



ANNUAL Report 2017

Head Office : House # 13/7-B Model Town, Ugoki Sialkot
Phone # : +92-52-3514245-48
Email: info@baidarie.org.pk, arshidmirza2010@gmail.com
hina.baidarie@gmail.com
www.baidarie.org.pk

Acronyms and Abbreviations:

AHC	Australian High Commission Islamabad
AKI	Anwar Khawaja Industries (Pvt) ltd Sialkot.
BBCM	Broad Based Community Meeting
BISP	Benazir Income Support Program
CBOs	Community Based Organizations
CEO	Chief Executive Officer
CNIC	Computerized National Identity Card
CSR	Corporate Social Responsibility
DLAC	Dastgir Legal Aid Centre
ECP	Election Commission of Pakistan
IEC	Information, Education and Communication
ILO	International Labor Organization
GBV	Gender-Based Violence
GGA	Gender Gap Analyses
HBWWs	Home Based Women Workers
LPDI	Leather Product Development Institute
MoU	Memorandum of Understanding
MRV	Mobile Registration Van (NADRA)
NGOs	Non-Government Organizations
PCSW	Public Commission of Status of Women
SCCI	Sialkot Chamber of Commerce & Industries.
SMEs	Small & Medium Enterprises
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAW	Violence against Women
VTI	Vocational Training Institute
WEE	Women's Economic Empowerment
WEP	Women Empowerment Principles

Message from the Chairperson

No society can prosper or grow without equal opportunity of development and rights to all its citizens' mainly weaker and oppressed sections including women, children, and other voiceless. Ironically women and girls in Pakistan spend life in extremely difficult circumstances due to lack of sufficient income, basic health care, primary education and other support structures needed for a dignified life. Moreover they are socially and politically suppressed and without voice and representation in social and political forums.

Baidarie, with the support of many funders like UN-Women, International Labor Organization (ILO), Adidas, Pakistan Poverty Alleviation Fund (PPAF) and several other supporters, has been implementing an agenda of change and empowerment of rural women for more than two-decades. Besides organizational mission of empowering women Baidarie has been implementing several focused programs providing opportunities of meaningful increase in domestic income, on-going guidance as well as legal assistance addressing family disputes and by providing them proper health care services. A large number of women benefitted and their income level increased and connectivity improved and now leading better life.

Though the mission of economic and social empowerment of rural women is an arduous one and cannot be achieved in short span but journey has already began. Baidaries' efforts might not have reached to several but have indeed made meaningful impact in the lives of few hundred living in several hundred of villages in district of Sialkot. There are stories of change, self-realization and actualization of their potentials through humble but strong interventions. We feel proud on change stories, which we hear from women working with Baidarie and participate in its programs. The journey of change and empowerment for those few hundred has already begun and will spread to others in years to come.

Efforts of Baidarie need continuous support both from society and funders. The idea of sharing the report 2018 is to apprise our audience, constituents, funders and society at large about our gains and impact we have created with meager resources and transparently share information with public. We hope this merit on-going support in future.

I take this opportunity to thank all our funding partners for on-going support which enabled us continue this journey for years. I particularly thank the professional and devoted team of Baidarie under the leadership of Prof. Arshid Mirza, Executive Director and Hina Noureen, Vice President who carried out activities and provided much needed leadership in difficult conditions. Without their commitment and efforts for change these humble results were not possible.

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 unjust if we do not pay gratitude to them. I am also thankful to the members of the Board of Directors for their guidance and support to Baidarie team and management.

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.

Mr. Irfan Mufti
Chairperson
Baidarie BOD

Message from the Executive Director

I feel honored in sharing with the readers that Baidarie, which was formed as a small CBO some 25 years ago by some visionary and forward looking young girls of village Roras, has over the years evolved into a sizable organization making persistent efforts for empowerment of women and other vulnerable social segments in and beyond Sialkot District.

During the year 2017, Baidarie during 2017 has continued its struggle to empower women by facilitating them in obtaining CNICs, registration of their names as voters, increasing women voters' turn out, making them aware of their basic legal rights, imparting them locally marketable skill training, linking the trained women with employability options and helping them to become entrepreneurs and own-account employers

Baidarie has set up a Legal Aid Center which provides free legal aid to provide para-legal counseling, legal aid and psychosocial counseling those women survivors of violence who are below poverty line. “Reporting Desk/Help line” and response system for women & girls survivors of harassment has also been set up. This desk provides legal support to the women & girls in the cases of harassment at workplace and domestic violence. The organization has also established working relationship with the grievance addressing and service delivery channels in the public and private sectors so that needed support and assistance may be timely provided to the women & girls survivors of violence.

The organization has also continued to run 11 Training cum Work centers in Tehsil Sambrial, District Sialkot for facilitating women & girls to learn skills and earn reasonable income while remaining in the proximity of their homes. Provision of healthcare facility is a major issue for the poor women living in rural set ups. Baidarie has set up a maternity home in village Roras to provide primary health facilities to the women & girls. Their ante/post natal care needs are adequately met here.

In the days to come, Baidarie plans to continue its efforts to translate its vision of “evolving 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” into tangible reality of work a day world and expects maximum support from all the relevant stakeholders in state and society for accomplishment of this noble cause.

Arshid Mehmood Mirza
Executive Director

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.

1. 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.

2. 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 end gender based discriminations and violent practices against women, children and Non Muslims
- c. To protect and promote human rights, especially rights of women, children, persons with physical limitations and vulnerable communities.
- d. 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
- e. To create efficient, transparent, credible and accountable governance structures and processes where women may actively participate in local opinion, policy and decision making etc.
- f. To promote quality education in formal and non formal disciplines and adult literacy.
- g. To equip female and male youth with basic life skills and competencies for reasonably and responsibly assuming their roles in future.
- 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

Core Values

- Respect to democratic process and upholding democratic values in all spheres of society and organization
- Work towards peaceful solutions of problems facing people especially marginalized groups

- Equal opportunities for all, without discriminating them on the basis of caste, gender, religion, language, ethnicity or class.
- Affirmative action for social, economic and political empowerment of women, especially those living in rural areas.
- Culturally sensitive development planning
- Environment as a standard for all actions

3. 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. 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.
- b. 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.
- c. 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.
- d. Demands for pro-poor and gender-sensitive legislation and enforcement of legal provisions protecting the rights of vulnerable ones.
- e. 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.
- 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.

4. Partnerships:

Baidarie Sialkot has been honoured to work in collaboration with

- **Partnerships between 1993-2017:** UN-WOMEN, The Asia Foundation, adidas Group, Punjab Business Skill Fund, ILO, National Endowment for Democracy, Amplify Change, Pakistan Poverty Alleviation 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 etc.

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

S-No	Sector	Project	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
		“Women Training For Home Based Livestock 2017”	Punjab Skill Development Fund	May 2017 –April 2018

2	Protection of the Rights of Women Workers	Socio-economic empowerment Programme of football Stitchers 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 footballStitchers 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
		Women Empowerment Programme: Piloting Phase	Adidas Group	August 2015-July 2016
3	Increasing access ot safe drinking Water	Sanitation, Water , Environmental Education & Technology Project	UNICEF	2001-2002
		Installation of 100 bio sand filters	Distt. 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

		SolidWaste 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	1999to 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 Voilence 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 earthquake	Local Resource Mobilization	2005
		Relief measures for IDPs in KPK	Local Resource Mobilization	2009 + 2014
		Relief Measures for flood affectees in Nowshera 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

6. Current Partnerships

S-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	Access to justice- Provision of legal aid to survivors of violence (Women/girls, persons with physical limitations, Non-Muslims)	The Asia Foundation	Feb 2014-August 2017
3	Empowerment of women garment workers in Sialkot	UNWOMEN	Nov 2016 to July 2018
4	Women Empowerment Programme: Phase –I	Adidas Group	Jan 2017 – Dec 2017
5	Political Empowerment of women in Sialkot	National Endowment for Democracy	May 2017 –April 2018
6	Programme for promotion of gender equity, empowerment and justice	Amplify Change	July 2017- Dec 2018
7	Strengthening Electoral and Legislative Process	TDEA	Nov 2017-May 2018

7. Joint Ventures for skill enhancement and diversification.

S-No	Nature of Initiative	Collaborators	Right Holders
1.	Training cum Works Center Roras	PPAF+ Baidarie + Local Community +Kampala Industries	15 Women workers being trained on quarterly basis
2	Community Based Center Roras	ILO + Baidarie, Local Community, Local Supplier	9 Women Workers being trained on quarterly basis
3	Community Based Center Meht Pur	ILO + Baidarie, Local Community, Local Supplier	9 Women Workers being trained on quarterly basis
4	Community Based Center Korowal	ILO + Baidarie, Local Community, Local Supplier	9 Women Workers being trained on quarterly basis
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.

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



Home-based work is a global phenomenon and found in many countries whether rich or poor. It is estimated that about 100 million people, all over the world, work as Home Based Workers (HBWs) while its large percentage consists upon women. Although largely invisible, home-based workers produce for both domestic and global value chains across many industries.

Home-based work represents a significant share of total employment in some countries, especially in Asia, and it represents a larger share of women's than men's employment. It found that home-based workers make significant contributions to their households, society, and the economy.

Pakistan is the single largest manufacturer and exporter of match grade footballs, generating over 80 per cent of total world production. Moreover in Pakistan, out of the total workforce, 80 percent has been engaged in the informal sector of economy and out of those, about 58 percent of football stitchers are women home based workers. With the technological revolution, home-based work has exponentially increased. It is estimated that there are around 100 million home-based workers; more than half of these are in South Asia while around 80% of these 50 million are women who are engaged 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. These Home-based women workers (HBWWs) usually belong to the poor, lower or lower middle income background and form various age groups and possess very little or no education at all.

Usually these Home-Based workers are not included in labor statistics. Because they always refer to themselves as "housewives" or "unemployed" (especially when asked about their economic activities during population census) even when they are working for long hours.

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, learnt that the women in its targeted areas in 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 but *unfortunately* due to significant decrease 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.

Baidarie, on account of its broad experience of working with the communities, understands that economic empowerment of women is vital to improve the status of women. It is also important that promotion of Gender equality also plays an important role to improve the quality of life of the families. 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.

The UN- Women, realized the gravity of the issue of survival of Home Based Women Workers and started program titled, “Empowerment of Women Garment Worker's in Sialkot (26 Oct 2016 to 23 Jun 2018) for the economic well-being of about 1500 jobless/vulnerable women workers of Sialkot. The target of the project was to involve 750 working women during the first year and the same number of women in the second year.

Interventions of the Program

Broad Based Community Meeting

About Fifty one (51) Broad Based Community Meetings were held in 20 villages of the targeted area of District Sialkot to apprise the community about the objectives of the project and to motivate the jobless women workers and their family elders to play their role in their economic development.

About one thousand four hundred and twenty eight (1428) persons including jobless women, domestic women workers, men, family elders and community influential participated in these meetings.

Baidarie identified 1158 women workers who were willing to work in the factories.



Group Formation

Baidarie organized one thousand five hundred and six (1506) Women Workers into Sixty three (63) "Women Workers Groups" to take part in the various activities of the program including different trainings.

Capacity Building Trainings

Forty three (43) Capacity Building Trainings were organized to impart information regarding, benefits of Group integrations and importance of



collective bargaining while negotiating wages for their work, effects of different forms of gender -based discriminations and legal recourses to safeguard them against the harassment at the workplace. Approximately one thousand and seventy eight (1078) selected women workers participated in these trainings.

Motivational Sessions

As many as thirty one (31) motivational sessions were organized in different villages of District Sialkot to encourage jobless women workers for getting alternate skill and to join formal sector for their betterment as well as for their families. The locations of these motivational sessions were selected near to the residents of the participants for their convenience. About 786 participants were benefitted.



Exposure Visits:

Forty three (43) exposure visits of garment factories and training institutes were organized for women workers and their families. Approximately One thousand and eighteen (1018) jobless women workers and their parents/elders visited various training institutes and the industrial units. The main objective of the exposure visits was to provide opportunities of first-hand knowledge to the women workers, their parents and elders about various income-generation skills and opportunities. The visits also aimed at developing trust and confidence among the parents.



The exposure visits built their knowledge and information about the income-generating opportunities being provided in the formal sector industrial units. These exposure visits enabled them to take positive decision in this regard.

Skill Development Trainings:

Baidarie signed MoU with the Leather Products Development Institute (LPDI) and RAH Associates Training Centre and discussed the training courses, training facilities and contractual arrangements for the selected women workers.



Eight Hundred and twenty five (825) informal women workers got training of garment- making from different training institutes such as Leather Product Development Institute (LPDI), RAH Associates. The informal women workers also

received training from various industrial units like Anwer Khwaja Industries, Rajco Industries, Mansha & Brothers, Spogen, and Rajco Industry, Hansa, Helicon, Talon Sports and PENNA Overseas etc.

The training institutes provided training of basic skills such as machine control, stitching, machine maintenance and environment of industrial unit work whereas the industrial units provided specific trainings about Garment- products such as Gloves Stitching, Sportswear and Martial Arts etc. Baidarie facilitated the trainees in transportation during training.

Capacity Building Training to Enhance Leadership Skills:



Twenty five (25) women workers, who had potentials of leadership, received Leadership Skills Training to lead their respective groups and to play their role in addressing the grievances of women workers of their groups. The leadership training would also develop qualities among them to achieve supervisory /mid management positions in their factories to assert for protection and promotion of their legally admissible rights.

Reporting Desk/Help line:

A “Reporting Desk/Help line” has been set up to provide providing the legal support to women victims of harassment at workplace as well as domestic violence cases

International Women Day 2017:



Baidarie Organized awareness raising seminar on the occasion of International Women Day-2017 under the supervision of UN Women team, IWD was celebrated at Javson Hotel in which One hundred and thirty six (136) Participants. Participants were women workers, Govt. Functionaries, Industrialists, associations and also representatives of Media, civil society, workers Unions and academia. Secretary Punjab Commission on the Status of Women was the chief guest of this program. Event was proved very successful and highly appreciated by the participants.

The President of Baidarie, Ms. Hina Noureen briefly described the background of status of women today and compared with the past. She also threw light on the background of Home based Women Workers. Moreover she explained the objectives of the project, “Empowerment of women Garment Workers in Sialkot-Pakistan”.

The Country Representative UN Women, Mr. Jamshaid M. Kazi, presented the introduction of UN Women briefly as well the aims and objectives of the project “Empowerment of Women”.

Later the Executive Director Baidarie, Mr. Arshid Mehmood Mirza, apprised the participants about the various activities of the “Program for Empowerment of Women”, its achievements, and challenges with the help of power point presentation.

Afterwards panel discussion was held in which Chairperson SCCI Women Entrepreneurship Wing Dr. Mariam Nouman, Managing Director Anwar Khawaja Industry Dr. Khurram Anwar Khawaja, District Officer Labour Department Punjab Dr. Muhammad Amjad Khan, Vice Chancellor, Government College Women University, Sialkot Prof. Dr. Farhat Saleemi and Right Holder of the project “Strengthening Policy and Legislative Environment for Home Based Workers in Pakistan Ms. Shahnaz Kanwal, participated. The panel discussed about the issues of the women workers, situation of various factories regarding absorbing these jobless women workers and solutions to help reduce their miseries.

The Secretary of Punjab Commission on the Status of Women, Muhammad Usman, said that women play pivotal role in the development of the country. He said that our religion and Constitution of Pakistan gives equal rights to women to get education, work and access to income- generation activities.

Among others Personal Assistant of Deputy Commissioner Sialkot and Managing Director KM Ashraf Industries Khawaja Musharraf also spoke on the occasion.

Team of “Azad Theater” staged a drama through which they gave a message that there is nothing derogatory in doing work.

The Program Specialist, UN Women Pakistan, Ms. Fareeha Umar, expressed vote of thanks to all the participants.

Steering Committee meeting:

A Steering Committee meeting, under the auspices of UN WOMEN, was held in Sialkot Chamber of Commerce & Industries on 22nd March 2017. The Deputy Country Representatives UN Women supervised the meeting while and Baidarie provided facilitation in organizing the meeting. The Divisional Director, Labor and Human Resource Department, Govt. of the Punjab, chaired meeting. The representatives of Beneton Group, Sialkot based leading Industries, Sialkot Chamber of Commerce and Industries, Women Entrepreneurship Wing SCCI, UNEDO, ILO proposed their professional suggestions for getting effective and tangible outcomes from the project.



Facilitation Meeting with WEP signatory Industrial unit:

About thirty two (32) WEP signatories/others factories working in textile/garment sector have shown their willingness for providing jobs to the direct beneficiaries of the project.

Five meetings were held with the Women Empowerment Principles (WEP) signatory industrial unit in Textile/Garment Sector in Kampala Industry Sialkot, PENNA Overseas, Anwar Khawaja Industry, PENNA Overseas and Capital Sports. Approximately one hundred and forty three (143) participants including the leading managers of these Industries and trained women workers participated in the meetings. The representatives of the selected industrial units of garment/textile sector were also invited in to get direct information about the qualification and skill of the trained women workers willing to join the industrial units.

Meetings with the Government Departments:

Four meetings were organized with the Government Departments to share with them the prudence of the “Program for empowerment of women garment workers in Sialkot”. The objective of these meetings was to motivate the government to play its important role in speed-up the process of socio-economic empowerment of women workers in the informal sector. It also aimed at inspiring the government departments to take effective measures to minimize the miseries of women & girls of lowest tier of the society.

About sixty two (62) representatives from various governmental Departments like Women Crises Centre, Punjab Labor and Human Resource Department, Social Welfare Department and Bait-ul-Mal and Election Commission of Pakistan participated in the meeting. All the four meetings were chaired by Deputy Director Social Welfare District Office Sialkot, Mr. Jamshed Bashir Cheema. The Executive Director Baidarie, Mr. Arshid Mehmood Mirza, briefed the participants about the objectives of the project, its methodology to achieve the expected outcomes and targets of the project.



Mr. Jamshed Bashir Cheema appreciated the program “Empowerment of Women Garment Worker's in Sialkot” and assured his maximum support for the successful accomplishment of the objectives of the initiative.

Theatre is an effective tool to educate the semi- literate or illiterate masses about ay issue. Keeping in view the importance of theatre Baidarie organized theatre dramas in five different locations of the project area. A well reputed and expert theatre group, Azad was hired for the purpose. About 525 people from different walks of life participated in these theatre performances which created awareness about the rights of women workers. Performances also played vital role for softening cultural and social barriers that thwart women's economic and social empowerment.

Theatrical Performances:



As many as five theatrical performances were organized in five different locations of the target area for the convenience of the selected community with the objectives to create about:

1. The rights of women workers
2. Softening cultural and social barriers that thwart women's economic and social empowerment
3. Measures necessary to prevent gender based discriminations and harassment at the workplaces.
4. Need to expedite the process of adoption of women workers' friendly policies, legislation and its implementation

Baseline Research Study and Market feasibility of Phase-2:

Baseline Research Study and Market feasibility of Phase-2 is in progress. Data of Seven Hundred and Fifty (750) women workers was collected from field and the process of data tabulation get started and report writing will be completed soon. Baseline Research Study and Market feasibility of Phase-I have already been completed.

Publication and dissemination of IEC Material

Baidarie used following multiple approaches to advertise and disseminate the project message so that right/needly women can approach us for the getting benefit.

- Baidarie hired the services of a professional consultant to develop gender and Leadership Training Module for women participants. One Thousand (1000) Copies of Training Manuel has been developed, printed and disseminating to the women participants and project stakeholders.
- Ten thousand (10,000) project flyers were printed and disseminated in the catchment areas of the project
- Developed, printed and disseminated one thousand and five hundred (1500) Copies of Capacity Building Training manuals.
- Disseminated (1500) Annual planner 2017 to the stakeholders
- Designing of Annual planner-2018 is in process.
- Five Lakh (500000) messages circulated through “U” Phone company



Outputs of the Program during 2017:

1. Thirty Two (32) WEP signatories/others factories working in textile/garment sector have shown their willingness for providing jobs to the direct beneficiaries of the project.
2. Eight hundred and twenty five (825) women got skill training from the RAH Associates Training Centre, LPDI.
3. Six hundred and twenty (620) family elders and community influential have been briefed about the objectives and methodology of the project.
4. Fourteen (14) factories from garment/textile sector were identified having potential to absorb home based workers in their units. Baidarie had signed Memorandum of Understanding (MOU) with seven industries and remaining are in process.
5. A “Reporting Desk/Help line” has been set up to provide providing the legal support to women victims of harassment at workplace as well as domestic violence cases
6. One thousand and sixty three (1063) social and political activists, elected representatives, parents' /family elders, employers, sub-contractors and women workers became aware about the rights of the working women through 10 theatrical performances.

7. One thousand and seventy eight (1078) women workers of the informal sector participated in forty three (43) two-day Capacity Building Trainings and were equipped with the information about Gender equality, Empowerment and justice, Gender based discriminations, legal remedies for victims of domestic violence and harassment at workplace, workers' rights, group dynamics, communication skills.
8. One Thousand and Eighteen (1018) women workers and their parents/family elders built their knowledge and information about the income generating opportunities being provided in the formal sector industrial units through forty three (43) exposure visits to garment factories and training institutes

Achievements:

- Seven hundred and fifty five (755) jobless women got jobs in Sialkot based industrial units and earning Rs. 10000-15000 per month. They also getting benefits of social security.
 - Two Hundred and Twelve (212) women workers opened their bank accounts to save some money and keep the saving under their own control.
 - Three hundred and seventy one (371) women workers were registered with the Election Commission of Pakistan as voters.
 - Twenty four (24) cases of harassment of women were referred to the Dastgir legal aid Centre for necessary legal aid and psychosocial counselling
-

Success Story

Ms. Sana Azeem, daughter of Muhammad Azeem resides in village Kot Mandianwala, District Sialkot. Her father is a truck driver and uses to earn Rs. 10,000 per month which is not enough to fulfill the basic needs of a big family. She is under Matriculation as she could not continue her study due to poverty.

Her brothers are younger and studying in Government school. Her Auntie also lives with them because she is divorced. During the visit of Baidarie team of her village Sana contacted the team and told them about her problems. She also expressed her wish to earn some money for her betterment as well as for her family.

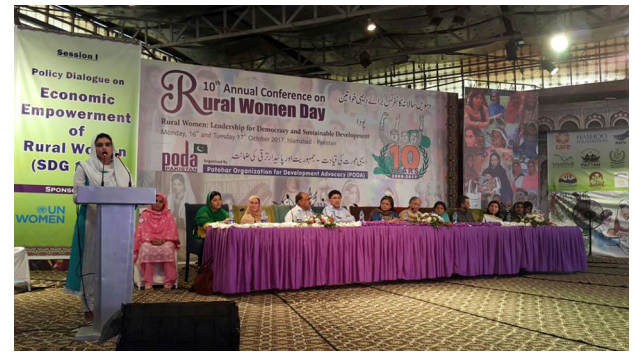
The team of Baidarie selected her to participate in the various activities of the Program for Empowerment of Women. Sana said that after participating in the two- days Capacity Building Training Session in Baidarie Office she learnt about the rights of women workers. She said that it is very essential for women to have knowledge about their rights since without knowledge they cannot protect their rights.

Later Baidarie facilitated Sana and her auntie to Anwar Khawaja Industries where training was provided them for stitching garments. During training they used to get Rs 12,000 per month while after training they (Sana and her auntie) started getting Rs 14,000 per month. She said that apart from salary she is also getting other benefits like Social Protection Coverage, Marriage Grant, Food Allowance, Employees Old Age Benefits, Death Grants, Pick and Drop facilities etc. She said that now I have become earning hand and it gave me much satisfaction, delight and pleasure. I feel very much proud of it that I have become able to not only to full fill me own needs but to support my mother also.

She told that before doing job there was no boundary wall of our house and we have constructed it now which give us feeling of security and safety. Moreover she has again started her study privately.

She said that it was time when she couldn't talk to a single male person now she presented her experiences as a representative of women workers and beneficiary of project in the 10th Annual PODA Conference of Rural Women Day-2017 at Lok Virsa Islamabad. She also shared her expressions in the OICCI Women Empowering Ceremony at PC Hotel Karachi.

Sana said that she is much obliged to Baidarie and Anwar Khawaja Industries which pulled her out from darkness of poverty, and paved the way of bright future and happy life to her family. She said that such programs are very essential to help improve the socio economic status of the needy and poor community which is ambitious to do something to change their future.



Women's Empowerment Program by adidas: First Phase (January 2017 to December 2017)



Background of the program

Before 2006 Pakistan known as the largest exporters of quality soccer balls in the world market and Sialkot was the hub of soccer industry. On the one hand it used to cater 85 % of the world demand of quality hand stitched footballs while on the other hand it was providing livelihood to 1.5 million workers in Sialkot and adjacent districts, either formal or informal set ups. But unfortunately later on the other countries like China, India and Thailand introduced machine- stitched footballs which were accepted by the world market readily.

People liked machine stitched footballs very much. As a result of which the demand of hand-stitched footballs decreased to a large extent which 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 constrains. Various research studies, conducted by national o international organization reveal that only 10 percent women have been engaged in the employment in the formal sector in Sialkot whereas 90 percent women are forced to seek economic opportunities in the informal sector.

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 has always been striving hard to implement programs for the betterment of its community so it with the financial support of adidas, implemented a comprehensive three- phased project titled, “Women Empowerment Program.

Its pilot phase was from August 2015 to July 2016 with the accomplishment of following objectives:

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.

The findings of the Assessment Report and the responses of the beneficiaries revealed a significant improvement in the socio economic conditions of the women workers. The project also remained helpful in providing income generating opportunities to the unemployed redundant women workers. On the basis of positive response from the community Baidarie implemented the “Women Empowerment Program, First Phase for one year, Jan to December 2017.

Project launching -cum -Orientation Ceremony.



A Project launching -cum -Orientation Ceremony was held on 16th March 2017 in the Awan Sports Unit No-5 to introduce the project to the stakeholders of Baidarie. The Director Marketing of Awan Sports (Pvt) Ltd, Mr. Hassan Saleem Awan, urged the women workers to raise voice to safeguard their rights. He said that women should play their pivotal role in making the country economic stable.

The Executive Director of Baidarie Mr. Arshid Mehmood Mirza, threw light on the objectives of the “Women Empowerment Program”. He informed the participants that the basic objective of the program is to strengthen the women/girls workers by providing to them appropriate knowledge and skills and organize them to find out the identify opportunities of economic development.

Another objective of the program will be to provide required trainings about locally marketable and most demanded skills to the selected batches of HBWWs. He further said that Baidarie will also facilitate trained women workers in getting jobs in the formal sector as well as in setting up setup profitable micro- and small- sized enterprises and own account employment units



The President of Baidarie Ms. Hina Noureen, told the participants of the ceremony that Baidarie will facilitate HBWWS in getting CNIC who are willing to do jobs in the formal sector. She said that the proposed interventions will empower women and would enable them to minimize their miseries.

She said that the selected batch of women workers will also learn to prioritize their expenditure heads, do better financial planning, make cost effective use of the available resources. She added that in this way saving habits would also be developed among the women workers.

Ms Hina also said that they will also get empowered to assume leadership role in the supervisory management tiers in the factory. She that the program will also develop capabilities among women workers to formulate groups for collective bargaining and to make vigilant efforts to counter the violation of their rights as workers.



The Regional Manager, Social and Environmental Affairs, adidas group, said that her company strictly believes in the principles of non-discrimination and requires its business partners to evolve as open opportunity employers. Adidas group is fully aware of the fact that because of shift in the soccer manufacturing technology, thousands of women workers who used to stitch soccer balls with their hands while remaining at homes have become jobless. Cognizance of the negative repercussions of this process on the lives of the poor women has led adidas group to develop a replicable and up scalable model of linking these jobless women with livelihood options in the local job market.

Mr. Manzar Badar Alam Manager SEA, Mr. Azeem Khawaja Manager sourcing adidas group, Ms. Rehana kousar Sustainability Manager at Awan Sports (Pvt) Ltd Sialkot also spoke on the occasion.

Introduction/ Orientation Sessions of the Program

As many as five villages of two union councils were selected to implement 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.

Three Orientation Sessions were held for Redundant Workers (Jobless workers from the community) in three villages of the project area to apprise them 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

Program Introduction sessions with Redundant Workers on

Similarly three Orientation Sessions were organized for 75 on-job women workers from Awan Sports Unit-05 to provide introduce the on-job women workers and their employers with the project objectives, activities, outcomes and relevance of the project activities towards bringing about economic and social uplift in the lives of the targeted workers.

As a result of these orientation sessions women workers and their employers were motivated about essentiality of empowerment of the women workers. Consequently they and expressed their willingness to become part of the program.



Training of Capacity Building

Three Trainings of Capacity Building were held with three groups of 75 on-job women workers about Collective Organize Struggle, Gender and Development Social and Economic Empowerment of Women Workers.



Trainings of Capacity- Building of on-job women workers

Likewise three Training of 75 for on- job women workers, were held for building knowledge and skill of the workers' groups on group dynamics, collective organize struggle, gender and development, social and economic empowerment of women workers.

Skill Trainings of community based women workers

Opportunities were provided to the selected 75 community based women workers for getting various skills like football stitching on machines, garments and gloves - stitching , Import & Export documentation , Merchandise Management and Beauty Parlor.



Trainings of Capacity- Building of women workers from the community

Training of Financial Planning & Domestic Budgeting (on-job workers)

Three trainings with 75 Community Based Women Workers for “Financial Planning, Domestic and micro enterprise Budgeting” and three similar trainings for on job women workers were organized to impart information about preparing budget for house and preparing and maintain budget for micro enterprise.



Training of Financial Planning & Domestic Budgeting (on-job workers)

Career Development & enhancement of Leadership Skills:

Three training sessions with (75) on-job women workers of “Career Development & enhancement of Leadership Skills were organized. The Executive Director of Baidarie, Mr. Arshid Mehmood Mizra said women are working in different fields very successfully like agriculture, banking, Health, Education and business. He said that today industrialists are looking for more female workers because they are more responsible and duty conscious as compared to male.



Training of Career Development & enhancement of Leadership Skills

He defined career and its requirements. He said that the employers must provide opportunities to the workers for career development through skill enhancement opportunities, introducing latest technologies and arranging capacity building trainings for their workers.

He also threw light on the leadership qualities and various types of Leadership roles in an organization. He added that women leaders are inevitable in industrial set ups since most of the women hesitate to share their some issues, which are sensitive, with their male officials.

So industry should hire female leaders for female worker who could better understand and resolve the issues of female workers. Moreover in the presence of female leader women will feel more comfortable consequently their performance will be improved.

He also expressed the need of a Redressal Committee consisting upon women leaders to resolve the issues of women workers.



Facilitation in Issuance of Computerized National Identity Cards (CNICs)



Baidarie organized four camps of NADRA to facilitate HBWs and their family members for getting their CNICs which is important document to get employment in industrial unit and to get all kinds of social security benefits in any formal sector and to enable to entertain other kind of benefit.

About two hundred thirty one (231) HBWs got CNIC through this initiative.

Establishment of linkages with the training Institutes

Placement of trained women workers at the industrial units and business (34) in 8 Star Pak , Anwar Khawaja , Forward Sports, Cute Enterprises , Zeenat Hosiery

Mentoring and linkages development support for women workers to set up micro-enterprises

- 11 Women Worker Started Beauty Parlor
- 8 Women Worker Started Gloves work at home
- 6 Women Workers Started Garment work at home

Baseline Survey

A baseline study of socio-economic status on job and community based women workers who have been/are associated with adidas supply chain in Sialkot as well as their training need assessment in respect of on-job and community based women workers in Sialkot- Pakistan was conducted and

Data of 90 community based women workers and 76 on job women workers was collected in this regard.

The outcome of the baseline study is as under:

The living conditions, style of residents, assets of livestock and average distance to basic services of both on job and the redundant workers is almost same.

As far as food consumption is concerned both groups, on-job workers and redundant workers, are under nourished. Both redundant and on- job workers are not independent in making their decisions regarding choosing of profession and spending their income. Both are not consulted before marriage even they have no right to decide about their family size independently. However they expressed their desire to get training of budget making and financial management.

A little percentage of on job workers have knowledge about the Law of Harassment but they do not know about the redressal mechanism.

Though the on- job women workers think that they economic state is much secure as compared to community based workers because they get regular income. Moreover they have chances of promotion and increment in their wages but they are unaware of the promotion policy of their employers.

The community based workers are experiencing remarkable decrease in hand-stitching football- work orders which is affecting their economic conditions badly. They are aware of some alternative skills but they could not switch over to these income- generation opportunities due to lack of specific trainings.

Most of the community based workers have started their own small business due to decrease in work orders of hand-stitched footballs but they cannot run their business successfully as they lacked proper financial training.

The community based workers have no knowledge regarding workers' rights, legal minimum wage and protection law.

Training Need Assessments

There is dire need to provide training about financial management to both on-job and community based workers to help them to plan appropriate budget, decide expenditure heads and make effective saving decisions.

Trainings should be organized for on-job workers about Law of Harassment and Protection. Moreover information should be imparted to them about promotion policy of their respective factories. The Administration of the factories should be motivated to share the regarding information with their workers.

Training of alternate in-come generation skills like stitching of gloves, garments, footballs on machines stitching, hosiery and uniform should be provided to jobless community based workers for their economic empowerment. Furthermore their links should be developed with the formal industrial units to facilitate them in getting employments. Trainings about industrial setup, inputs and output and their prices should also be organized for the jobless women workers, who are willing to start their petty businesses. Besides this some financial support should also be given to them as seed money to start the business.

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 told 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.

Political Empowerment of Women Supported by National Endowment for Democracy



Political Empowerment of Women

Objectives:

1. To strengthen the capacity of civil society to work for women's political empowerment
2. To increase women's voter turnout and participation in political processes

The project was implemented in 20 villages of four District Sialkot. About 12 Civil Society Organizations were selected from the targeted area while actually 10 CSOs were involved in the program and two were included in case any one CSO could not continue the program due to any reason.

Introductory Meeting with the CSOs:

An introductory meeting was organized to brief the management of the CSOs about on background, long-term and immediate objectives, planned activities, implementation methodology and the desired output/outcome.



A Memorandum of Understanding was signed with these 10 CSOs to get their assurance that they, after completing training, would provide collaborative support to Baidarie for implementation of the project activities

Project Launching Ceremony:

The Project launching ceremony was held on 24th July 2017 in which a large number of participants including social and political activists, govt. functionaries, and lawyers, academia, communities and media persons participated.



The Chairperson Punjab Commission on the Status of Women, Ms. Fauzia Viqar, said that according to the statistics of Government, the population of the province is 102 million consisting upon 51.72 % are males and 48.28 % females.

She said that there is imbalance in the number of male and female. She expressed her concern that a large percentage of women get higher education but do not utilise it after marriage. She informed the participants that there are wide gaps in knowledge, awareness, information among male and female. She also said government is taking making substantial steps to bridge these gaps. She quoted the examples of promulgation of Women's Protection Laws, setting up Punjab commission on the Status of Women and deputing a Provincial Ombudsman for Protection against Harassment of Women at Workplace.

The Additional Deputy Commissioner (General) Sialkot, Mr. Messum Abbass, appreciated the efforts of Baidarie for the empowerment of women and assured full support by the District Administration



The Executive Director, South Asia Partnership –Pakistan (SAP-PK), Muhammad Tahseen said that the current electoral processes do not allow voices of the poor to be heard in the legislatures and other policy/decision making forums. Even the Electoral Reforms Bill 2017 does not allow deprived section of the society to contest elections for the national and provincial assemblies. He emphasized the need to introduce game changing amendments in the Electoral System to allow the poor to be elected, raise their voices for pro-poor.

Muhammad Tahseen said that the main issues of the nation are the poverty, extremism and terrorism. Violence against women and gender based discriminations are hindrance in equitable access to opportunities of women's empowerment.



Mr. Arshid Mirza said that Sialkot is always open to accept the innovative and progressive ideas. He quoted the example of Chief Executive Officers (CEOs) of 17 leading industries of Sialkot who came forward to evolve themselves into gender responsive units by becoming signatories of “Women Empowerment Principles”.

The process is moving forward and more companies are likely to become signatory of the “Women Empowerment Principles”.



The Chairperson District Council Sialkot, Ms. Hina Arshad Warraich, said that there is dire need to promote and strength the democratic principles, values and norms characterizing co-existence, respect for human rights, honor for difference of opinion, respect people's right to elect their representatives and hold the elected representatives and public office holders accountable



The President of Baidarie, Ms. Hina Noureen, highlighted the distinguished features of the “Programme for women's political empowerment in Sialkot district (Punjab)” said that its main objective is to increase the participation of women in the electoral system by 20 %. She said that the program would facilitate 90 % women/girls living in twenty (20) selected locations of District Sialkot in getting their CNIC as a result of which they would be enrolled in Election Commission of Pakistan as new voters.



Representative of Sialkot Chamber of Commerce and Industry Dr. Mariam Noman expressed her concern that despite taking some very positive initiatives towards women's empowerment, Pakistan still stands at 143rd place out of total 144 in Global Gender Gap ranking. She expressed th need to make well programmatic efforts for women's economic and political empowerment.

Dr. Mariam urged the men to encourage and empower women to assume leadership roles in the processes of policy and decision -making in legislatures and administrative spheres.

The representative of Election Commission of Pakistan, Sialkot Office, Mr. Adnan said that there are about 600 blocks in Sialkot where women voters' registration is very low due to not having CNICs.

He emphasized the to not only facilitate them in getting CNICs but providing them education to assess the suitability and eligibility of the candidates while exercising their rights to elect their representatives for local bodies and national and provincial legislatures. He lauded the efforts of Baidarie for political empowerment of women and assured that the Election Commission of Pakistan would provide maximum support to successfully accomplish the objectives of the program.

Mr. Jamshed Bashir Deputy Director Social Welfare, Ms. Ayesha Usman from Sublime group of industries and Mr. Muhammad Iqbal Ghumman also addressed the participants of the ceremony.

Development of Training Manuals

A training manual of Organizational Management was developed with the help of experts to be used for the training of Capacity building of the CSOs.

Training of Organizational Management

Training about “Organizational Management” was provided to twenty (20) activists, ten (10) men and ten (10) women from 20 selected CSOs.



Training about Women's Political Empowerment



About 20 Activists of 10 Selected CSOs were trained regarding Basic Human Rights, International instruments on the rights of women, constitutional requirements regarding gender equality, current status of women's participation in democratic process, importance of increasing women's role in electoral politics and the required tangible measures, initiatives to increase women voters' turn out in the general elections 2018 and roles and responsibilities of CSOs and the work plan.

Awareness Raising Meetings



As many as 20 Awareness Raising Meetings were held in 20 locations of four tehsils of District Sialkot to create awareness among women about the importance of Computerized National Identity Cards..

Approximately 1024 person participated in these meetings out of which 719 were women and 305 men.

Experience Sharing Meeting

The Experience Sharing Meeting was held in the office of Baidarie on 21st September, 2017 in Eighteen (18) Male and Female Representatives of all the 10 partners CSOs participated. The objective of that meeting were challenges and opportunities, risk mitigation strategies, Replication and up scaling and to discuss the future plans.

Community Awareness Raising Session of Women Voters

As many as 20 Awareness Raising Meetings were held in 20 locations of four tehsils of District Sialkot to create awareness among women about gender equality & Empowerment, Disadvantages of women's non participation in socioeconomic and political development and Benefits of making women active part of mainstream democratic electoral process in the context of national development. Approximately 905 participants including 822 female 83 Male became aware.

Experience Sharing Meeting

20 Activists of 10 Selected CSOs participated and shared their progress. The Executive Director of Baidarie, Mr. Arshid Mehmood Mirza said that according to Election Commission of Pakistan about 10 Million women (about 10 % of total population) have not been registered with the ECOP due to not having their CNICs. He said that mostly people are unaware of the importance of CNICs which is basic document.

Afterwards all the participants shared their experiences which they had during the implementation of the project.

The President of Baidarie, Miss Hina Noreen, said that the targets of the project could not be achieved only by using Mobile Registration Van so alternative methods should be adopted to facilitate maximum number of women in getting their CNICs.

Issuance of CNICs to women:

The project team, in collaboration with local trained CSOs activists, family elders and local influential facilitated the target right holders (including Non-Muslim women and women with physical limitations) in obtaining their CNICs. About 728 individuals including 656 female 72 male got their CNICs.



Development, Printing & Disseminations of IEC material

About one thousand (1000) posters and one thousand (1000) pamphlets, carrying key motivational messages for increasing the role of women in electoral system, were printed and disseminated in the communities in the project operational area and in the participants of different activities of the project.

Output of the Project

- 1. About 20 activists from 20 selected Community Based Organizations were trained about Organizational Management, Political Empowerment, and about Awareness Raising, Social Mobilization & Advocacy
- 2. About 1024 participants including 719 female 305 male became aware about the importance of CNICs
- 3. About 905 people including 822 female 83 male became aware about gender equality & Empowerment, Disadvantages of women's non participation in socioeconomic and political development and Benefits of making women active part of mainstream democratic electoral process in the context of national development.

Achievements

About 728 individuals including 656 female 72 male got their CNICs while the process is still continue.



Micro Credit Enterprise Development Program

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. During 2017 Baidarie did not enter into new contract with PPAF however follow-up of the seventh phase was held.

PPAF- 2017

Description	Male	Female	Mix	Total
District	1			1
Tehsils	2			2
UC	12			12
Villages	73			73
Active Clients as at December 31 2016	1,054	777		1,831
Portfolio as at December 31, 2016	14,646,073	8,565,047		23,211,120

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 2017 Baidarie disbursed Rs. **1,146,059**, among 93 clients of 8 villages out of its own Endowment Fund.

Baidarie- 2017

Description	Male	Female	Total
District	2		2
Villages	8		8
Active Clients as at December 31, 2016	36	57	93
Portfolio as at December 31, 2016	509,886	636,173	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 Baidarie 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 the Center	Location	No. of machines Single needle	Name of the donor	Kind of Work	No of Trained Workers	Average Income of Worker
Ĉ	Phool	Korowal	2	ILO	Working Gloves	No of Trained Workers	9500 to10000
Č	Phool 2	Korowal	2	ILO	Working Gloves	6	9500 to10000
Ć	Phool 3	Korowal	2	ILO	Working Gloves	7	9500 to10000
Ç	Kainat	Said Pur	3	UNWOMEN	Working Gloves	8	11500 to13000
D	Sitara	Rasool Pura	5	Naiki Foundation	Working Gloves	7	12000 to14000
Ď	Roras	Roras	15	PPAF+ Kampala Industry	Garments Stitching	10	10000 to13000
Đ	Soraj	Jaurian Khurd	5	PPAF	Garments Stitching	61	10000 to 12000
Ð	Mashallah	Jaurian Kalan	10	PPAF	Safety Gloves	10	9000 to 13000
E	Waseela	Jaurian Kalan	5	PPAF	Working Gloves	24	8500 to 9500

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.

Program for promotion of gender equity, empowerment and justice (Amplify Change)

**By
Global Fund for Women**

(From July 2017 to December 2018)



Program for promotion of Gender, Equity, empowerment and Justice (Amplify Change)

In Pakistan, despite being a country where a woman was twice elected as Prime Minister, gender equality in the political arena is still a distant dream for a vast majority of women, who are often not even allowed to cast their votes in certain parts of the country. Pakistan was ranked 55th out of 86 in 2012 on the Social Institutions and Gender Index.

Though Pakistan has signed many international commitments to gender equality and women's human rights e.g. the Beijing Platform for Action, the CEDAW, the Millennium Declaration and the MDGs and SDGs yet it could not improve its status in this regard and stands at 143rd place out of total 144 in Global Gender Gap ranking.

Women, in Pakistan, face discrimination at all levels due to which they are deprived of their basic human rights. They are deprived of right of education and health, access to information and right of taking decision about their lives. They also debarred taking part in the political process of the country which consequently effects selection of right representative who would be considerate in solving their particular issues.

Keeping view the above stated grave situation of women Baidarie chalked out a plan to develop a culture of respect of women rights and minimize prevalence of GBV & D through participation of youth and relevant stakeholders in government, society, gender empowerment advocates by legal and societal interventions.

The “Program for promotion of gender equity, empowerment and justice” (July 2017 to Dec 2018) has been implemented in all the six districts of Gujranwala Division.

Objectives of the Program

- Awareness Raising & Mobilization of Stakeholders to end gender- based -violence
- To develop among gender empowerment facilitators
- To provide support to women & girls survivors of Gender Based Violence
- To formulate and capacity building of youth vigilant groups to check gender based violence and stigmatization of women & girls survivors

Keeping in the view the importance of the role of the youth can play in curbing gender- based discriminations and violence following activities were organized during July to December 2017, in collaboration with University of Sargodha, Sub Campus Gujranwala.

Seminars on the Role of Male & Female Youth in Ending Gender Based Violence

A seminar was organized in GIFT University, Gujranwala to raise awareness among the university students about the Gender based discriminations & violence, to mobilize them to play their active role, to build their capacity and to provide them opportunity to learn from the field & Raise their voice in this changing environment. About 60 students participated in the seminar.

The Project Coordinator, Mr. Sajid Iqbal Khan, introduced the project briefly. The Executive Director, Mr Arshad Mehmood Mirza threw light on the status of women in the country and their low participation in the electoral process. He informed the participant that according to Election Commission of Pakistan only 40 % women exercise their right of vote.

The Divisional Coordinator, PCSW, Mr. Umar Hammad expressed his deep concern over discriminatory thinking of the society. He stated that it is the perspective of society towards women which is resulted in the discriminatory attitude towards them while on the other hand no policy or law can violate the basic human rights of women.

Meeting with the Director of University of Gujrat, Sialkot Sub Campus

A meeting with the Director of Gujrat University in its sub office, Sialkot was held to introduce the project, “Gender, Equity, Empowerment and Justice”. The Executive Director of Baidarie presented brief introduction of his organization and then threw light on the aims and objectives of the program as well as its process of implementation.

He said that youth vigilant groups will be organized by selecting 20 students from all the six universities of the District Gujranwala, their capacity would be built to help community break the silence of against injustices.

The Director of University of Gujrat, Sialkot Sub Campus, Mr. Ijaz Sandhu, ensured his full support in this noble cause.

President Baidarie Ms. Hina Noreen said that these youth vigilant groups will added to the discussion that these groups will work to alleviate discriminatory behaviors, injustice, domestic violence and incidents mental torture to women/ girls by creating awareness and understanding of women's rights among community.

Meeting with the University of Management and Technology, Sialkot

A meeting was held with the representative of University of Management and Technology, Sialkot, Assistant Professor, School of Business and Economics, Dr. Shahid Bashir, to seek his support for selecting 20 students to set up Youth Vigilant Group. The YVG will be trained to actively participate in the efforts of Baidarie to create awareness among the society about their rights which are being violated extensively.

Ms. Hina requested for the support of University of Management and Technology, Sialkot, for organizing a seminar to select about 100 graduates for involving them in the program for the promotion of Gender, Equity, Empowerment and Justice. She told the management of the University that one seminar will be held and later two or three meetings will be held with selected students to equip them with the required capability.

Meeting with the Punjab Commission on the Status of the Women, Lahore

A meeting was held with Punjab Commission on the Status of the Women in which the Executive Director, Baidarie, Mr. Arshid Mehmood Mirza, presented briefly the performance of Baidarie in its struggle for the basic human rights and in empowerment of under- privileged and deprived sections of women. He also talked about its various programs for the elimination of Gender Based Violence and discriminatory attitude of the society, legal aid, referral system and psycho social counseling of the victims of incidents of gender- based violence.

The Chairperson of Punjab Commission on the Status of the Women (PCSW), Miss Fauzia Waqar, said that the objects of the project should be précised and very clear. She said that the most common crime now-a days is Cyber Crimes, like harassment of girls, black mailing and hacking of phone numbers. She further said that the Memorandum of Understanding will be signed after the approval of Home Department.

Legal Aid



Access to justice

Despite the fact that many measures had been taken, at private and government level, to improve the status of women regarding equal opportunities in every walk of life yet access to justice for women in Pakistan is still a dream in Pakistan due to many reasons. 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 varies considerably across classes, regions, and the rural/urban divide due to uneven socioeconomic development. Women in Pakistan are subjected to violence which is categorized into crimes including abduction, kidnapping, domestic violence, divorce rape, sexual assault, burning and murder.

Domestic violence is very common form of violence which they most of the women suffer very silently. It does not refer only physical or psychological abuse but 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. Often women suffer violence over conflict with the husband and in-laws, at times over financial matters. According to an estimate about 39 % of married women aged 15-49 report having experienced physical and emotional violence by their spouse.

Women are economically dependent over the male members of their family 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 cannot resist the violence against them. 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, Nankhahna 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, under the name “Dastgir Legal Aid Center” in Tehsil Uggoki, District Sialkot. Like other centers which have been set up in other 13 districts, Dastgir Legal Aid Center 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 Dastgir 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 2017 is as follow:

- Legal aid was provided to **33** persons free of cost
- Legal assistance in court cases was provided to 17 people on subsidized fee
- Legal aid was provided to **8** persons of Minority
- About 344 personal visits were reported during 2017
- Psychosocial counseling was provided to **235** individuals including three men
- About 739 calls were received for seeking legal assistance in domestic violence

Moreover awareness campaign for vulnerable population has been conducted where 12,000 Information, Education and Communication (IEC) materials produced and distributed by the DLAC. Promotional material has been distributed to increase the knowledge of the people about their fundamental rights.

Success story of Ms. Nageena Bibi

Ms. Nageena Bibi (26 years old), resides in village Gaga, Tehsil Daska . She belongs to poor class and has to struggle a lot to meet the both ends. She got marriage in early age. Like other women of her community she could not acquire any education or skill to enable her to become self-reliant.

As usual she often had conflicts with her husband and in- laws over financial matters. Once the conflict became intense and her husband snatched her kids and pushed her out of the home. Poor and helpless Nagina came to her parents' house and started living with them but often remained much disturbed. She missed her children very much and wanted to bring her children back but was helpless as she had no money to sue a case against her in- laws to recover her children.

Once she tried to kill herself in distress. In the meanwhile the team of Dastgir Legal aid Center held a meeting in Sambrial to create awareness among women about their rights. In the meeting brief introduction of DLAC was also presented and explained to the participants that how it works to facilitate women in getting their due rights and in resolving their issues. Her aunty participated in that meeting who later told Ms. Nagina about DLAC.

She, along with her aunty, visited the DLAC and explained her problem. The team of DLAC consoled her and encourage her to struggle for getting her children back. The team also assured her of their full support.

Her preliminary issue was financial dependency while her parents were also very poor and were not in position to help her in this regard. The team referred her to the training Centers working under the Program for the Empowerment of Women Garment Workers in Sialkot to get the specific training. Afterwards she got work order and started working as home based worker.

Later on with the legal assistance of DLAC Ms. Nagina succeeded in getting her children back and now very happy. She has become earning hand and bringing up her children independently.

She is much obliged to DLAC due to which she has become to lead her life independently and with honor and confidence.

Women's Training about Livestock

**Supported by
Punjab Skill Development Fund**



Women's Training about Livestock: (May 1, 2017- October 31, 2017)

Livestock is an important component of rural farming system. Women in the rural set up play a significant role in tending livestock as it is a subsistence activity to meet household needs of food as well as supplement farm incomes. In rural set up almost every family owns some livestock but they are unaware about basic requisites of nurturing the livestock at domestic level. There was dire need to provide training to women in this regard.

In view of above stated reason Baidarie implemented a project to provide training to about 1000 women from 45 different rural locations of district Sialkot.

Objectives of the Training

- To impart knowledge and skills about the basic home based livestock farming to help trainees transform traditional rural livestock farming on modern and profitable lines.
- To enhance profitability of the existing and new small and medium scale livestock farming at household level.

Approximately 1000 women were selected from 45 different locations of District Sialkot to provide them training about livestock at home level. They were classified in three groups and trainings were provided to them about identification of breeds and selection of suitable animals, fulfillment of basic housing requirements for animals, day to day H/H level farm management practices, plan and execute feeding management including fodder preservation through hay and silage and breeding management including heat observation and reporting to AIT. Training was also provided to them to prevent the livestock from various diseases and primary treatment in vase of any disease.

Outcome of the Project

About 1000 women were equipped of basic information regarding livestock at home level.

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 with rural female literacy rates ranging from 3% to 9%².

Pakistan ranks [third highest in the world](#) with the number of maternal deaths. There are many factors responsible for such problems. However, more important is the lack of resources even for those who wish to seek treatment. 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

The status of women's health, particularly in the rural areas of Pakistan, present a bleak picture. Baidarie, through its interaction with the community of its targeted areas, observed that low health status of women is the result of women's lower social, economic and cultural standing. Social and familial control over women's sexuality, their economic dependence on men, and restrictions on their mobility determine differential access of male and females to health services. Intra household bias in food distribution leads to nutritional deficiencies among female children. Early marriages and high level of illiteracy adversely affect women's health. Institutionalized gender bias within the health

service delivery system in terms of lack of female service providers, and neglect of women's basic and reproductive health needs, increase women's disadvantaged health

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



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.

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

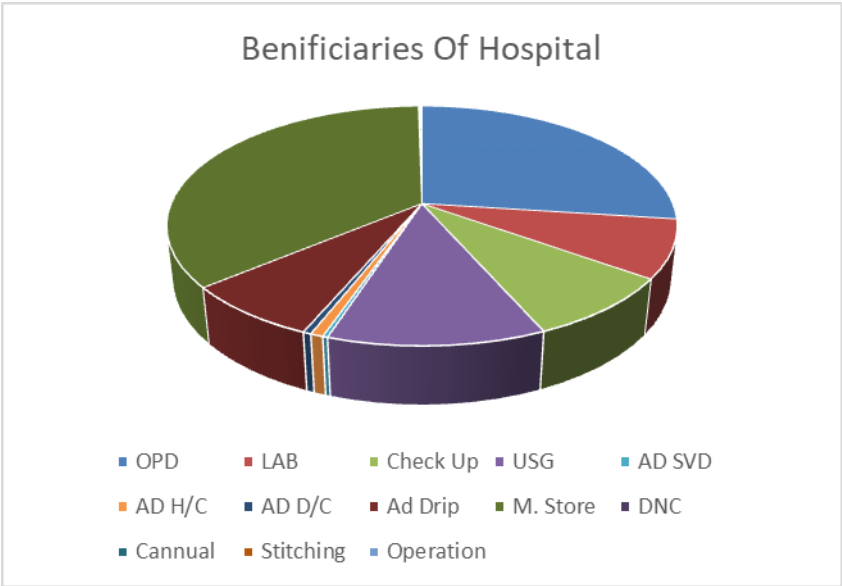
The table given below reflects the number of beneficiaries of the facilities during 2017.

S. No	Services	Jan-	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
1	OPD	45	69	118	95	127	136	193	232	287	446	233	41	2022
2	LAB	40	132	53	38	55	21	9	76	83	41	27	9	584
3	Check up	13	41	62	32	42	34	16	78	172	71	61	14	636
4	USG	33	42	40	59	76	59	40	132	171	97	103	15	867
5	AD-SVD	0	0	0	0	2	2	1	2	2	2	7	2	20
6	AD-H/C	1	0	0	12	6	2	0	26	1	3	0	0	51
7	AD-D/C	1	4	15	1	0	0	0	0	12	0	0	0	33
8	AD-DRIP	3	4	7	21	55	38	30	185	168	23	22	6	562
9	M. Store	128	149	254	148	241	187	264	467	258	287	246	45	2674
10	DNC	0	0	1	1	0	1	0	2	2	0	0	0	7
11	Cannula	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Stitching	1	2	3	0	0	0	0	0	0	0	0	1	7
13	Operation	0	0	0	2	2	1	0	1	0	0	0	0	6
Total		265	443	553	409	606	481	553	1201	1156	970	699	133	7469

Total Beneficiaries during 2017 are **7469**.

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.



Ale Imran & Co.

Chartered Accountants



A Correspondent Firm of
J.C.A. International

INDEPENDENT AUDITOR'S REPORT TO THE EXECUTIVE BOARD

Opinion

We have audited the financial statements of **M/S. Baidarie**, which comprise the statement of financial position as at June 30, 2017, and the "*statement of comprehensive income and expenditure account, statement of changes in funds and statement of cash flows*" for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of **M/S. Baidarie** as at June 30, 2017, and its financial performance and "its cash flows for the year then ended in accordance with approved accounting and reporting standards as applicable in Pakistan.

Basis for Opinion

We conducted our audit in accordance with the International Standards on Auditing (ISAs) as applicable in Pakistan. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the *Organization* in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants as adopted by the Institute of Chartered Accountants of Pakistan (the Code), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

The Executive Board is responsible for the preparation and fair presentation of the financial statements in accordance with the "*approved accounting and reporting standards as applicable in Pakistan*", and for such internal control as the "Executive Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Executive Board is responsible for assessing the *Organization's* ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going



Ale Imran & Co.

Chartered Accountants



A Correspondent Firm of
J.C.A. International

concern basis of accounting unless management either intends to liquidate the *Organization* or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the *Organization's* financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs as applicable in Pakistan will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs as applicable in Pakistan, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the *Organization's* internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the *Organization's* ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our



Ale Imran & Co.

Chartered Accountants



A Correspondent Firm of
J.C.A. International

opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause

the *Organization* to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

ALE IMRAN & CO.
(Chartered Accountants)

October 04, 2017

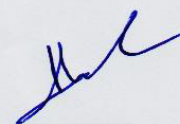
BAIDARIE
BALANCE SHEET AS ON JUNE 30, 2017

	NOTE	JUN 2017 (RUPEES)	JUN 2016 (RUPEES)
<u>PROPERTY AND ASSETS</u>			
NON- CURRENT ASSETS			
Operating fixed assets	4	7,495,030	11,042,314
CURRENT ASSETS			
Micro credit loan portfolio principle amount	5	24,359,342	29,325,409
Grants receivable against utilized funds	6	4,764,153	1,428,949
Advances, prepayments and other receivables	7	129,522	292,575
Cash and bank balances	8	14,336,471	3,855,293
		<u>43,589,488</u>	<u>34,902,226</u>
		<u>51,084,518</u>	<u>45,944,540</u>
<u>FUNDS AND LIABILITIES</u>			
DEFERRED GRANTS			
Fixed assets	9.1	5,003,545	7,680,630
Capacity building	9.2	15,462,639	488,258
LOAN LOSS PROVISION	10	3,331,197	3,331,197
GENERAL FUND	11	(4,889,932)	(1,436,909)
CURRENT LIABILITIES:			
Creditors accrued and other liabilities	12	1,024,771	1,012,130
Micro credit loan fund (PPAF)		19,647,499	25,147,499
Interest on micro credit (PPAF)		11,504,799	9,721,735
		<u>32,177,069</u>	<u>35,881,364</u>
		<u>51,084,518</u>	<u>45,944,540</u>

The annexed notes from 01 to 17 form an integral part of these accounts


PRESIDENT





TREASURER

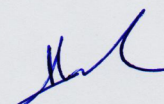
**BAIDARIE
INCOME AND EXPENDITURE ACCOUNT
FOR THE PERIOD ENDED ON JUNE 30, 2017**

	NOTE	JUN 2017 (RUPEES)	JUN 2016 (RUPEES)
Income			
Amortization of grants- restricted	17	18,785,508	22,439,042
Amortization of capital grants	9.1	2,291,163	1,086,254
Un-restricted grants- Donations		2,100,384	2,836,100
Operating revenue	15	3,602,588	6,278,698
Other income	16	1,974,648	2,767,199
		28,754,291	35,407,293
Expenditure			
Programme expenses- restricted	17	19,001,395	24,745,342
Programme expenses- unrestricted	13	7,872,815	11,115,008
Operating expenses	14	2,192,127	3,801,726
Depreciation	4.2	3,140,977	1,356,540
		32,207,314	41,018,616
Net surplus /(Deficit) for the year		(3,453,023)	(5,611,323)

The annexed notes from 01 to 17 form an integral part of these accounts



PRESIDENT



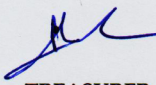

TREASURER

BAIDARIE
CASH FLOW STATEMENT
FOR THE PERIOD ENDED ON JUNE 30, 2017

	JUN 2017 (RUPEES)	JUN 2016 (RUPEES)
Net surplus /(Deficit) for the year	(3,453,023)	(5,611,323)
Adjustments for non cash items:		
Deferred grants capex	(2,677,086)	(325,550)
Deferred grants revex	14,974,381	(8,843,750)
Depreciation	3,140,977	1,356,539
	15,438,272	(7,812,761)
	11,985,249	(13,424,084)
(Increase) / Decrease in current assets		
Micro credit loan portfolio principle amount	4,966,067	10,453,222
Investment with Bank	-	17,200,000
Grant receivable	(3,335,204)	-
Advances, prepayments and other receivables	163,053	2,217,084
	1,793,916	29,870,306
Increase / (Decrease) in current liabilities		
Creditors accrued and other liabilities	12,641	(2,346,222)
Micro credit loan fund (PPAF)	(5,500,000)	(28,700,000)
Interest on micro credit (PPAF)	1,783,064	3,579,186
Short term loan- BOP	-	(4,481,447)
Interest on short term loan- BOP	-	(186,998)
	(3,704,295)	(32,135,481)
Loan loss provision	-	-
Cash Flow from Operations	10,074,870	(15,689,258)
Cash Flow from investing activates		
sale of fixed assets	534,308	-
Addition in fixed assets	(128,000)	(2,910,209)
Net Cash Flow from investing activates	406,308	(2,910,209)
Cash Flow from investing activates		
Net Cash Flow during the period	10,481,178	(18,599,467)
Cash at the beginning of the year	3,855,293	22,454,760
Cash at the end of the year	14,336,471	3,855,293


PRESIDENT



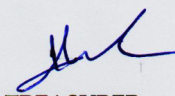

TREASURER

BAIDARIE
STATEMENT OF CHANGES IN FUND
FOR THE PERIOD ENDED ON JUNE 30, 2017

	General Fund
Balance as at July 01, 2015	4,174,414
Net deficit for the year	<u>(5,611,323)</u>
Balance as at June 30, 2016	(1,436,909)
Net deficit for the year	<u>(3,453,023)</u>
Balance as at June 30, 2017	<u><u>(4,889,932)</u></u>


PRESIDENT




TREASURER

