 2906 girls in Union Council Roras but there are only 26 Government Primary schools which are insufficient to cater the need of 5,695 students. Moreover there are only three high schools for the total 2906 girls of school going age.

The situation of health facilities is also not satisfactory. There is only one Tehsil Head Quarter Hospital which is not enough for the 28,312 population of UC Roras. Moreover it is not equipped with the adequate facilities required for the mother and child health care due to which mother and child mortality rate becomes very high in the rural area. Moreover poverty and injustices among the distribution of food among male and female children, create more complications in reproductive health among women. On account of lack of awareness about general and particularly reproductive health women are victimized by the quacks.

I here, express very proudly that Baidarie implemented very valuable projects for the economic empowerment of the women of the area, to create awareness among women about their reproductive, provide health facilities, and create an atmosphere of Human Rights and to provide legal aid service to destitute women.

After a long journey of 25 years Baidarie still feels that alleviation of poverty, empowerment of women, ending violence against women, elimination of gender discrimination and development of the women folk from vulnerability into conscious and strong citizens is a Hercules task and needs long and consistent efforts.

Executive Director
Arshid Mehmood Mirza

Message of the President

I feel very proud to present the 25th Annual Report of Baidarie. It started its journey in 1991 by setting up a stitching Center in one room to provide skill to the poor and underprivileged women of Roras, Tehsil Sambrial, District Sialkot, has now achieved the status of significant organization.

This outstanding and noteworthy achievement of the organization is obligated to its Members of the Board who always readily provide consultation regarding development of the organization to improve the socio- economic status of the poor and destitute community of the area for lessening their deprivations and miseries.

Baidarie also feels proud of its dedicated, committed and professional staff members who are always ready to render their services in carrying out the activities of the various projects with zeal and fervor. I am obliged to my staff.

The volunteers, community organizations, Community Vigilant Groups, Media persons, Government Departments, various NGOs and CBOs, on our networking, are also our strength and it would be injustice if I would not pay my gratitude to them.

I am very thankful to UN- Women who has been supporting a program aimed at empowering the Home Based Women Workers economically through different innovations.

I take this opportunity to thank all our other funding partners, for their generous support that enabled us to continue this journey.

My acknowledgement will remain incomplete if I would not express my special thanks to Mrs. Farkhanda Hashmee whose arduous, concerted and sincere efforts helped in bringing this document in your hands. She utilized all her competency and skill honestly in compiling this Annual Progress Report.

Hina Noreen
President

Section-1

The Organization

Baidarie is a non-government and non-profit civil society organization, which was established in 1993 by a group of rural women of Union Council Roras, Tehsil District Sialkot. With a demonstrated-focus on community led and demand driven approach, the organization carries out its operations without having religious, lingual, political, social or any other discriminations.

Registration

Baidarie Sialkot is registered under Social Welfare Agencies (Registration & Control) Ordinance 1961 with the Social Welfare Department, Punjab vide certificate No. DDSW-GRW (Regd) / 2000-790 of 2000.

Strategic Dimensions

- a. **Vision:** Baidarie visualizes “An equitable society that can provide for institutionalized guarantee of protection and promotion of all the civil, political, economic, social and cultural rights to all the vulnerable social segments especially women, children and persons with physical limitations.”
- b. **Goal:** Providing enabling environment and friendly spaces for empowerment of women, children and other vulnerable groups through general awareness of laws and setting social protection networks.
- c. **Mandate:** Protection and promotion of the basic human rights of Women, children, disabled persons and religious minorities through value based institutional development and good governance.

Organizational Objectives

- a. Poverty Alleviation through knowledge building, capacity enhancement, skill enrichment/diversification, development of entrepreneurship/own account employment, linkages development, enhancing financial and social inclusions and rights based advocacy etc.
- b. To promote quality education in formal and non-formal disciplines and adult literacy.
- c. To equip female and male youth with basic life skills and competencies for reasonably and responsibly assuming their roles in future.
- d. To protect and promote human rights, especially rights of women, children, persons with physical limitations and vulnerable communities.
- e. To end gender based discriminations and violent practices against women, children and Non Muslims
- f. To make efforts for maternal and new born healthcare improvement by increasing access for the communities, women/girls and children to preventive, diagnostic, curative and counseling services etc
- g. To create efficient, transparent, credible and accountable governance structures and processes where women may actively participate in local opinion, policy and decision making etc.
- h. To conduct Research & analysis on the issues confronting overall development of the people and address issues on the basis of the findings
- I. To develop Baidarie as a viable and sustainable institution offering rights-based, holistic and integrated interventions to raise the standards of living of the vulnerable communities

Nature of the prior work

Since its inception the organization has been struggling for pacing up the process of social and financial inclusions. Major areas of its interventions have been as under:

- a. Poverty alleviation through social mobilization, capacity development, skill diversification, micro-financing, development of entrepreneurship and increase in access to the linkages for maximizing productivity, employability and income generation.
- b. Awareness raising, knowledge building and sensitization in state and society related policy/opinion /decision makers for proactively addressing the issues thwarting gender mainstreaming, equality and justice.
- c. Increasing Responsiveness in state & societal legal and social support mechanisms for protection and promotion of the fundamental rights of vulnerable groups and facilitating easy and expedited access to justice for the victims.
- d. Capacity building of the grass-root CSOs and other stakeholders to provide legal and social protection to women/girls and children survivors of gender based discriminations and violence.
- e. Demands for pro-poor and gender-sensitive legislation and enforcement of legal provisions protecting the rights of vulnerable ones.
- f. Research, analysis on social and economic issues.

It has also been working to increase, formal and non-formal education, universal primary education, child rights protection, youth development, women adult literacy, protection of the rights of women workers, primary health care, protection of human rights, capacity development of local bodies, provision of relief to the affectees of natural calamities and the rights based advocacy and etc.

Partnerships

Baidarie Sialkot has been honoured to work in collaboration with:

Partnerships between 1993-2016

Pakistan Poverty Alleviation Fund, ILO, UN-WOMEN, The Asia Foundation, adidas Group, Punjab Business Skill Fund, UNICEF, NCHD, EC-EIDHR, DFID, British High Commission, CIDA-PSU, CIDA-PAGE, SCF (UK), SAP-Pk, Social Welfare Department, DTCE, TVO, GFW, Corporate Sector, vocational training institutes, Aurat Foundation (AF), Muslim Charity Fund (UK), Awaiting Eyes Foundation (UK), District Government Sialkot, Corporate Sector and Local support structures.

Section-2

1. Years of Experience : 23 Years (1993-2016)

History:

The organization developed its first five yearly strategic plans in 1997. Its implementation increased organization's operational outreach in Sialkot and Attock through well-equipped offices and linkages with social activists, civil society groups and networks in Pakistan. During implementation of its next strategic plan for 2003-2008, it developed well-defined field management strategies, internal control procedures; operationally co related MIS & FIS for ensuring efficiency and effectiveness in its operations. Trained Cadre of Trainers, Human rights violations reporting desk and responding system and Research, analysis, documentation and publication team also then came into existence. These arrangements enabled the organization to strive hard for fostering a culture of respect for the basic human rights, increasing social harmony and access to vitally required services for improving quality of life of the vulnerable classes living in its operational areas and those suffering from emergency situations elsewhere.

2. Track Record of Organizational Inputs for Socioeconomic Empowerment of the communities excluded in socioeconomic terms

S-No	Sector	Poject	Support Agency	Duration.
1	Pacing up access of the poor and the ultra poor for financial and Social Inclusions.	Skill training Center for women Roras	SAP-PK & Local Resources	1993-2007
		Women Social Consciousness and Capacity Building Programme	SAP-PK	1999-2000
		Women Social Consciousness and Capacity Building Programme – Consolidation Phase	SAP-PK	2001- 2002
		Micro Credit and Enterprise Development	PPAF	2005-2016
		Human & Institutional Development Support	PPAF	2005-2014
		Social Mobilization for enabling the local communities to take self motivated development initiatives through local resource mobilization, lobbying, networking and pressure building	PPAF	2010-2012

		Women Empowerment through Livestock Development	PPAF	2011
		Skills for Jobs-2015	PSDF	Dec 2014- Nov 2015
2	Protection of the Rights of Women Workers	Socio-economic empowerment Programme of football Stitcher women in Union Council Roras Tehsil Sialkot.	Save The Children (UK)	Phase – I, Dec 1998 to Nov 99 Phase – II May 2000 to March 2001
		Integrated Programme for Socio-economic empowerment of home based football Stitcher women in Sialkot	ILO+UN-WOMEN	2010-2012
		Provision of alternative livelihood to 100 jobless women soccer ball stitchers in Sialkot.	ILO-GE4DE	August 2013- July 2014
		Programme for Integrate support for Socioeconomic Rehabilitation of the Jobless women soccer Stitchers in Sialkot-Pakistan	UN WOMEN	April 2013 to Jan 2016
3	Increasing access of safe drinking Water	Sanitation, Water, Environmental Education & Technology Project	UNICEF	2001-2002
		Installation of 100 bio-sand filters	District. Govt, Sialkot +CCB Kalia	2006-07
4	Health & Hygiene	Training of 15 women Community Health Workers and establishment of referral services	Trust for Voluntary Organizations	2002 – 2003
		Construction of 216 Low Cost Model Sanitary Latrines	ILO-IPEC+ Community	2003-2004

		District Health Care Programme	ILO-IPEC	2003 -2004
		Solid Waste Management- Roras Sanitation Programme	Local Resources-	2004-2008
		Maternal Health Improvement Initiative	Global Fund for Women (USA)	March to August 2014
		Installation of 125 hand Pumps for providing Safe drinking water to the poor households	Muslim Charity Fund (UK)	Jan –July 2014
		Maternal Health Improvement Initiative – Strengthening and Consolidation Phase	Global Fund for Women	Mach 2015-Sept 2015
5	Education & Adult Literacy	Library for women	Local Resources	1997 till-to-date
		Adult Literacy Center for Women	SAP-PK	1993-1995
		Primary Education and Preventive Health Programme in Rural Sialkot.	CIDA-PSU	1999-2000
		Construction of Girls Primary School at Jajjay Ramdas in Tehsil Sialkot.	UNICEF+ Community	2001
		Universal Primary Education Programme- Sialkot	UNICEF	1999-2003
		Adult Literacy Programme	District Government Sialkot	2002
		Universal Primary Education Programme Attock	NCHD Islamabad	2003 – 2004
		Women Adult Literacy Programme in Sialkot	NCHD Islamabad	2004 – 2005
		Provision of support to 12 orphan children for better schooling	Muslim Charity Fund (UK)	Jan –Dec 2014

6	Child Rights	Awareness raising against child labor in hazardous professions	UNICEF	1999 to 2002
		Early Childhood Care & Development(ECCD)	UNICEF	2002 to 2003
		Awareness Raising of the stakeholders in the soccer ball industry about the menace of child labor	ILO-IPEC	2002 -2003
		Girl Child Rights Protection Programme	DFID	2003 to 2004
		Registration at Birth	UNICEF	2002 to 2003
		Children Clubs	SAP -PK	April 2011 to March 2015
7	Youth Development	Development of basic life skills in youth and adolescents	UNICEF	2002 to 2003
		Vocational Training	District Government Sialkot	2003
		Employability Project	ASK Development Consultants- RSPN	2008
8	Basic Human Rights	Development of Human Rights Culture in District Sialkot	EC-EIDHR	2008-2010
9	Ending Violence Against Women	Evolving Model of Social Deterrence against Extreme acts of Violence against Women	British High Commission	2005 –2006)
		Evolving of Social Deterrence against extreme acts of women against women	EC-EIDHR Islamabad.	2006- 2007
		Reduction in violence on women	CIDA-PAGE Islamabad	2006-2008

		We Can end Violence against Women	SAP-PK	2010 -2013
		Campaign for increasing community responsiveness against gender based discrimination and violence	WLUML-IWE: Women Reclaiming and Redefining Cultures (WRRC) Program	2010
10	Capacity Building of local bodies	Evolving a model of a transparent, efficient and accountable governance structure in UC Roras Tehsil Sialkot	NPSO– Decentralization Support Programme	Jan 2005-July 2005
		Capacity Building of Local Councilors	NDI Islamabad	March -Sept 2006
		Monitoring of Citizen Community Boards Mobilization	DTCE Islamabad	2006-2007
		Project Cycle Management Training to 87 CCBs	DTCE Islamabad	2008
11	Relief Efforts	Relief Measures of affectees of the earth quake	Local Resource Mobilization	2005
		Relief measures for IDPs in KPK	Local Resource Mobilization	2009 + 2014
		Relief Measures for flood affectees in Nowshehra and Layyah	Local Resource Mobilization	2010
12	Support to the poor/orphans	Provisions of sewing machines to 5 widows, wheel chairs to 16 persons with physical limitations and support for continuation of schooling to 54 orphan children.	Awaiting Eyes Foundation	2012-2013
13	Research and analysis on Social and economic issues	Research on impacts of globalization on peasant women	SAP-PK	2007

		Several Research and analysis studies aiming at assessment of employment, working and living conditions of the home based women/girl workers in football industry in Sialkot	Copenhagen business school + Several consultancies.	2009-14
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3. Current Partnerships

{-No	Intervention	Support Agency	Time Frame
1	Haji Ashiq Hussain Mirza Memorial Hospital & Maternity Home Roras	CIDA-PSU, Global Fund for Women & Local Resources	2000 till-to-date
2	Ambulance Service	Local Resources	2004 till-to-date
3	Access to justice- Provision of legal aid to survivors of violence (Women/girls, persons with physical limitations, Non-Muslims)	The Asia Foundation	Feb 2014-June 2016
4	Women Empowerment Programme	Adidas Group	August 2015-July 2016

4. Joint Ventures for skill enhancement and diversification

{-No	Nature of Initiative	Collaborators	Right Holders	Status
1.	Training cum Works Center Roras	PPAF+ Baidarie + Local Community + Kampala Industries	15 Women workers being trained on quarterly basis	Process of training to 20 Master Women Trainers commenced.

2	Community Based Center Roras	ILO + Baidarie Local Community Local Supplier	9 Women Workers being trained on quarterly basis	Process continues
3	Community Based Center MehtPur	ILO + Baidarie Local Community Local Supplier	9 Women Workers being trained on quarterly basis	Process continues
4	Community Based Center Korowal	ILO + Baidarie Local Community Local Supplier	9 Women Workers being trained on quarterly basis	Process continues
5	Training cum Works Center for women/girls (Public- Private Partnership Model)	UN WOMEN, Baidarie, SW & WD Department	10 women/girls being trained on manufacture of readymade garments.	10 Women /girls being trained quarterly.

Economic Empowerment of Women



Empowerment of Women Garment Workers in Sialkot-Pakistan In Partnership with UN Women (26th Oct 2016 to 23rd Jun 2018)



About 100 million people, all over the world, work as Home Based Workers (HBWs) while its large percentage consists upon women.

In Pakistan, according to the study of World Bank, more than 10 million women are engaged in home-based work in various sectors like garment, bangle-making, shoe-stitching, embroidery, carpet weaving, dry fruit picking, jewelry, leather products, steel scissors, mobile covers and prawn shelling and contribute about 60 percent to the national economy.

Home-based workers make a massive contribution, not only to their own families, but also to the local, national and even to the economy of the world but remain invisible and without the cover of labor laws. It is pity that they work for about 8 to 10 hours, sometimes 12 hours also, but they are not recognized as workers, neither by the society nor by the Government. Consequently they are deprived of all their due rights. They lead life in a miserable plight. Long working hours, poor working conditions, and poverty leave bad effects on their health as well as on their social life.

Baidarie, through its interaction with the community, has learnt that a woman's health is closely linked with her economic status. Baidarie learnt that the women in the targeted areas of Baidarie like Roras, Korowal and Mehtpur in Union Council Roras, Tehsil District Sialkot, are living in absolute poverty and deprivation. They had been associated with the soccer industry for the last many years because Pakistan had been exporting superior hand stitched soccer balls for the last hundred years. It was, once, one of the largest exporters of hand-stitched footballs in the world while Sialkot was and still it is, the center of production of high quality soccer and it used to cater about 85 percent of the total demand of the world market. According to the sources of Pakistan Sports Goods Manufacturers and Exporters Association (PSGMEA) workforce of 85,000 was employed to produce 60 million balls per annum.

But unfortunately due to an unprecedented fall in the hand-stitched ball business recently, almost 50,000 workers, including approximately 16,000 women home-based workers in Sialkot district alone, had become jobless or were at the risk of losing their jobs. The large majority of these HBWWs is very young and belongs to 18 to 25 age- group whereas the second largest majority (34.1 %) belongs to 25 to 40 years of age group. Mostly they are illiterate while a small percentage of HBWWs are only primary passed. They belong to very poor families whose average income ranges from Rs. 7,000 to Rs10, 000 /month.

Badarie, on account of its extensive experience of working with the communities, understand that without economic empowerment of women, status of women could not be improved. It is also important to promote Gender equality as a result of which the quality of life of the families and communities would improve. Gender equality is a cornerstone of development. When women and men are equal in a society poverty is reduced, economies flourish, and the health of children and mothers improves.

1. Approach

The proposed initiative, “Empowerment of Women Garment Workers in Sialkot, Pakistan” aims increasing access of vulnerable women workers in the informal sector to the employment opportunities in the industrial units in the formal sector. Basing on the lessons learned from other projects that deployed a similar approach, the initiative is designed to maximize qualitative results at ultimate outcome level at the proposed scale for women and their families in District Sialkot. It targets to strengthen women workers by providing appropriate knowledge and skills, as well as organizing them for identifying and tapping into economic growth opportunities.

In more specific terms, the project focuses on equipping jobless and vulnerable women in informal sector with: (i) skills relevant to garment & textile industry in Sialkot and (ii) induction of trained women workers into the garment and textile industry units in the formal sector to benefit from the decent wages and decent working conditions. Increasing women workers' understanding on gender issues, protection against harassment, exploitation & violence and educating women workers on civic, economic and workers' rights are the added key endeavors. Strong community mobilization component will be integrated to encourage families to allow women to get skills trainings, find jobs and most importantly have control over their income.

All of these interventions are believed to positively influence women's capacity to challenge gender biased stereotypes and decision-making in social and economic spheres.

This process will directly contribute to socioeconomic inclusion of 1,500 jobless and /or vulnerable women workers belonging to the rural-poor families and set precedents of empowerment for the entire female population in a district of 3.5 million people.

The desired change will mainly come through multi-pronged implementation strategies comprising of awareness raising, knowledge building, social mobilization, development of linkages and networking with corporate sector and relevant stakeholders in government and society.

Successful implementation of the proposed initiative is expected to result in the (i) increased access of vulnerable women workers to social protection services that can safeguard their economic and social rights, (ii) increased role of women in economic activities and decision-making at the level of their homes, workplaces and communities and (iii) save them from domestic violence and exploitation & harassment at the workplace.

“Program for Improvement in Working Conditions for the Home Based Soccer Stitches Women in Sialkot”, (July 2010- July 2012):

On the basis of this scenario Baidarie planned to help resolve the issues of HBWs affiliated with the soccer industry in District Sialkot. It launched a comprehensive “Program for Improvement in Working Conditions for the Home Based Soccer Stitches Women in Sialkot”, (July 2010- July 2012), with the financial and technical support of UN-Women, to pace up the process of *socio*-economic empowerment of Home Based Women Workers by bringing improvement in their working conditions. The project was implemented in two villages of Tehsil Sambrial, Korowal and Mehat Pur due to Proximity of the location (s) from Baidarie office and the Sialkot city and because of willingness of community to work with Baidarie.

Initially a baseline survey was held to determine the socio-economic and living conditions of the Home Based Workers. Later various activities were held to create awareness among HBWWs about their rights, importance of National Identity Cards, Social Security and Old Age Benefits.

The program was extended for further six months, (June 2012 to November 2012) due to its importance.



Achievements of the first phase of Economic Empowerment Program of HBWWs:

Baidarie remained successful in making 89 % of the HBWs economically independent, self-reliant and supportive for their families through the interventions of the project within the short period of approximately one and a half year, June 2010- November 2011. Moreover a Positive change in the attitude of the stakeholders (Leaders of Trade Unions, Parliamentarians, Industrialists, Government Officials and high officials of Social Security) was developed and they had started taking up the issues of HBWs with serious concern. Thus the process of socio-economic empowerment of the Home-Based Workers, involved with soccer industry, started.

Gravity of the Situation of HBWWs of the Targeted area:

But it was not enough since deterioration in the business of hand stitched footballs created great problems for women Home-Based Workers. Men of the targeted area of Baidarie had adopted alternate means of earning but due to cultural and social constraints Home Based Women Workers (HBWWs) could not have access to neither information nor opportunities to opt other means of income generation. As a result of which these poor home based women workers had been pushed into ultra-poverty.

Since they do not have adequate resources for equitable and rightful living they are victimized all kinds of exploitation. Having lowest rank in the society, lack of information, deprived of economic strength, they are deprived of right of decision even about their own lives.

They are subjected to gender discriminations, harassment and torture in their homes as well as in the society. Being unaware of their rights and being unorganized these home based women workers cannot raise their voice for the injustices they had to bear. Moreover they are totally unaware how they could break the vicious circle of poverty, discrimination of the society and exploitation of their rights by the family members as well as by the society.

Integrated support for socio economic rehabilitation of the jobless women soccer stitchers in Sialkot (2013-2015):

Baidarie further implemented program for integrated support for socio economic rehabilitation of the jobless women soccer stitchers in Sialkot (2013-2015) with the cooperation of Un- women.

The program was implemented in four Union Councils Sambrial, Roras, Bhagwal Awan and Jaurian Kalan in District Sialkot.

About 520 jobless and poor Home Based Women Workers affiliated with Soccer were selected after their carefully identification.

A Baseline Assessment cum Research Study of 520 WHBWS was conducted to understand the socio-economic conditions, level of their awareness about the Human Rights and their violation at family and society level of the Home Based Women Workers (HBWWs), affiliated with soccer ball industry.

Another Research Study was also held to find out the needs of the HBWWs and appropriate opportunities of income generation, who are at the risk of losing their work.

Achievements of Second Phase of the Economic Empowerment Program of HBWWs:

After the completion of this program about ninety Five (95) jobless women/girls soccer ball stitchers got jobs in formal industrial units of Sialkot through the project initiatives for increasing accessibility and linkages. Their monthly income had increased from Rs. 2000-3000 to Rs. 10000-14000/month.

Two hundred thirty one (231) HBWs got CNIC. It enabled them to find employment in industrial units and to get all kinds of social security benefits, one hundred and One (101) Home Based Workers had succeeded in developing their small and medium level entrepreneurs after getting training of Enterprise Development and 12 Community -Based Training Cum Work Centers were set up in the four targeted union Ninety two (92) machines have been installed and more than 151 Home Based Workers got employment.

After getting great success and positive response from the community, Baidarie again requested UN-Women to implemented further program to improve the socio-economic condition of the poor, deprived and underprivileged home based women workers.

“Empowerment of Women Garment Worker's in Sialkot (26 Oct 2016 to 23 Jun 2018)

The UN- Women, realizing the gravity of the Home Based Women Workers' issue of survival gave approval to Baidarie for another program titled, “Empowerment of Women Garment Worker's in Sialkot (26 Oct 2016 to 23 Jun 2018). About 1500 jobless/vulnerable women living in District Sialkot will be involved and will be the beneficiaries of the project.

- Seven (07) compliance factories of garment/textile have been identified and negotiation had been held to provide jobs to skilled women. They have shown their willingness and a Memorandum of Understanding has been signed.
- Six hundred and twenty (620) family elders and community influential have been briefed about the objectives and methodology of the project.



- Five Hundred (500) women right holders have been identified as per the criteria set for the purpose Five Hundred (500) women right holders selected according to prescribed criteria.



- About sixty three (63) women beneficiaries has been organized into five (5) “women workers groups” through social mobilization process to enable them to make collective and organized struggle for their socioeconomic development.
- Seventy one women got information about their legally admissible rights and the importance of collective bargaining through capacity building Training Sessions. There were motivated to make collective struggle for their rights.



- Forty nine women right holders and their parents/family elders visited Anwar Khwaja and Star Pak pvt Ltd companies. Thus they got knowledge about the income -generating opportunities being provided in the formal sector
- Twenty one trained women workers got jobs in Anwar Khwaja Industry Pvt Ltd through the project initiatives. Their monthly income has increased to Rs. 12000-14000 rupees per month. They also had access to the social protection coverage.

Publication and dissemination of IEC Material

Used following multiple approaches to advertise and disseminate the project message so that right/needed women can approach us for the getting benefit

- Posters (Annual Planner 2017) has been designed and are under the of process printing
- Printed and disseminated Five thousand (5000) Project Flyers in the catchment areas of the project
- One hundred (100) flexes printed and displayed in the targeted villages and public places.
- Five Lakh (500,000) messages circulated through “U” Phone Company for the advertisement of program.



Women's Empowerment Program by adidas: First Phase (August 2015 to July 2016)



Background of the program

Once (Before 2006) Pakistan was one of those countries who are known as the largest exporters of quality soccer balls in the world market and Sialkot was the hub of soccer industry. It used to cater 85 % of the world demand of quality hand stitched footballs. But unfortunately later the other countries like China, India and Thailand introduced machine- stitched footballs which were accepted by the market readily. People liked machine stitched footballs very much. Consequently the demand of hand-stitched footballs decreased to a large extent and resulting in pushing a large number of workers, associated with this industry, either formally or informally, into joblessness.

In Pakistan, particularly in the rural areas women are discouraged to work as formal workers due to social and cultural constraints. Women, apart from social or family restriction, do not like to work as formal workers due to their family and domestic obligations, domestic core, and care of their children and lack of secure sources of transportation. It is estimated that women/girls workers in the units, owned by adidas, constitute not more than 15 to 20% of the total workforce. But unfortunately they do not have opportunities for career development. They do not possess any position in the management and thus do not have any supervisory role. Mostly they persist only in the category of unskilled/semi-skilled workers.

Baidarie, with the financial support of adidas, implemented a comprehensive project titled, “Women Empowerment Program” First Phase (August 2015 to July 2016)..

Long term goal

Socio-economic empowerment of the selected batch of one thousand (1,000) women/girls workers who have been/are working in the supply chain for adidas group

Immediate objectives

The successful implementation of the activities in the proposed program is expected to accomplish the following immediate objectives.

1. To build the capacity of on-job women/girls workers for pursuing and availing career development opportunities, be a part of the supervisory/management tiers and effective part of the grievance addressing mechanisms etc.
2. To prepare on-job women workers for assuming the leadership role in employment and working atmosphere.

Baseline cum research study + Training Need Assessment

The findings of the Baseline cum research study + Training Need Assessment are as under:

- There is no difference in economic and living conditions of redundant as well as on job women workers. Similarly their level of poverty, health issues, and deprivations of basic Human Rights and lack of importance in decision making are also same.
- Most of these women workers want to learn management of household expenditures to get training for managing their household expenditures. They also want to learn methods of saving.
- The on -job women- workers are unaware of the rights of Law of harassment prevailing in the country However they have information regarding mechanism/committee to redress their grievance. But they have objection that the Redressal Committee was not sensitive to the gender specific issues.
- Mostly the on- job women workers are totally unaware about the promotion policy in factory.
- A large majority of the jobless women workers. They want to get training in alternate skills, like gloves -stitching, uniform- stitching and hosiery to increase their income for fulfilling the requirements of their family.
- Most of the redundant workers are also interested in setting up their own businesses at small scale. They also expressed their will to get training to run the business successfully and hold the financial matters in an effective manner.
- Almost all of the workers did not have any information regarding the basic rights of the workers. They neither had information regarding legal minimum wage rate nor the knowledge about women protection laws.

Introduction of the Program

Six groups were organized, three of redundant workers and three of on job workers, to introduce the objectives and benefits of the program to the jobless and on job women workers. Two sessions were held for program introduction for 75 active workers (37 or 38 workers and employers in each session). Three sessions were held for Redundant Workers to apprise the Redundant Workers and their parents about the program. About 150 redundant workers and their parents received detailed information about the program being initiated for their betterment,



Program Introduction sessions with Redundant Workers on 10th Sep, 2015 in Muhallah Rasoolpura of Sambir



Program Introduction sessions with Redundant Workers on Sep 11 Muhallah Amreekpura of Sambir

Project Orientations Sessions with On-job Workers

The President of Baidarie, Ms. Hina Noureen presented brief introduction of the organization. She also threw light on its various programs which were implemented for empowerment of women, belonged to poor and deprived sections of the area. She told the participants that Baidarie have always rendered its services without any discrimination on the basis of religion, language, sect or social. She also talked about its Micro- credit program, Legal Aid Center, program for the empowerment of Home Based Women Workers. Apart from this she told the participants about the health facilities, being provided by the organization, to the poor community of the area, particularly about the reproductive health facilities.



The Executive Director of Baidarie, Mr. Arshid Mehmood Mirza, presented detail of the program, “Women Empowerment Program”, to be implemented with the support of addidas. He also described briefly the justification of the program.

Project Launching cum orientation Ceremony

The Project launching cum orientation Ceremony was held on Sept 18, 2015 in the Chamber of Commerce & Industry, Sialkot. About One hundred and fifteen participants, from Government Department, Industry, Media, Adidas Group, Women Workers and from various non-government organizations, participated in this ceremony.

The President of Baidarie, Ms Hina Noureen, said that unskilled /semi-skilled women/girls workers in the employment opportunities at the Sialkot based industrial set ups is in no way more than 5 to 7 % of the total employed workforce. They do not get fair wages and other benefits like social security coverage and Provident Fund etc.



The Executive Director of Baidarie, Mr. Arshid Mehmood Mirza, said that the basic aim of the program is to build the knowledge of the targeted set of redundant women/girls workers in line with ILO Conventions, Constitution of Pakistan and also with Labor laws of the country regarding their legal rights. He further said that the program would provide opportunities to redundant women/girls soccer stitchers/worker access the locally marketable income-generating alternatives as well as to develop micro-entrepreneurship and own account employment.

The Director, Sourcing (Pakistan) adidas Group, Mr. Aziz-ur Rehman said that no nation can develop without participation of women. He said that economic opportunities should be provided to women for their empowerment.



The Senior, Director Social and Environmental Affairs Asia Pacific Region adidas Group, Mr. Harry Nurmansyah, said that the adidas group has been carefully evaluating the outfalls and impacts of the change in the manufacturing technology of soccer balls. He said that thousands of women soccer stitchers have become jobless due to the unprecedented cut in the business of hand- stitched soccer balls. He added that adidas has taken initiative to empower these women /girls workers by creating awareness about their rights and by their capacity-building to adopt alternate opportunities of income-generation, establishment of linkages between trained workers and job providing slots, workers. He expressed hope that the efforts of Baidarie would help poor community minimize its level of poverty and improve in its socio-economic status. He also expressed hope that other corporate entities of the country would follow the example of Baidarie.



The Executive Director of South Asia Partnership-Pakistan (SAP-PK), Muhammad Tahseen said that right to job to every citizen has been granted by the Constitution of the Pakistan to every woman/girl living in Pakistan. He said that every woman /girl should seek opportunities of employment according to their qualification and skill relevant and compatible to her qualification, skill and expertise. He emphasized the need to safeguard the right to quality, education, health, employment, safe drinking water and residence to all without discrimination of gender.

Among others Director Marketing Awan Sports (Pvt) Ltd, Mr. Hassan Saleem and CEO Talon Sports (Pvt) Ltd, Mr. Qaiser Iqbal Baryar CEO Forward Sports, Khawaja Masood Akhtar, the Executive Director Community Development Concern Sialkot, Mr. Abudul Shakoor Mirza, The Director CSDO, Mr. Muhammad Ijaz, and Vice President SCCI Malik Naseer Ahmed also spoke on the occasion.

Training on diversified technical skills

Trainings about diversified technical skills were organized for 75 redundant women workers on 17th 23rd Nov and 7th December 2015. Overall 36 women workers from Amreek Pura and Rasool Pura also started training of gloves stitching while seven women workers from Amreek Pura and Azam Town started training of beauty parlor.



Career Development & Leadership Skill Training

Three sessions of two-day trainings for Career Development and Leadership were organized on 2nd & 3rd February--6th & 7th Jan 2016—18th 19th May, 2016). About 75 on-job women /girls workers participated in these training sessions.

Its basic aim was to enable the women workers to play their effective role in the Management tiers in the industrial units.

The objective of these workshops were to impart information about the qualities of good leadership, the type of leadership which is required for women in the industries, how women leader can play positive role in the industry and why women worker should be part of Grievance Addressing Committees in the industrial set up.

The Executive Director of Baidarie, Mr. Arshad Mehmood Mirza described in detail the role of Women Workers in Formal and Informal Sector of industry, importance of women in the development of industry and the role of the employers in the career development of women workers.



Training of Career Development on 2nd & 3rd Feb 2016



Training of career Development on 6th & 7th Jan 2016



Training of career Development on 18th 19th May, 2016

The President of Baidarie, Ms. Hina Noureen elaborated various types of leadership and the qualities of good leadership.

It is expected that these training sessions would enable the women workers lead their leadership role in the factory supervisory /mid management tiers and in addressing the grievances of the women employees.

A third training session was organized from 18 to 19 April 2016 for the sixteen (16) left over workers.

Training of Master Trainers

About 42 women workers from redundant home based women /girls workers and from on job women workers were selected out of 75 women workers who were selected to involve them in the activities of the pilot Phase of the, “women Empowerment Program”. Later on two training sessions were organized to provide them training of Master Trainers with the aim to build their capacity to play their effective in the industrial set up.



Capacity building of the redundant women /girls workers groups

Two training sessions (Two-day) were organized for 44 workers on 5th & 6th October 2015 and for 30 workers on 13th & 14th November 2016 in Roras office of Baidarie.

The objective of this training was to create awareness among selected WWs about the rights formal & informal workers in accordance to ILO Convention C 177 and Labor Laws of Pakistan for enabling them to safeguard their rights and protect those from being exploited.



It also aimed at imparting information about the importance of Collective Bargaining and the role of trade union was also imparted to them.

One of the objectives of the training was to facilitate the selected Women Workers to the resources of social protection. It was also tried to identify the issues of Women Workers and their practicable solutions.



As a result of the training of capacity building of the redundant women /girls workers groups, they became motivated to do efforts to protect and promote their rights. They were also became convinced about lobbying, advocacy, collective bargaining for building pressure on the service providers within legal parameters for getting their due rights.

Enterprise Development training session for the redundant women /girls workers groups

Two four-day trainings of Enterprise Development were organized for 75 redundant women /girls workers groups.

The main objective of these trainings were to build the capacity of the redundant women /girls workers about utilization of knowledge, skills, expertise and resources for running enterprises profitably.

These training enabled the 75 redundant women/girls workers to make discreet, cost effective and productive use of resources and establish effective marketing relationships and linkages.



Training about Financial Planning

As many as four sessions (two-day) were held to equip the redundant and on job women workers with the knowledge of financial planning.



Three one-day Refresher training of Capacity Building of the redundant women /girls workers groups were held in the Office of Baidarie. About 80 the redundant women /girls workers participated in these trainings.



Achievements of the program

1. About Ten workers got employment in four factories.
2. As many as eight workers set up their own beauty parlors
3. Thirty nine (39) are working to stitch gloves
4. Three (3) are working for livestock development
5. Thirteen (13) are working in garment stitching
6. One is running cloth shop

Thus all the 75 redundant workers are now had become earning hand and supporting their families amicably.

Facilitation in increasing access to social security coverage

Ten (10) women workers who with the project facilitation got inducted into the formal sector industrial units have been registered with P.E.S.S.I & E.O.B.I. Fifteen (15) workers who were found not having CNICs were facilitated to get the same .

Success Story

Razia Sultana, mother of three young children, resides in Mohallah Rasool Purs, Nai Abadi, Tehsil Sambrial, District Sialkot. She used to work in a football stitching center of Forward Factory. Her husband used to serve a school as Security Guard. After the downfall in the hand stitched footballs industry she, along with 509 women workers became jobless.

She told that she was much disturbed since it was very difficult to meet the expenses of the family in the meager salary of her husband.

In the meantime Baidarie implemented a program of Women Empowerment with the support of adidas. Initially Baidarie held a baseline survey of the jobless home based women workers affiliated with the soccer industry. Baidarie identified and selected the potential women to involve them in the Women Empowerment program. Razia Sultana was selected as she met the criteria of Baidarie.

Later she participated in almost all the activities of Baidarie, organized to provide training of alternate skills and capacity building.

Razia Sultana received two-month training of stitching gloves on machine. She formulated a group named “Sitara” and set up her own center in her house. She took loan and purchased two machines and started stitching working gloves in her own house. She gave training to her one son and involved her in the same business.

Baidarie facilitated Razia Sultana in getting orders from the factory. She revealed that she and her son used to stitch about 10 dozens of gloves daily. She also told that she gets Rs 70 per dozen and thus she and her son earn about Rs 700 per day. She is very happy. She became an example of courage and struggle in her vicinity. A few women of her neighborhood also expressed their willingness to get the training of gloves stitching. She became agree and provided training to 12 women of her community who are also working as home based workers and earning a handsome amount per month.

Thus Razia Sultana has not only empowered her family but also empowered 12 other families of her community.

Empowerment of Women by Pakistan Poverty Alleviation:



Micro Credit Enterprise Development Program, Phase-7th (October 2015 to December 2016)

Like other Third World Countries poverty is one of the major issues of Pakistan and the matter of concern is that it is spreading extensively in the country, particularly in rural areas because there are fewer opportunities of income generation activities. It is also estimated that about 80 percent of the country's total poor population resides in the rural areas. According to Human Development Index (HDI) about 60.3 % of the population of Pakistan lives under national poverty line. Whereas unchecked price hike in the food items has laid an additional burden on the budget of the families which consequently pushing of more people towards the poverty line.

Women in Pakistan constitute 60 percent of the poor population due to gender discriminatory attitude of the society as well as of the State. In Pakistan, like other Third World Countries, women are supposed to stay at home and look after their children and involve themselves in the household activities whereas men are supposed to earn the bread for their families.

Therefore the society does not give priority on the investment of education, skill development or on any other activity which would enable women to become economically self-reliant. As a result of which women get far less opportunity of economic development than men and suffer poverty and dependency.

In spite of this fact women are more considerate about economic status of their family. They are very conscious about the basic needs of their children. According to an observation a large percentage of women are working in formal as well as informal sector to supplement their family income for the betterment of their children.

According to the Report of the Pakistan Employment Trends 2011, compiled by the Pakistan Bureau of Statistics, female labor force participation has jumped from 16.3% in 2000 to 24.4% in 2011. That jump represents an extra seven million women in the work force.

According to Pakistan Labor Force and Employment, Ministry of Finance Female labor force participation rate increased from 15.6 percent in 2012-13 to 15.8 percent in 2014 -15 and the Male labor force participation rate decreased from 49.3 percent in 2012-13 to 48.1 percent in 2014 15. Women in the workforce can be a major driver of the economic growth.

Moreover they have a lot of potential and capabilities to acquire education, skill and work with proficiency. Whenever they get opportunity they have proved their capabilities on account of their performance. It has also been learnt that women invest a large portion of their income on their children and home.

Gender equality is not only a fundamental human right, but a necessary foundation for peaceful, prosperous and sustainable world. Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes can augment sustainable economies and benefit societies and humanity at large. Pakistan is bound to provide equal opportunities to women since it is the signatory to the Convention on the Elimination of Discrimination against Women, as well as the Millennium Development Goals (MDGs) and the Sustainable Development Goals (SDGs) that have commitments on improving women's socio-economic conditions in the country and promote gender equality.

But unfortunately Gender inequality still commonly exists in almost all social aspects including political power, education, health, employment and assets possession. The problem is greatest in rural, poverty stricken areas. Microfinance has proven to be a successful practice and plays a major role in the development and transformation in the life style of the poor and marginalized communities in the nook and corner of Pakistan.

Microfinance programs are also well-known for their success in targeting the poorest of the poor – rural women. Under ideal circumstances, the receipt of microloans empowers these women to make personal decisions about how to invest their money, and ultimately better allocate resources to meet basic needs. However, microfinance does not always generate positive results for women.

Baidarie's partnership with Pakistan Poverty Alleviation Fund (PPAF)

Since 2005 Baidarie has been implementing Micro Credit Program in various villages of Tehsil Sambrial, District Sialkot, with the financial support of Pakistan Poverty Alleviation Fund (PPAF) for the empowerment of underprivileged community particularly women.

In the seventh phase Baidarie disbursed Rs **4,510,000** among the borrowers of 73 villages under 12 union councils of two Tehsil of District Sialkot during the year 2016..

Micro Credit Program of Baidarie with the support of PPAF for the year January to December 2016: (Seventh Phase)

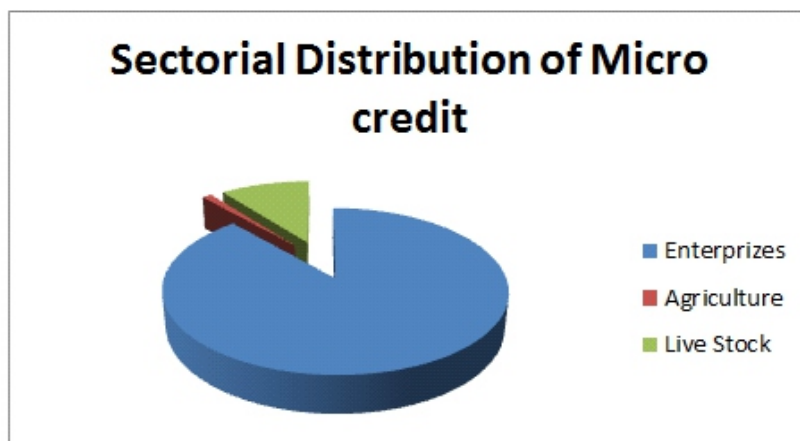
Description	Male	Female	Mix	Total
District	1			1
Tehsils	2			2
UC	12			12
Villages	73			73
Community Organization (New Formed During Year)	8	11	9	28
Disbursement During Year	2,370,000	2,140,000		4,510,000
Clients Served During Year	80	70		150
Active Clients as at December 31 2016	1,085	821		1,906
Portfolio as at December 31, 2016	23,809,034			23,809,034
Average Loan Size (During the Year)	30,067			30,067

Baidarie's partnership with Pakistan Poverty Alleviation Fund (PPAF)

Baidarie distributed about Rs **4,510,000** among **150 borrowers**. It used to award loans to the borrowers under three categories i.e. Enterprise Development, Agriculture and Livestock. During the year 2016 the maximum amount was given for Enterprise Development while the trend of livestock and agriculture remained at second number. Baidarie disbursed Rs **3,995,000** among the borrowers of Enterprise Development, Rs **50,000** for the purpose of Agriculture and Rs **465,000** among the borrowers for the purpose of Livestock. The disbursement is presented in the graph below.

Sectoral Distribution of Micro Credit (PPAF Funded) from Jan 2016 to Dec 2016

S #	Sector	No. of Loans	Amount
1	Enterprise Development	133	3,995,000
2	Agriculture	2	50,000
3	Livestock	15	465,000
	Total	150	4,510,000

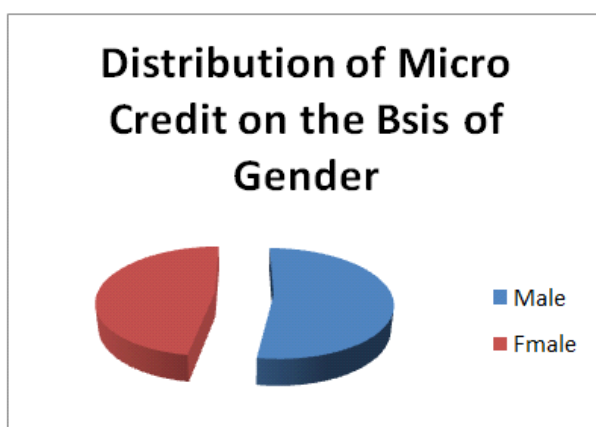


Distribution of Micro Credit (PPAF Funded) from Jan 2016 to Dec 2016 on the basis of Gender

Baidarie, during the year 2016, distributed Rs **4,510,000** among 150 clients. It awarded Rs **2,370,000** among 80 men and Rs **2,140,000** among 70 female borrowers.

Gender	No	Amount
Male	80	2,370,000
Female	70	2,140,000
Total	150	4,510,000

Following graph presents the disbursement of the amount on the basis of Gender.



Micro Credit Program initiated by Baidarie from its Endowment Fund for the year 2016

Baidarie has also set up Endowment Fund to facilitate those clients who had availed five loan cycles from Micro Credit Program, implemented with the support of PPAF, but they further need a big amount to establish their business. Baidarie grants loan above Rs 50,000 to Rs 100,000.

During the year 2016 Baidarie disbursed Rs. **1,146,059**, among 93 clients of 8 villages out of its own Endowment Fund.

Description	Male	Female	Total
UC	2		2
Villages	8		8
Active Clients as at December 31, 2016	36	57	93
Portfolio as at December 31, 2016	1,146,059		1,146,059

Training Cum work Centers by PPAF, ILO and UN-Women

Apart from providing loan to the Home Based workers Baidarie, with the financial & technical support of Pakistan Poverty Alleviation Fund, ILO and UN_ Women set up eleven Training cum Work Centers in nine different localities of Tehsil Roras and Sambrial. Baidarie took this initiative to fulfill the demand of the community since HBWWs, on account of their cultural constraints and domestic responsibilities, are not willing to join formal industrial set ups. They wanted that income generation activities should be provided to them in their villages.

The detail of these centers is as follows:

Detail of Training cum Work Centers

Sr No	Name of Center	Location	No. of machines Single needle	No. of Machines Special	Name of the donor	Kind of Work	No of Trained Workers
1	Roshni	Mehat Pur	5	-	ILO	Working Gloves	18
2	Phool	Korowal	5	-	ILO	Working Gloves	19
3	Sawaira	Roras	5	-	ILO	Working Gloves	16
4	Umeed	Rasool Pura	3	-	UNWOMEN	Working Gloves	6
5	Kainat	Said Pur	6	-	UNWOMEN	Working Gloves	12
6	Sitara	Rasool Pura 2	6	-	Naiki Foundation	Working Gloves	12
7	Roras	Roras	15	1	PPAF+ Kampala Industry	Fancy Gloves	57
8	Soraj	Jaurian Khurd	10	4	PPAF	Garments Stitching	45
9	Mashallah	Jaurian Kalan	10	5	PPAF+ UNWOMEN	Garments Stitching	12
10	It-Haad	Fazal Pura	6	-	PPAF	Working Gloves	6
11	Al-Khair	Veeram	3	1	PPAF	Garments Stitching	3

Success Story



Ms. Naseem Ijaz lives in village Roras of Union Council Roras & District Sialkot. Thirty three year old Naseem Ijaz is a mother of five children. She has two sons and three daughters.

The age of her daughters is 11, 8 and 5 years while the age of her sons is nine and a half year and six year which depicts that all her children are dependent and of school going age. Her husband works in a surgical instrument factory who earns about Rs. 20,000 per month.

Ms Naseem said that she, after marriage, found the family in miserable poverty. She felt that her husband's income was very meager and insufficient to meet the basic needs of the family. She would not be able to get her children educated. She started stitching footballs as home based woman worker to support her family but despite hard work she could not achieve better financial situation since her income ranged from only Rs. 2500 to Rs. 3000 per month.

Coincidentally, right in those days, when she was thinking to take some decision Baidarie team accessed her. She saw a ray of hope. She revealed that after listening about the program for the empowerment of women she thought that she would certainly find a way out to get rid of her economic issues. She became committed to be a part of the project activities.

Ms. Naseem said that it was really something new. She said that it added to her knowledge about her rights as a woman and as a worker.

She acquired training of three months of stitching of Gloves on machine. Later she joined Training cum Work Center which was set up by Baidarie in Roras with the financial support of Pakistan Poverty Alleviation and International Labor Organization.

Earlier her speed of work was slow and she used to earn only Rs 100 per day. Her husband was not happy with her and was against her work. He used to say that you remain eight hours out of your home and earn only Rs 3000 per month. But by the time the speed of her work increased due to practice and she is earning Rs 840 daily which means about Rs 15,840 per month (Excluding four holidays).

Ms Naseem is very satisfied. All her children are getting education in private schools. She also saves some amount for the construction of her own house.

She revealed that she was the first woman of her family who dared to go out of home for doing efforts to improve the economic betterment of her family.

Section-4

Legal Aid



Access to justice

Access to justice for women in Pakistan has a long which continues to influence the attempts till present, to rectify the follies of the past. But lack of women's access to justice is a result of not only antiquated laws and the judiciary's lack of ingenuity but It is a result of the interplay between various social, cultural, structural, instrumental & legal complexities and irregularities that can only be understood and addressed through a keen interdisciplinary analysis of the justice system and its gatekeepers. Barriers to women's access to justice in Pakistan are numerous. The laws, systems and procedures that determine the path a woman has to take in her quest for justice are heavily invested in patriarchal values, which generally also dictate the larger moral order of the Pakistani society.

The status of women in Pakistan is one of systemic Gender subordination even though it varies considerably across classes, regions, and the rural/urban divide due to uneven socioeconomic development. Women in Pakistan are regularly subject to violence which has been categorized into crimes including abduction, kidnapping, domestic violence, divorce rape, sexual assault, burning and murder. According to the report of Aurat Foundation a total of 7,852 cases of violence against women were reported in 2013 from all over Pakistan.

Among crimes against women domestic violence which is very common forms of violence silently suffered by many women in the country. It is not only form of physical or psychological abuse of power perpetrated mainly (but not only) by men against women in a relationship or after separation. Economic deprivations, dominating attitude and emotional blackmail are also very common forms of domestic violence. In Pakistan, since joint family system is very common, in-laws are also common perpetrators of domestic violence in relation to dowry issues or family disputes. Such cases are seldom reported and are often treated as personal domestic issues. Men consider it their right to threaten or be physical violent to their wives. According to an estimate about 39 % of married women aged 15-49 report having experienced physical and emotional violence by their spouse.

Dr. Tazeen Saeed Ali. in a three-day National Health Sciences Research Symposium, organized by Aga Khan University, revealed that every second woman in Pakistan suffers from some form of domestic violence that has an extremely damaging effect on her physical and mental well-being. He added that the overall prevalence of domestic violence in Pakistan ranges between 21% and 50%. Women suffer violence over conflict with the husband and in-laws, at times over financial matters.

Women are economically vulnerable since they lack the opportunities of education and employment as a result of which they have less chances to defy the situation of violence against them. Poor, dependent and unaware women particularly those living in the rural have a very few options to leave a violent situation or community. Moreover there are several laws that deny women's equal status as citizens such as Qisas, Diyat and Hudood Ordinance.

The Law and Justice Programs of Asia Foundation promotes and strengthens the formal and informal institutions which can help resolve disputes, reduce grievances, and advance social justice to poor, deprived and vulnerable sections of the society.

The Asia Foundation, in partnership with Pakistan Institute of Labor Education and Research (PILER), Insaf Network Pakistan (INP) and Rozen have implemented a program to provide access to justice to vulnerable populations in Pakistan. The goal of the project is to improve access to justice and human rights through the provision of efficient, cost effective legal assistance and populations. The project is working towards the achievement of the following three objectives:

- To develop and implement a multi-pronged public awareness campaign that increases citizen knowledge of the laws, which protect their fundamental freedom:
- To strengthen the capacity of existing legal aid centers that provide legal services to those whose rights have been violated:
- To advocate for protection measures and free and fair trial in cases pertaining to religious freedoms

Asia Foundation is working in three districts all over the country to achieve the first two objectives. The 13 districts are Lahore, Faisalabad, Nankhah Sahib, Sahiwal, Multan, Muzafargarh, Khanewal, Sialkot, Sawat, Karachi, Hyderabad, Jacobabad, and Quetta. Baidarie, with the support of Asia foundation, has set up a Legal Aid Center, in Tehsil Uggoki, District Sialkot. Like other centers which have been set up in other 13 districts, is providing free of cost legal aid and counseling services to members of vulnerable communities, particularly ethnic and religious minorities, survivors of Gender- Base -Violence and persons with disabilities whereas the advocacy efforts had been focused in all four provincial capitals and at Federal level.

The aims of the project include:

- Improve knowledge of and positive behaviors among members of the local community, police, legal aid workers and local government bodies towards fundamental right of vulnerable populations.
- Improved demand for legal aid services among vulnerable groups.
- Strengthened capacity of legal aid centers to provide broad range of legal services to vulnerable populations.
- Increased demand for protection measures and free and fair trial among civil society, duty bearers and parliamentarians in religious freedoms cases.

The target of the project is to provide legal aid to vulnerable persons that fall under

- Gender based violence
- Persons with disability
- Minorities

Achievements

Victims of violence used to approach Dastgeer Legal Aid Center (DLAC), set up in Tehsil Uggoki; district Sialkot with the support of Asia Foundation and PILER, through telephone calls. They also used to visit it for getting legal assistance. Output of the project during 2016 is as follow:

- Legal aid is provided to **96** persons
- Legal assistance is provided to **4** persons
- Legal aid was provided to **17** persons of Minority
- **156** personal visits are reported up till now
- Psycho social support was provided to **45** clients
- **638** incoming calls have been recorded in the center

Moreover awareness campaign for vulnerable population has been conducted where promotional material has been distributed to increase the knowledge of the people about their fundamental rights.

Success Story

Ms. Surryia, (40 years old) wife of Muhammad Salam, resides in village Roras, tehsil Roras, District Sialkot. She is mother of four children, two sons and two daughters and all the four children are school going. She was suffering from fever and pains in her all the body for the last many months. She used to take medicines for fever and pains of the body but she got only temporary relief.

At last she visited Haji Ashiq Hussain Mirza Hospital and contacted Dr. Ms. Who suspected that she had typhoid for which she should have few tests. After these tests the doctor confirmed that she had typhoid. She was also suffering from Hepatitis. The doctor prescribed a course of medicine and other precautionary measures.

Surryia followed the instructions of the doctor and now feeling much better.

Thus a number of patients are benefitted by the awareness raising program of the hospital.

Success story of Ms. Shabana

Shabana an innocent girl of 16 years old is a resident of a small village of Sambrial. She belongs to a poor family. She wanted to get education and had beautiful dreams about her future. But, unfortunately her father, Ahmad Ali, wanted to sale her daughter to an old but a wealthy and influential man.

The sister of Ahmad Ali told to the officials of Dastgeer Legal Aid Center (DLAC), that Ahmad Ali was addict person and her wife, (mother of Shabana) got divorced from him due to quarrels between them regarding financial issues. He often used to beat his wife and the quarrels between them had affected his wife and children mentally very much.

Shabana being the eldest child took the responsibilities of domestic cores as her mother had to leave the house due to divorce.

About four days before the marriage of Shabana, her aunt came to Dastgeer Legal Aid Center (DLAC) and informed the officials that Shabana's father is going to marry her with an old and rich person. She requested to help save the young innocent girl. She also told that it was not possible for Shabana to come out of her house as she is under great pressure and threat from her father. She requested to stop the marriage that is injustice with Shabana's life.

DLAC filled the necessary documentation and after the approval of case on 19-01-2017 filled the suits against the accused (Ahmed Ali) in Sambrial court in the petition the panel of lawyer was advised to file the petition under section 22-A, B Crpc, in Sambrial Court for the presentation the applicant in case of trial comprehensively.

After almost three hearings the decision was in favor of client as per court order against her father to stop the marriage.

Shabana felt comfort and independent by the proper cooperation and legal services provided by DLAC, Sialkot. Shabana's aunt (Rukiya) appreciated the services of DLAC, which provided her niece freedom from the so called strains of selfishness and the lust of wealth.

Health



At the start of the new millennium, information available regarding the reproductive health of Pakistani women and men portray an unsatisfactory picture. Pakistan is the second largest Muslim state and the seventh most populated country of the world with a growth rate of 2.6%¹. The majority of the 130.58 million people continue to live in rural areas (67.5%). It is estimated that only about 28% of Pakistanis women are literate while the literacy rate among rural women ranges from 3 % to 9 %² whereas it is a fact that, apart from the availability of health facilities, literacy and awareness is very closely related with health of women.

At present the health facilities for the rural poor population, particularly for women, are in total disarray. The Basic Health Units and Rural dispensaries, set up by the provincial and district governments in some villages, mostly have no doctors and the patients are left to the mercy of dispenses or quacks. The young doctors do not want to work in these locations because of lack of proper residential and other infrastructure. Buildings of many of these facilities are in a dilapidated state. These state run institutions do not even have minimum medical equipment like X-ray machines or other equipment prescribed in their own policies.

Moreover the dogmatic and extremely narrow approach to women and women's health is the main reason why women are not able to get the proper medical attention. Women are at times not even allowed by other women to undergo medical treatment or visit a doctor. The rural concept of home deliveries is another reason why patients remain undiagnosed of medical complications and later on suffer for the remainder of their lives.

Social dogmas further limit the rights and access of women to reproductive health services. Domestic violence remains a chief cause of complications related to pregnancy including unwanted pregnancies, lack of access to family planning services, unsafe abortions or injuries due to abortion, complications due to frequent and high risk pregnancies, lack of follow-up care, sexually transmitted infections, and other psychological problems. Many women have high risk of dying due to pregnancy and childbirth complications, especially in rural areas. As such, maternal mortality rate remains high at 340 per 100,000 live births.

Moreover, the unmet need for family planning remains as high as 38 percent resulting in substantial number of unwanted pregnancies and unsafe abortions with adverse implications for the health of mothers and children. Infants also have high risks of death from birth related complications and infections such as diarrhea, pneumonia and respiratory infections which are closely related to mother's health and quality of antenatal and postnatal care. The prevalence of other reproductive health problems such as sexually transmitted diseases (STDs) and HIV/AIDS is relatively low in Pakistan as compared to other countries in the world. However, it is recognized that patterns of health behavior which can rapidly facilitate an epidemic spread of HIV/AIDS infection are widespread among men.

Most women have problems in discussing the issue with their husbands due to social and cultural barriers and have limited knowledge about the vulnerability of the problem [MoH/UNAIDS (2000)]. A number of factors have contributed to keeping the reproductive health status low in Pakistan. While poverty and an inadequate health care system in terms of supply and management problems underlie the poor health status of the population in general, women face peculiar additional risks because of their reproductive characteristics and low socio-economic status.

Haji Mirza Ashiq Hussain Mirza Memorial Hospital and Maternity Home Roras

A kindhearted and nice man, Haji Aashiq, observed the miseries of women in the sector of health and decided to provide health services to poor women of the area. He set up a dispensary in 1993 in Tehsil/Village Roas, District Sialkot, for the purpose. Steadily the small dispensary developed into a hospital in 2000 with the financial and technical support of CIDA-CLFI, (CIDA). In recognition of precious services of Haji Ashiq Hussain Mirza the hospital was named after the name of its founder, 'Haji Ashiq Hussain Mirza Memorial Hospital and Maternity Home'.

At present the Hospital is equipped with a laboratory, a dispensary, a Medical Store, an Operation Theatre (for minor surgeries) and a Six -Beds ward. Patients visiting hospital get medicines from this store on subsidized rates.

Roras is situated at about 18 kilometers far from the District Hospital, Sialkot. Unfortunately no transport facility is available for general patients and expectant mothers to reach to the District Hospital Sialkot. Sometimes women had to face very critical situation. In view of these difficulties of the patients Baidarie, in 2003, decided to provide ambulance service on non-profit basis. It became possible with the generous donation by Mr. Khalil Ahmad of Moltex Sporting Goods (Pvt) Sialkot and Mr. Muhammad Arshad Waseer and Baidarie purchased the vehicle which is used as ambulance since then.

However due to lack of funds the Ambulance Service has to be stopped at present but Baidarie is willing and trying its best to start it for the convenience of the community.

Section-6

The staff of the Haji Ashiq Hussain Mirza Memorial Hospital and Maternity Home" consists upon the Medical Officer (1), FWW (1), and Community Health worker (CHW) Female (1), Lab Technician (1), watchman (1) and sanitary worker (1). It functions under technical guidance and supervision of the Medical Specialist, Dr Mehwish.

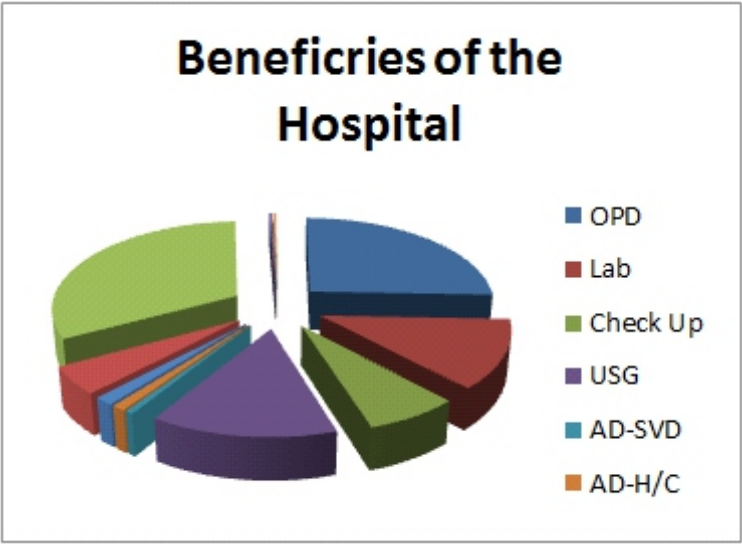
The table given below reflects the number of beneficiaries of the facilities during 2016.

S. No	Services	Jan	Feb	March	April	May	June	July	Aug	Sep	Oct	Nov	Dec	Total
1	OPD	309	133	123	76	52	48	60	91	64	69	96	80	Total
2	LAB	43	59	55	58	53	37	30	59	65	48	42	36	1201
3	Check up	19	19	50	30	38	29	22	27	27	28	26	17	585
4	USG	60	43	61	64	64	63	47	56	42	52	56	40	332
5	AD-SVD	0	3	1	0	4	1	8	2	7	2	1	1	648
6	AD-H/C	9	7	5	18	0	1	0	0	0	0	0	8	30
7	AD-D/C	0	0	8	0	14	9	5	15	3	6	7	0	48
8	AD-DRIP	3	2	0	15	35	100	24	20	19	9	2	7	67
9	M. Store	136	137	60	158	160	38	124	157	139	120	157	131	236
10	DNC	0	1	2	0	2	3	0	1	2	0	1	1	1517
11	Cannula	0	0	0	0	0	3	0	0	0	0	0	0	13
12	Stitching	2	3	5	3	0	0	0	0	0	0	0	0	3
13	Operation	0	0	0	0	0	0	0	0	0	0	0	2	13
	Total	581	407	370	422	422	332	320	428	368	334	388	323	4695

Total Beneficiaries: 4695

A large number of general patients, including men, women and children, from Roras and adjacent villages visit the Hospital daily for treatment. While the patients of serious nature are referred to the District Head Quarter Hospital, Sialkot and other hospitals. However the hospital has also set up a ward of six-beds for the expectant mothers of normal cases.

The beneficiaries of the Aashiq Memorial Hospital are reflected by the graph as under:



Moreover Baidarie, at Haji Ashiq Hussain Mirza Hospital, provides counseling to the visiting patients/clients on matters relating to their general health, reproductive health, Population Planning, child health and other health hazards.

Success Story

Ms. Surryia, (40 years old) wife of Muhammad Salam, resides in village Roras, tehsil Roras, District Sialkot. She is mother of four children, two sons and two daughters and all the four children are school going. She was suffering from fever and pains in her all the body for the last many months. She used to take medicines for fever and pains of the body but she got only temporary relief.

At last she visited Haji Ashiq Hussain Mirza Hospital and contacted Dr. Ms. Who suspected that she had typhoid for which she should have few tests. After these tests the doctor confirmed that she had typhoid. She was also suffering from Hepatitis. The doctor prescribed a course of medicine and other precautionary measures.

Surryia followed the instructions of the doctor and now feeling much better. Thus a number of patients are benefitted by the awareness raising program of the hospital.



IZHAR & CO. CHARTERED ACCOUNTANTS

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AUDITOR'S REPORT TO THE MEMBERS

We have audited the annexed balance sheet of **M/S. BAIDARIE** as at June 30, 2016 and the related income and expenditure account together with the notes forming part thereof, cash flow statement and statement in changes in funds (hereafter called "financial statements"), for the year then ended and we state that we have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purposes of our audit.

It is the responsibility of the Management to establish and maintain a system of internal control, and prepare and present the above said statements in conformity with the approved accounting standards as applicable in Pakistan. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the above said statements are free of any material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the above said statements. An audit also includes assessing the accounting policies and significant estimates made by management, as well as, evaluating the overall presentation of the above said statements. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements present fairly in all material respects the financial position as at June 30, 2016 and of its deficit for the year then ended in accordance with approved accounting standards as applicable in Pakistan.

Izhar and Co.

Chartered Accountants

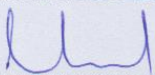
Lahore

Dated: October 13, 2016

BAIDARIE
CONSOLIDATED
AUDITED BALANCE SHEET AS ON JUNE 30, 2016

	NOTE	JUN 2016 (RUPEES)	JUN 2015 (RUPEES)
<u>PROPERTY AND ASSETS</u>			
NON- CURRENT ASSETS			
Operating fixed assets	4	11,042,314	9,488,643
CURRENT ASSETS			
Micro credit loan portfolio principle amount	5	29,325,409	39,778,631
Investment with bank		-	17,200,000
Advances, prepayments and other receivables	6	1,721,524	3,938,608
Cash and bank balances	7	3,855,293	22,454,760
		<u>34,902,226</u>	<u>83,371,999</u>
		<u>45,944,540</u>	<u>92,860,642</u>
<u>FUNDS AND LIABILITIES</u>			
DEFERRED GRANTS			
Fixed assets	8.1	7,680,630	8,006,180
Capacity building	8.2	488,258	9,332,007
LOAN LOSS PROVISION	9	3,331,197	3,331,197
GENERAL FUND	10	(1,436,909)	4,174,414
CURRENT LIABILITIES:			
Creditors accrued and other liabilities	11	1,012,130	3,358,352
Micro credit loan fund (PPAF)		25,147,499	53,847,499
Interest on micro credit (PPAF)		9,721,735	6,142,549
Short term loan (BOP)		-	4,481,447
Interest on Short term loan (BOP)		-	186,998
		<u>35,881,364</u>	<u>68,016,845</u>
		<u>45,944,540</u>	<u>92,860,642</u>

The annexed notes from 01 to 18 form an integral part of these accounts


EXECUTIVE DIRECTOR



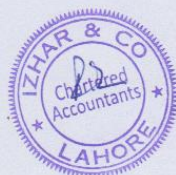

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**BAIDARIE
CONSOLIDATED
AUDITED INCOME AND EXPENDITURE ACCOUNT
FOR THE PERIOD ENDED ON JUNE 30, 2016**

	NOTE	JUN 2016 (RUPEES)	JUN 2015 (RUPEES)
Income			
Micro- finance sector			
Service charges on micro credit loans		4,597,268	7,517,697
Loan processing fees		229,200	636,900
Profit on bank deposits		221,224	2,974,832
Other income		6,225	3,868
		<u>5,053,917</u>	<u>11,133,297</u>
Financial charges		3,928,755	9,199,650
Net financial margin		<u>1,125,162</u>	<u>1,933,647</u>
Provision against non-performing loans	9	-	-
Operating income from MC after provision		<u>1,125,162</u>	<u>1,933,647</u>
Social sector program			
Receipts from health center		615,657	538,642
Receipts from gloves stitching centre		836,573	41,520
Donations		2,836,100	2,583,285
Gain on sale of supplies		767,056	-
Grant for skill training		1,114,254	-
Gain on currency exchange		63,177	-
Other income		595,263	149,918
		<u>6,828,080</u>	<u>3,313,365</u>
Total operating income		<u>7,953,242</u>	<u>5,247,012</u>
Expenditure			
Micro- finance program			
Salaries, wages and other benefits		3,308,470	4,459,981
General and administrative expenses	12	3,361,140	3,795,067
Training expenses		31,520	-
		<u>6,701,130</u>	<u>8,255,048</u>
Social sector program			
Salaries, wages and other benefits	13	7,890,084	8,468,074
General and administrative expenses	14	4,822,427	7,379,574
Program expenses	15	17,173,239	20,106,115
Training expenses	16	120,400	938,518
Loss on disposal of assets		382,581	-
		<u>30,388,731</u>	<u>36,892,281</u>
Total expenses		<u>37,089,861</u>	<u>45,147,329</u>
Net operating loss		<u>(29,136,619)</u>	<u>(39,900,317)</u>
Deferred grants amortized/ utilized during the year			
-relating to fixed assets	8.1	1,086,254	968,720
-relating to capacity building	8.2	22,439,042	26,974,887
		<u>23,525,296</u>	<u>27,943,607</u>
Net surplus /(Deficit) for the year		<u>(5,611,323)</u>	<u>(11,956,710)</u>

The annexed notes from 01 to 18 form an integral part of these accounts

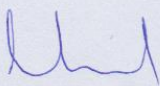

EXECUTIVE DIRECTOR




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**BAIDARIE
CONSOLIDATED
CASH FLOW STATEMENT
FOR THE PERIOD ENDED ON JUNE 30, 2016**

	JUN 2016 (RUPEES)	JUN 2015 (RUPEES)
Net surplus /(Deficit) for the year	(5,611,323)	(11,956,710)
Adjustments for non cash items:		
Deferred grants capex	(325,550)	381,280
Deferred grants revex	(8,843,750)	5,586,413
Depreciation	1,356,539	1,257,701
	(7,812,761)	7,225,394
	(13,424,084)	(4,731,316)
(Increase) / Decrease in current assets		
Micro credit loan portfolio principle amount	10,453,222	16,326,848
Markup receivable from community	-	7,398
Investment with Bank	17,200,000	-
Advances, prepayments and other receivables	2,217,084	829,699
	29,870,306	17,163,945
Increase / (Decrease) in current liabilities		
Creditors accrued and other liabilities	(2,346,222)	1,066,986
Micro credit loan fund (PPAF)	(28,700,000)	(31,681,250)
Interest on micro credit (PPAF)	3,579,186	3,542,549
Short term loan- BOP	(4,481,447)	(3,477,880)
Interest on short term loan- BOP	(186,998)	186,998
	(32,135,481)	(30,362,598)
Loan loss provision	-	-
Cash Flow from Operations	(15,689,258)	(17,929,969)
Cash Flow from investing activates		
Addition in fixed assets	(2,910,209)	(697,336)
Net Cash Flow from investing activates	(2,910,209)	(697,336)
Cash Flow from investing activates		
Net Cash Flow during the period	(18,599,467)	(18,627,305)
Cash at the beginning of the year	22,454,760	41,082,065
Cash at the end of the year	3,855,293	22,454,760

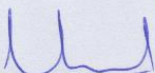

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**BAIDARIE
CONSOLIDATED
STATEMENT OF CHANGES IN FUND
FOR THE PERIOD ENDED ON JUNE 30, 2016**

	General Fund
Balance as at July 01, 2014	16,131,124
Net deficit for the year	<u>(11,956,710)</u>
Balance as at June 30, 2015	4,174,414
Net deficit for the year	<u>(5,611,323)</u>
Balance as at June 30, 2016	<u><u>(1,436,909)</u></u>


EXECUTIVE DIRECTOR




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