

ANNUAL REPORT

2024

Shirkat Gah

Women's Resource Centre





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Illustration by Mahnoor Ahmed

MESSAGE FROM THE EXECUTIVE DIRECTOR



Following the exhilarating results of multi-year projects closing in 2023, the year 2024 was a period of intense reflection, co-designing two major new research-intervention projects, and forging new partnerships, all while continuing on-going interventions.

We engaged more than 60,000 people in direct interactions and our messages reached more than 3.5 million people through radio, television, newspapers and other media.

I'm delighted that our Bol Utho project helped 22 nascent/new women-led groups across the country to exercise agency for gender-equality. I'm particularly proud that these groups include two led by transwomen and two by women living with disabilities and that most are young activists. In well over 400 events, activists engaged community members, children, government officials, political parties and mass media to articulate their concerns and demands for greater equality and inclusion in all decision-making forums from the grassroots to the provincial authorities, on topics ranging from climate change and rural development to gender-based violence and inclusive democracy. They advocated improved policies and laws relating to the Trans* communities, persons with disabilities, family law, gender-based violence and child protection. The khwajasira/trans-persons groups came into their own in Hyderabad with the first ever District Councilor, made strides in Quetta where two were appointed to the Youth Commission and obtained scholarships for their community. Issues relating to hurdles in obtaining national ID cards and voting rights were another focus. Young activists used new modalities of rap songs, video clips, art exhibitions, e-magazines and

social media as well as running workshops, engaging the press and policy-makers and implementors. I am also delighted that the Quetta activists shared their provincial Charter of Demands (prepared in 2023 through other projects) with seven political parties; four endorsed the Charter and promised to take forward its points – a major achievement, indeed.

Our Humqadam-Partners for Change project relaunched an improved and expanded information, and how to Telephone App around gender-based violence responses and directories of support sources. We empowered 23,360 women and girls, and 15,968 men in 6 districts and reached a further 3 million people through radio programs. 2480 family men committed to being violence-free families.

Shirkat Gah embarked on two very exciting and innovative research intervention projects. The first, SATH, a 3-pronged pilot intervention improves implementation of the harassment at workplace acts in Sindh and Punjab reduces and overcomes impunity for sexual harassment. Partnering with private and public sector corporations, women workers and labour rights organisations, and the Sindh and Punjab Ombudspersons and their offices to yield maximum results and lessons with research partner Aga Khan University, it started trainings. The second, Scaling Women's Voice- Women's Voices and Local Ownership, designed a model to amplify women's voices within their own communities and with health services as a pathway for greater uptake of family planning methods with future scaling in mind. This dovetails with the Government's commitments to increase family planning practices and reduce population growth. It is being piloted in Khairpur Sindh, in partnership with the Department of Health and PPHI, and with CSO partners Collective for Social Science Research and Omar Asghar Khan Foundation. The intervention designs were completed and the projects kicked off by the end of 2024.

Shirkat Gah also continued to contribute to regional and international agenda-setting such as the Beijing + 30 process, especially around reproductive health. I am proud of what we have achieved as a continuously learning organisation.

ACRONYMS

CODS	Charter of Demands
CSO	Civil Society Organizations
FIR	First Information Report
ICPD	International Conference on Population and Development
NCSW	National Commission on the Status of Women
SDGs	Sustainable Development Goals
SRHR	Sexual and reproductive health and rights
UC	Union Council
UN	United Nations
VAWG	Violence Against Women and Girls
VFF	Violence Free Families
W/HRDS	Women/ Human Rights Defenders



Illustration by Mahnoor Ahmed

RIGHTS

ABOUT **SHIRKATGAH**

ABOUT US

Founded in 1975, Shirkat Gah is a unique women-led collective with a diverse & dedicated team of about 50 qualified and experienced professionals working in all four provinces across Pakistan.

Resource centre for advocacy, capacity building, knowledge production and dissemination, we partner with civil society actors and government institutions to bring about more inclusive democratic societies. An invited member of multiple government committees for policy making and implementation. We have a track record of contributing to national, regional and international agenda setting processes and enjoy UN ECOSOC consultative status.

OUR VISION

A just, democratic and gender equal society using resources sustainably.

OUR MISSION

Assisting women and marginalized communities across Pakistan and beyond to be more resilient, better informed, vocal, visible, and organized for inclusive and democratic societies in which everyone is free from violence, enjoys dignity, rights, and quality services.



Strive for **gender equality diversity and inclusion**

Build collective leadership & encourage participatory decisions and exchanges of ideas



Learn, unlearn and adapt to changing realities

Act in **environmentally responsible** ways and use resources sustainably



Are accountable and ensure **transparent processes and communications**

CORE COMPETENCIES

- Advocating for gender-responsive laws, policies, and practices
- Building the knowledge base, skills & capacities of women & girls in all their diversity to claim their legal entitlements, quality services & resources
- Generating cutting-edge knowledge for advancing women's rights and democratic governance
- Strengthening grassroots organizing, local-to-global solidarity and actions to tackle social exclusion, discrimination & vulnerability
- Engaging governments, male allies, media, researchers, rights organizations and others to be responsive to a feminist change agenda
- Creating innovative approaches to increase women's participation and decision-making in families, communities and governance systems
- Supporting the government of Pakistan to meet national & international obligations



Shirkat Gah pursues its mission, focusing on the following areas:

- **Bodily Integrity:** Combat all forms of gender-based violence, including child, early-age and forced marriages; promote decision-making, especially with regards to reproductive health and personal status law
- **Representational Government:** Multiply and amplify voices for gender equality at all levels; enhance women's participation and decision-making in political and public processes
- **Conducive Gender-Equality Policy Environment:** Promote appropriate national laws/policies and compliance with selected international human rights and development commitments
- **Feminist Agenda Setting:** Deepen feminist analysis; promote insights in national and transnational discourses as well as agenda-setting arenas



2020-25

**PROGRAMME
THEMES**

PROGRAMME THEMES

2020-25

GOOD GOVERNANCE & LAW

Generate evidence to formulate laws and & policies; engage elected representatives and other policy -makers; monitor International commitments; mobilise civil society for better implementation and adoption of laws and policies

RIGHTS & SERVICES

Support women, girls and & transgender people to access legal rights and services; make service providers gender responsive and accountable

VOICE & AGENCY

Expand people's knowledge base, analytical and technical skills to exercise leadership, articulate and demand rights.

NORMS & PRACTICES

Mobilise community members to actively overturn discriminatory perceptions and behaviour; mobilise boys and men as allies

DISTRICT-WISE PRESENCE IN PAKISTAN

2024

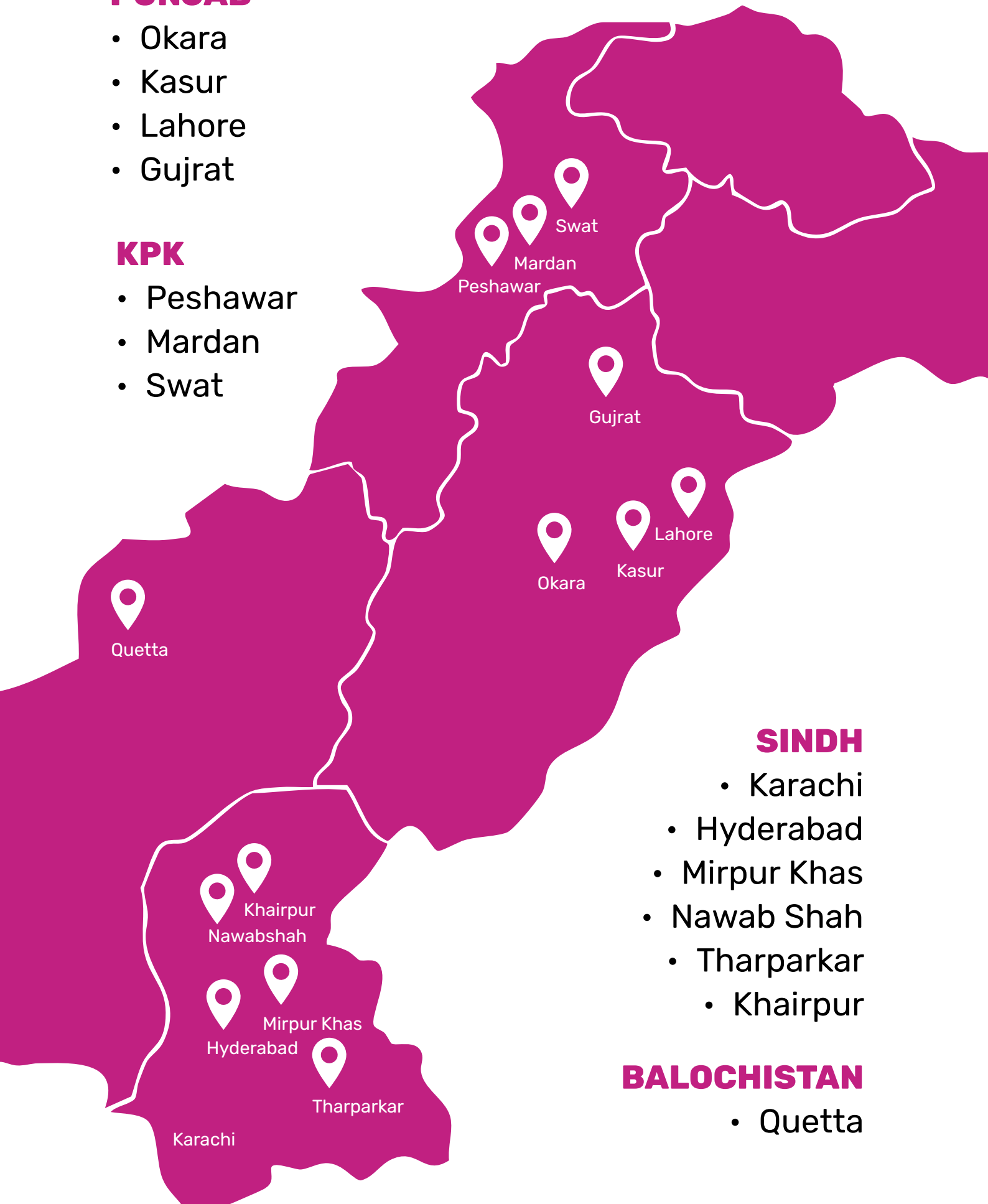


PUNJAB

- Okara
- Kasur
- Lahore
- Gujrat

KPK

- Peshawar
- Mardan
- Swat

**SINDH**

- Karachi
- Hyderabad
- Mirpur Khas
- Nawab Shah
- Tharparkar
- Khairpur

BALUCHISTAN

- Quetta

BOARD MEMBERS



**ANOOSH
KHAN**

Chair Department of Gender Studies, University of Peshawar & former member, Khyber Pakhtunkhwa Commission on the Status of Women. Key interests include discourse analysis, ideology, citizenship and belonging with a broader focus on media studies, linguistic and cultural anthropology, gender & literature, gender & human rights.



**FAUZIA
KERAI KHAN**

Human Capital Consultant with over 25 years of experience integrating people's issues with business strategies; collaborating with business partners in creating strategic road maps for cultural and organizational transformation; developed HR policies & procedures.



**HUMA
FOULADI**

Social activist, women rights defender and independent researcher on different tribal and social issues women face in Balochistan. Runs KOMAK, a women's drug rehabilitation centre and heads Rights Research & Development Foundation focused on home-based workers, legal awareness and free legal aid services.



**KAUSER
KHAN**

Educator/researcher/trainer with Community Engagement Group, visiting faculty at Aga Khan University & its Bioethics group. Deeply concerned about social justice & unlocking people's own powers. Major interests: people centered development, equity analysis by communities, benchmarks of fairness in healthcare, women's empowerment & participatory action research.



**FAUZIA
SHAMIM**

Dean, Faculty of Liberal Arts & Human Sciences, Ziauddin University. Teacher-educator-researcher in Pakistan and abroad. Expert in applied linguistics, English as a Second Language, Qualitative Research Design, Program Design & Evaluation, Context-Appropriate Pedagogy, and use of Educational Technology in the Classroom. Widely published and on editorial boards of reputed journals.



**DR. AYRA
INDERYAS**

Assistant Professor, Forman Christian College University, Member National Commission on the Status of Women, former Secretary Women Desk Church of Pakistan, where she designed, implemented & managed women's empowerment & welfare projects. Gender expert with focus on Religious Diversity and Inclusivity; Identity & Marginalization, Feminist Theories, Gender and Peace Building



**TAZEEN
ALI**

Assistant Dean of Research and Graduate Studies, Aga Khan University. First nurse to obtain a PhD from Karolinska Institute, helped to develop the Nursing PhD stream. Widely published nationally & internationally around sexual & reproductive health, research methods, public health nursing, gender discrimination &

2024

PROGRAMME HIGHLIGHTS

HUMQADAM PARTNERS FOR CHANGE

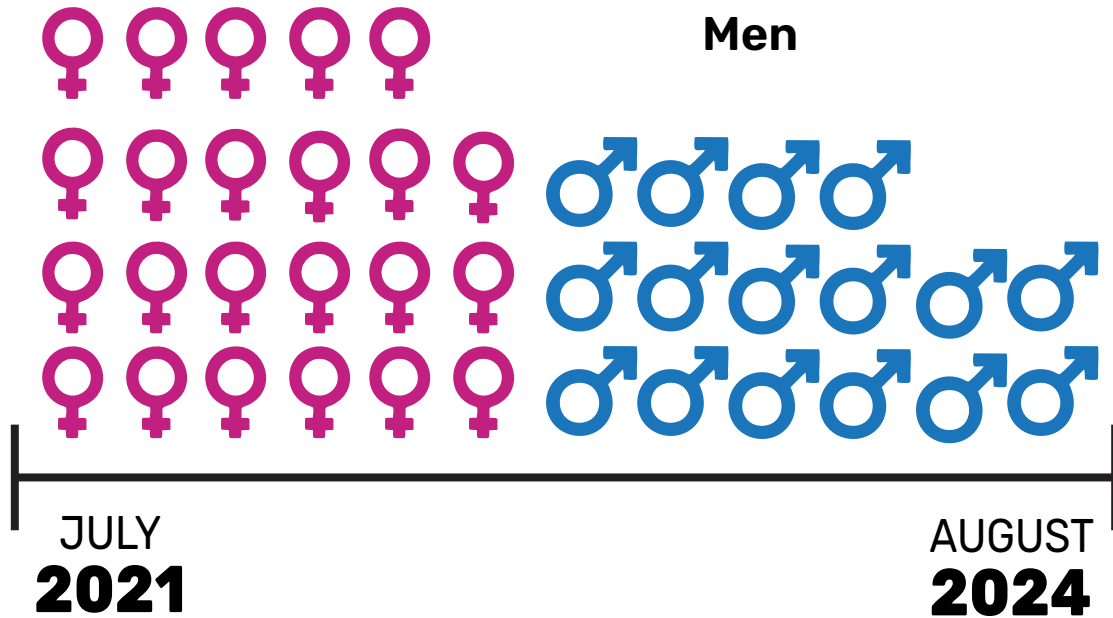
A project with
UNTF



23,360
Women And Girls

15,968
Men

♀ = 1000
♂ = 1000



Humqadam Partners for Change Project focused on empowering women and girls at risk of violence, especially domestic violence and early/child marriages, funded by United Nations Trust Fund (UNTF) concluded in August 2024, having started in January 2021. We empowered 23,360 women and girls, and 15,968 men in 6 districts: Lahore, Mardan, Swat, Quetta, Nawabshah and Hyderabad. It further reached 3 million people through radio programs.



Awareness Session in
Hyderabad on
Domestic Violence
and Redressal
Mechanisms



- ✦ ShirkatGah Team in Field, training facilitators under project HumQadam – Partners in Change, UNTF under SALT Approach in district Hyderabad.



Marking a pivotal advancement in leveraging technology for community-driven development and gender-responsive governance, we launched the revamped, expanded and improved **Humqadam Telephone Application on Gender Based Violence Response Guide** in May 2024.

Launch organized in collaboration with the National Commission on the Status of Women (NCSW) and the Lahore University of Management Sciences (LUMS), in Islamabad, the launch event brought together an esteemed audience, including parliamentarians, policymakers and implementers such as the police, UN agencies, academics, and civil society leaders.

Parliamentarians stressed the significance of legislative collaboration in addressing systemic inequities and encouraging inclusive development. Participants agreed that the Humqadam application, developed with technical expertise from LUMS, is a cutting-edge platform that enhances real-time data collection, streamlines communication, and enables collaborative problem-solving. This milestone reflects a unified commitment to promoting sustainable development and equitable resource allocation through innovative, technology-driven solutions.



Former MNA Mehnaz Akbar Aziz stressed the need to raise awareness to make this initiative successful by introducing this app in universities, among women lawyers, and influencers which she termed the

“pockets of change”



NCSW Chairperson Nilofar Bakhtiar quoted:

“A woman who is a victim of domestic violence cannot look towards her family for support and this is where this [mobile] app helps,”

further adding that the initiative would also help in the capacity building of law enforcers and the health authorities.

Strengthening protection and redress for survivors of gender-based violence: THE BALOCHISTAN WOMEN PROTECTION BILL 2024 & EARLY MARRIAGE WOMEN RESTRAINT BILL 2024

This critical bill, drafted by Shirkat Gah in collaboration with the Balochistan Commission on the Status of Women in 2023, reached the Assembly but could not be passed before the parliament was dissolved.¹ In 2024, following general elections in February, Shirkat Gah hosted a high-level consultation to advocate for its passage by the new Provincial Assembly. The Women Protection Bill is unique in that it brings together all existing legislation on violence against women and girls, gives legal cover to the government shelters for survivors and introduces midway homes for reintegration into society. The event developed consensus amongst legislators and political parties, human rights and women's rights commissions, civil society and other key stakeholders, all committed to driving transformative legislative change. This unity amongst legislators and advocates underscores a pivotal moment in advancing women's rights and protections in Balochistan, setting the stage for meaningful and lasting progress. The government of Punjab is now seeking to consolidate legislation.



✦ Consultation on the Balochistan Women Protection Bill 2024 & Early Marriage Women Restraint Bill 2024, August 2024. Seated from the left: Mr. Nasir Baloch (Deputy Director, SWD), Mr. Zahoor Buledi, (Minister P&D), Ms. Rahila Durrani (Minister Education), Ms. Ghazala Gola (Deputy Speaker & Chair, Women Parliamentary Caucus), MPA Ms. Kulsoom Niaz, MPA Shahnaz Umrani, Justice (retd) Kohli. Standing: Shirkat Gah Team, Mr. Tahir Habib (HRCP- Quetta). Second from the left, and department representatives. On the screen: Ms. Fauzia Shameem (Chair, Balochistan Commission on the Status of Women).

1. Under FEMPOWER-Pakistan supported by Global Affairs Canada

STRENGTHENING THE RIGHTS OF PERSONS WITH DISABILITIES IN KHYBER PAKHTUNKHWA WITH A GENDER LENS

Shirkat Gah developed a policy brief on the outdated Khyber Pakhtunkhwa laws relating to persons living with disabilities (PWDs) proposing a draft bill to the decade-long advocacy by differently-abled community. Advocacy included consultations with representatives of the PWD community and religious minorities, parliamentary officials, the National Commission on Human Rights (NCHR), social welfare authorities, lawyers including legal drafting experts and the UNDP. In a first consultation on July 11, 2024, in Peshawar, 41 participants from diverse sectors reviewed the draft bill and provided feedback. A second consultation (August 19, 2024) refined the policy brief with input from former and current legislators. After a minister was appointed for Social Welfare, the revised policy brief and draft bill have been submitted to both the ministries of Social Welfare and Women Empowerment and Law and Parliamentary Affairs, marking a critical step toward legislative inclusion for persons with disabilities in the province.



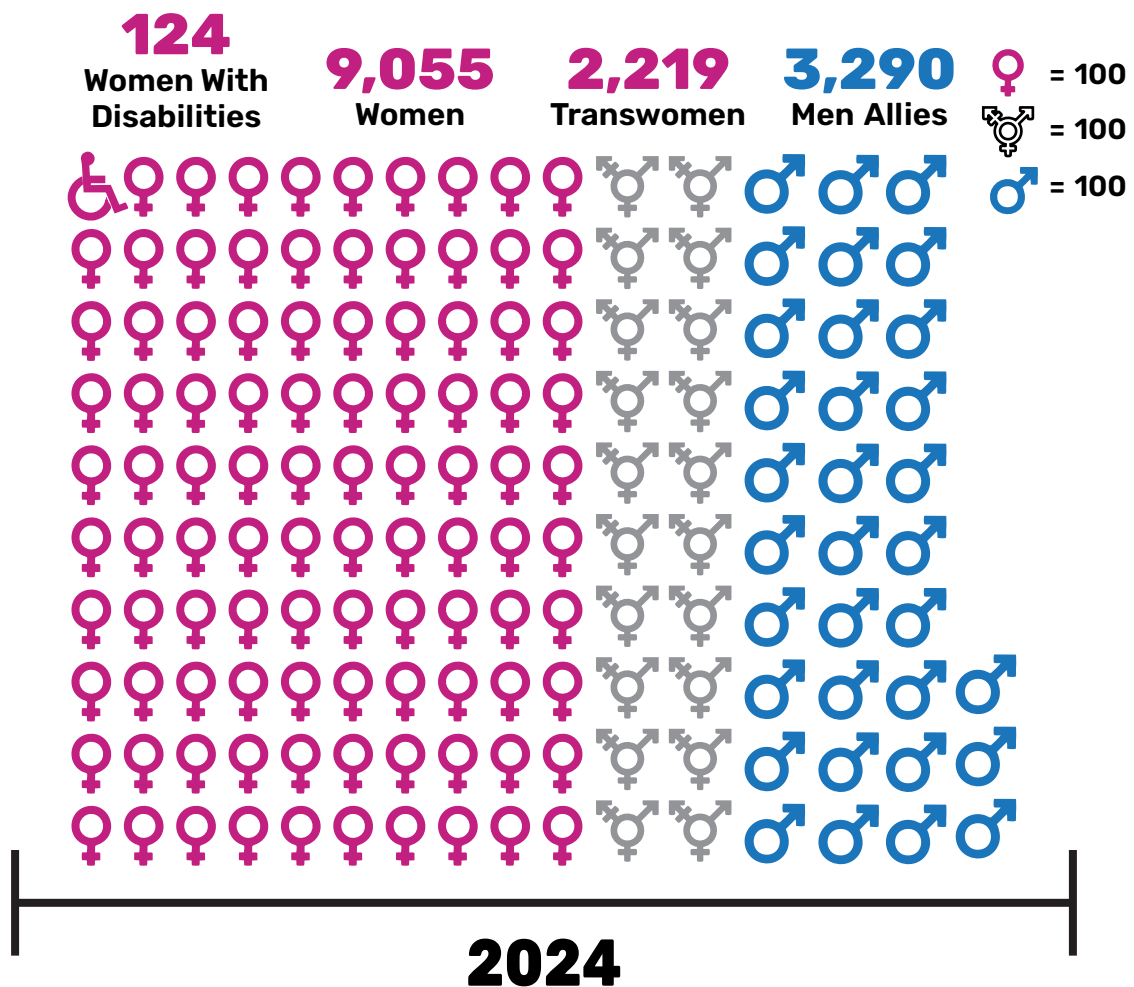
Consultation on Policy Brief for Bill on KP-PWD, with key stakeholders: parliamentarians, lawyers, department heads, PWD representatives August 2024.

BOL UTHO MOVEMENT BUILDING & WOMEN'S AGENCY

A project with
WOMEN'S FUND ASIA



Women's Fund Asia



Hyderabad



Quetta



Mardan



Kasur



Karachi



Peshawar



Okara



Mirpur Khas

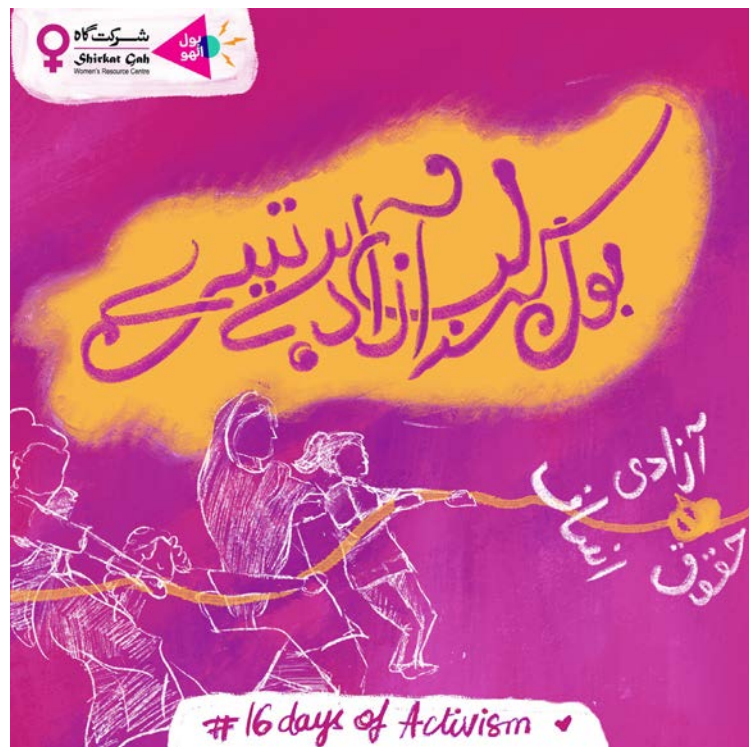


Tharparkar



Gujrat

Supported by Women's Fund Asia, Shirkat Gah's Bol Utho project nurtured 22 nascent gender equality groups consisting of **4,945 new activists** by the end of 2024. Forming core groups, their voices and messages reached 99,690 people, directly built agency of **13,490 people: 9,055 women**, including **124 women with disabilities, 2,219 transwomen and 3,290 men allies** in 10 districts: **Hyderabad, Karachi, Mirpur Khas, Tharparkar, Okara, Kasur, Gujrat, Quetta, Mardan and Peshawar**. They reached out to girls and women in other districts too and reached so many more through mass media: television, radio and newspapers. We are very proud of these mostly young new activists and male allies who exercised agency to articulate a variety of concerns and to bring about community-owned changes using a plethora of modalities: from rap songs, art exhibitions and e-publications to writ petitions and more traditional workshops and advocacy events with policy makers, implementers and the press. Some of the women were part of the women's political forums and graduates of the Feminist Institute of our Fempower-Pakistan project which closed in December 2023. In most districts the groups coalesced around diverse themes: from women's political participation and decision-making to gender-based violence, from securing rights for women living with disabilities and transgender communities to climate change; from ensuring rights in the nikahnama (marriage contract) to ending early and child marriages and child rights. Activists advocated around nine laws and policies: in Balochistan the persons with disabilities act, child protection act and Protection of women bill; in Khyber Pakhtunkhwa a PWD bill and the family law; in Hyderabad and Quetta, registration of ID cards and voting rights for PWDs and Trans communities.





Sana Khan, first Transgender District Councilor in Hyderabad, flanked by on her left Zarina Rani, leader of PWD group, Sidra Zahoor, leader of climate change group also supporting the transgenders and on her right, Alisha Khan Trans* leader.

Sana Khan, Pakistan's first Transgender District Councilor:

"I cannot tell you...before I met Shirkat Gah I was literally sitting on the pavement, sobbing at my fate. Your training, the cage of oppression [exercise] made me see the light and changed everything for me."

A groundbreaking achievement is the coming into its own of the Trans activists in Hyderabad who arranged the first Moorat March in Hyderabad and are fully supported not only by the other Bol Utho groups but also by the government departments, in particular the Social Welfare Department and the Police as well as the regional offices of NADRA and the Election Commission on Pakistan. Important in this transformation is the first ever Transgender District Councilor in Hyderabad, Sana Khan, who has the ear of the mayor and attributes her own transformation to Shirkat Gah. Quetta activists have also been supported by regional ECP and NADRA. Bol Utho groups managed to have two Transpersons and one PWD included in the Youth Commission.

Quetta based Bol Utho groups presented their Charter of Demands to seven different political parties and secured endorsement from four parties, who sent written confirmation. In Peshawar, the group successfully submitted a written petition in the High Court on the KP nikahnama (marriage contract) and mobilized a woman member of the assembly to raise necessary amendments to the law from the floor.



Ms. Kalsoom Niaz MPA receiving the women's Provincial Charter of Demands from Masooma Ahmed former councillor and leader of the Women's Political Participation Bol Utho group. On her left, Ms. Shagufta Khan former councillor and Ms. Noreena Bol Utho leaders. In the back the Leadership of the National Party



Qadir Ali Nayel, Former MPA and Secretary information of Hazara Democratic Party, on his left Leaders of Women Political Participation, Younos Haidari, president of District Council HDP, on his right, Nadeem Miani male allies of political participation, Dawood Changezi, central Council member of HDP.

SATH END SEXUAL HARASSMENT AT THE WORKPLACE

A project with
WHAT WORKS II



Shirkat Gah launched its Standing Together to End Sexual Harassment at the Workplace (SATH) intervention research project in January. With support from What Works 2, this 3-year innovation initiative aims to ensure more robust implementation of the Protection Against Harassment of Women at the Workplace Act 2010 in Sindh and the Punjab Protection Against Harassment of Women at the Workplace Act. Focused on Karachi and Lahore, SATH seeks to overturn impunity for and reduce workplace sexual harassment, and promote diversity and inclusion in professional environments. This research intervention has a 3-pronged strategy: working with public and private sector corporations to enhance effective implementation, building the capacity of labor rights and working women organizations to facilitate survivors, and with the Ombudsperson and their offices in Sindh and Punjab to strengthen linkages and where needed identify gaps in their mandates. Lessons, tracked by the Aga Khan University (AKU) as our research partner, will enable SATH to identify how to create and scale sustainable changes leading to more diverse and safe work environments for women.

By year end, MOUs had been signed with 7 corporations in the following sectors: manufacturing sector, banking sector, I.T sector and pharmaceutical sector, and discussions underway to on-board 4 additional institutions. MOUs were also signed with the Labour Education Foundation, PILER, Homenet Karachi and Homenet Lahore that will enable awareness of 1,200 beneficiaries. Shirkat Gah has also signed a MOU with the office of Ombudsperson Punjab, in March 2024.

RESEARCH PARTNER



LABOUR RIGHTS AND WOMEN WORKERS ORGANIZATIONS





- ✦ Signing of MOU with Ms. Nabila Hakim Ali Khan, Ombudsperson Punjab – March 2024
and with Mr. Jawad Bin Shabbir, Group Head P&OEG, Bank of Punjab September 2024



STRENGTHENING LRWWOS

Between November and December Shirkat Gah ensured 50 LRWWO members gained new knowledge of the Acts: rights, duties, and remedies, as well as facilitation skills in Lahore and Karachi. This equipped LRWWOs to engage and spread awareness amongst workers to promote workplace dignity, safer workplaces for women and how to seek redress under the acts. Sessions were run by Advocate Ms. Nida Usman, an expert in the laws, supported by SG staff and Board members.



✦ 3 Day TOT with Trainers from Labour Education Foundation & Homenet Lahore, November 2024 Lahore.

A 3 Day TOT held in Karachi with Trainers from PILER & Homenet Karachi at Mehran Hotel, December 2024. ✦



STRENGTHENING KNOWLEDGE OF CORPORATE MANAGEMENT TIERS & EMPLOYEES/ WORKERS

Corporate work started with banks: Bank of Punjab in Lahore and J.S. Bank in Karachi with 63 beneficiaries in Lahore and 59 in Karachi. The training, focused on senior and middle management, was led by Shirkat Gah member, Barrister Ms. Nausheen Ahmed, former Secretary, Habib Bank Ltd, and more employees will be trained in 2025.



✦ Training workplace harassment with Senior Management of BOP in Lahore, September 2024.

Training of Middle Management at JS Bank in Karachi, October 2024 ✦



WVLO

SCALING WOMEN'S VOICES & LOCAL OWNERSHIP

A project with
GATES FOUNDATION



Scaling Women's Voice: Pakistan

2024 saw the start of a second exciting new project: **Scaling Women's Voices and Local Ownership (WVLO)**, supported by the **Gates Foundation**. This first year was largely spent on co-designing a model with the potential for subsequent scaling following an introductory session in December 2023 with three country teams: Senegal, Ethiopia and Pakistan. The idea is to develop and test a model that would promote the uptake of family planning to meet government targets by ensuring women's voices are heard by health service providers as well as their families and communities. The research intervention WVLO will be tested in **19 villages of Khairpur district in Sindh**. For this, partnerships have been established with and inputs sought from the Sindh Department of Health and the PPHI, which runs all the Basic Health Units, as well as frontline service providers and community women and men. WVLO is being run by Shirkat Gah in **partnership with the Collective for Social Science Research and Omar Asghar Khan Foundation**, and with the advice and inputs of several experts, including from Shirkat Gah's board, as well as the **Population Welfare Department** and **FP2030** unit.

Co-design involved four stages: Align, Discover, Design and Plan; 5 internal review and planning meetings; 3 national and international consultations and 9 field visits to over 2 dozen villages in diverse districts. Co-designing, formative research, including extensive literature review, and on-boarding of all key actors from the grassroots to the provincial authorities are essential elements for ensuring design appropriateness and therefore success. WVLO Pakistan has adopted a participatory approach, has two community-embedded field partners and local teams to carry out the work. Although the teams do not have previous experience, we are pleased they are learning quickly as we feel this also builds local expertise and knowledge.

PARTNERS



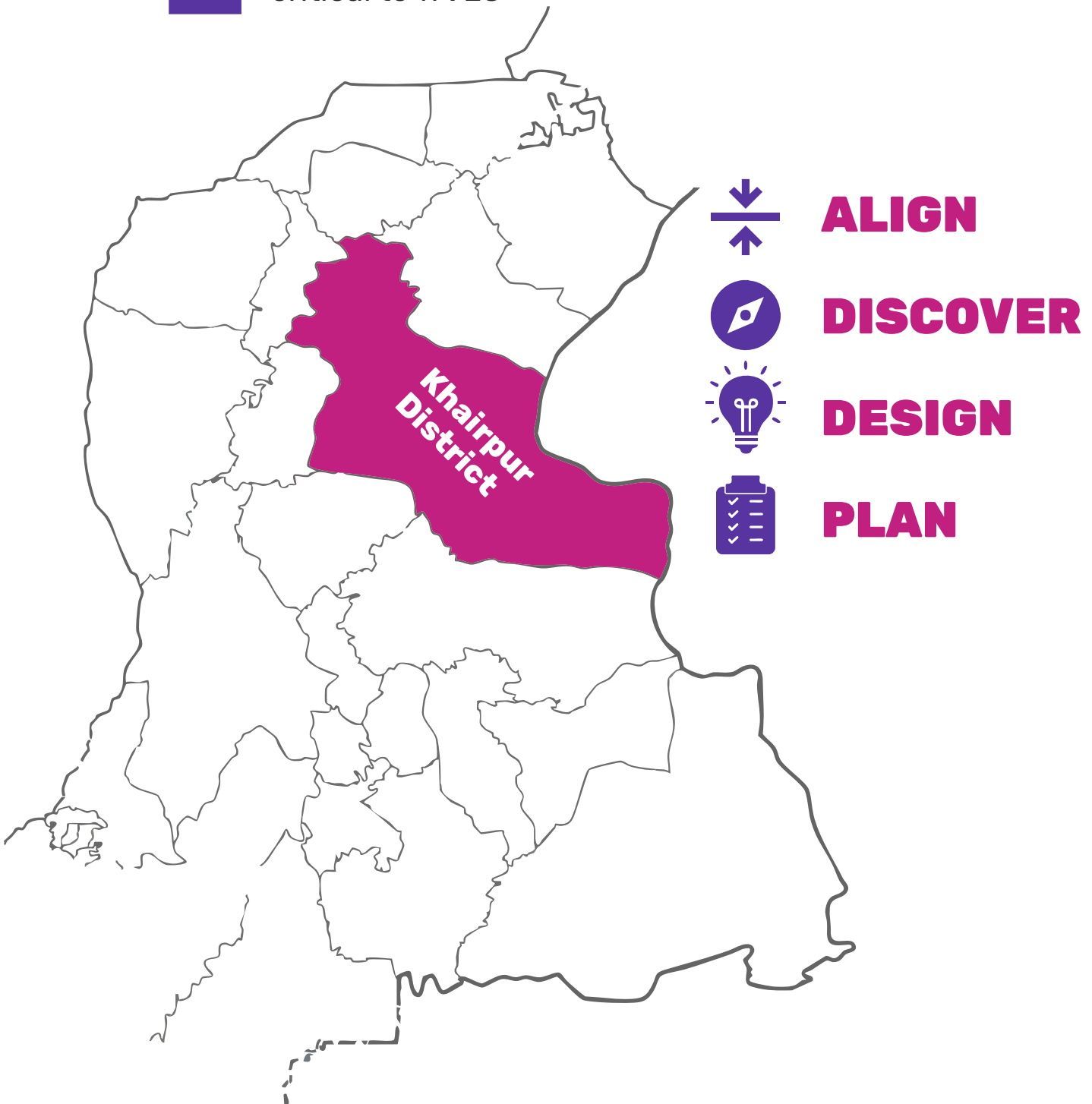
Omar Asghar Khan

Omar Asghar Khan Foundation



FP
>>2030

- 5** Internal Review And Planning Meetings
- 3** National And International Consultations
- 9** Field Visits To Over 2 Dozen Villages In Diverse Districts
- 4** International Meeting
- 13** National And International Consultations
- +** Dozens of meetings with those impacted by and critical to WVLO





Engaging men as allies in
Peer Jiwan, March 2024



Social Mapping of
village being carried out
in Peer Jiwan Khairpur,
December 2024



Engaging women in village
Vistra, March 2024



- ✦ Shirkat Gah Internal brainstorming on indicators for empowerment and voice, September 2024, Shirkat Gah Collective Members, Board Members and WVLO Consultants.



Orientation of local CSO partners on social accountability, August 2024



PROMOTING WOMEN'S REPRODUCTIVE HEALTH & AGENDA SETTING

Shirkat Gah continued its work to secure quality reproductive health services for women. We launched our policy brief, "Access to Quality Family Planning Services in Sindh" in September with key stakeholders and received very positive feedback.



ICPD 30 REPORT LAUNCH – POLICY DIALOGUE

The ICPD 30 Report was launched at a Policy Dialogue on February 27, 2024. This served as a critical forum for stakeholders invested in the future of family planning and reproductive health (FP/RH) in Pakistan, creating a space for cross-sectoral collaboration. The event included government officials, policy makers, healthcare providers and civil society representatives. A key catalyst for change, the event brought together diverse stakeholders, acknowledging progress and challenges, and formulating impactful recommendations for the future of FP/RH in Pakistan. Translating these recommendations into concrete actions and fostering ongoing collaboration, stakeholders can work towards achieving the shared goal of ensuring accessible, equitable, and quality FP/RH services for all in Pakistan.



ASIA PACIFIC BEIJING+30 CSO WORKSHOP & INTER-MINISTERIAL CONFERENCE



Shirkat Gah also participated in various regional meetings around these issues, in particular, the Asia Pacific Inter-Ministerial Conference for Beijing +30 and CSO Forum Workshop November 17–21, 2024 in Bangkok – a massive gathering of civil society organizations, women activists, youth leaders, and policymakers from the Asia-Pacific region. The CSO forum, co-organized by ARROW and APWLD, brought together over 300 activists to assess progress on the commitments made 3 decades ago at the 1995 Fourth World Conference held in Beijing.

This was followed by the Inter-Ministerial Conference at the UN ESCAP headquarters. The forum offered a platform for countries to assess progress and highlight challenges on critical issues like economic justice, women's participation and leadership, violence, climate change, and digitalization.

Mr. Ahmed Raza Khan, Director Programs and Dr. Yasmeen Qazi, CEO of QZ Catalyst, both representing Shirkat Gah, played pivotal roles, and presented Pakistan's progress along with six other countries, in particular gender equality and the advancement of sexual and reproductive health and rights. The team also launched the policy brief, based on Shirkat Gah's ICPD+30 research and recommendations from recent policy roundtables, jointly prepared by Shirkat Gah and QZ- Catalyst to strengthen advocacy efforts.

They also worked with the Pakistan Caucus at the Inter-Ministerial Conference, engaging with regional and international stakeholders, to ensure that voices from Pakistan were effectively represented in critical discussions about progress and agenda-setting, and negotiating with government representatives attending the Conference, to align national commitments with regional priorities. Prior to the meetings, a UN Women-organized dialogue in Pakistan facilitated the alignment of key advocacy messages. The Bangkok meeting highlighted both progress and persisting gaps in achieving gender equality and SRHR goals under the BPfA.

2024

CREATIVE INFORMATION TOOLS

HUMQADAM IEC MATERIALS 2024

شیرکت گاہ
Shirkat Gah

ہم قدم
Humqadam

صنعتی تشدد پر فوری خدمات
پہلی سوبال فون اپیلیکیشن

ہم قدم ایک فون اپیلیکیشن ہے جو مندرجہ ذیل
خدمات فراہم کرتی ہے

۱. صنعتی تشدد پر فوری خدمات تک آسانی سے رسائی

سرکاری ہیلپ لائنز
پولیس ہیلپ لائنز
سول سوسائٹی کی تنظیموں
کی معلومات
نفسیاتی-سماعتی مدد
فراہم کرنے والے
قانونی اور لعدادی
اوارے

۲. متعلقہ صوبائی اور قومی قوانین کے بارے میں رہنمائی

۳. صنعتی تشدد کے مخصوص واقعات کے بارے میں مرحلہ وار
رہنمائی

نوٹ: اس ایپلیکیشن میں انگریزی اور اردو میں معلومات دی گئی ہیں۔ یہ ایپلیکیشن
آپ کے لیے آسان ہے کہ اس کے ذریعے آپ کو کئی زبانوں میں معلومات مل سکیں۔

shirkatgah.org/humqadam/
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@shirkatgah

شیرکت گاہ
Shirkat Gah

ہم قدم
Humqadam

Gender Based Violence
Response Guide

Humqadam phone application provides:

1. Easy access to GBV response services:

Police And Law
Enforcement
Government
Helplines
Ministries And
Commissions
Civil Society
Organizations
Legal Aid
Providers
Psycho-social
Support Providers

2. Relevant national and provincial laws

3. Step by step guidance on how to respond
to specific cases of Gender Based
Violence

Note:
The application can be downloaded
via scanning the QR code. It can be
accessed offline and information is
available in English and Urdu

shirkatgah.org/humqadam/
facebook.com/shirkatgahdotorg

@shirkat.gah
@shirkatgah

UNTF REFERRAL DIRECTORIES IEC MATERIALS 2024

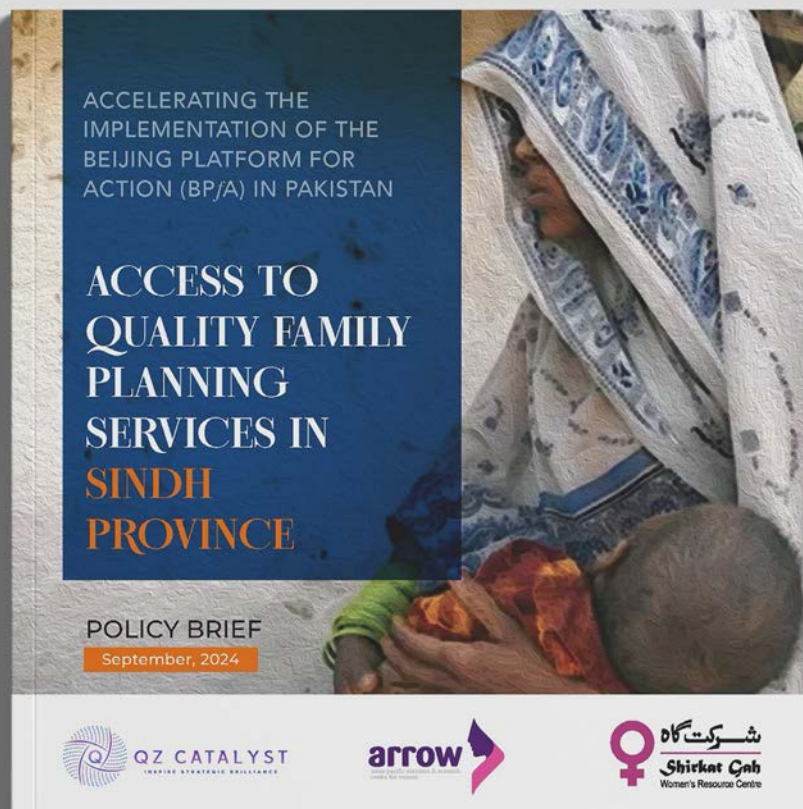




SATH IEC MATERIALS 2024



ARROW IEC MATERIALS 2024



2023

AUDIT REPORT

SHIRKAT GAH - WOMEN'S RESOURCE CENTRE
BALANCE SHEET
AS AT DECEMBER 31, 2023

	Note	2023			2022	
		Unrestricted funds	Restricted funds			Total
		General fund	Projects fund	Medical fund		
		----- Rupees -----				
FUNDS		21,811,825	214,922,664	66,460	236,800,949	24,556,761
REPRESENTED BY:						
NON CURRENT ASSETS						
Property and equipment	4	19,553,058	-	-	19,553,058	19,726,609
Long term security deposits against utilities		541,137	-	-	541,137	541,137
		20,094,195	-	-	20,094,195	20,267,746
CURRENT ASSETS						
Advances, deposits, prepayments and other receivables	5	2,959,698	2,420,844	-	5,380,542	6,865,694
Cash and bank balances	6	18,601,473	225,094,903	66,460	243,762,836	32,303,933
		21,561,171	227,515,747	66,460	249,143,378	39,169,627
TOTAL ASSETS		41,655,366	227,515,747	66,460	269,237,573	59,437,373
NON CURRENT LIABILITIES						
Deferred income - donated assets	7	17,726,973	-	-	17,726,973	17,675,587
CURRENT LIABILITIES						
Creditors, accrued and other liabilities	8	2,116,568	12,593,083	-	14,709,651	17,205,025
TOTAL LIABILITIES		19,843,541	12,593,083	-	32,436,624	34,880,612
NET ASSETS		21,811,825	214,922,664	66,460	236,800,949	24,556,761

The annexed notes form an integral part of these financial statements.

Executive Director

Member

Member

**SHIRKAT GAH - WOMEN'S RESOURCE CENTRE
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED DECEMBER 31, 2023**

	Note	2023 Rupees	2022 Rupees
INCOME			
Amortization of deferred Income	7	1,794,282	1,493,304
Profit on investment and bank accounts		174,915	1,078,807
Management and administrative fee		-	3,039,827
Gain on disposal of:			
Owned assets		-	1,230,435
Donated assets		72,510	76,000
Exchange gain		2,664	904,062
Miscellaneous income		42,250	147,680
		2,086,621	7,970,115
EXPENDITURE			
Salaries and other benefits		1,029,197	1,523,778
Depreciation on:			
Owned assets	4.1	291,747	328,328
Donated assets	4.2	1,794,282	1,493,304
Professional fee - legal		182,500	1,079,090
Loss on disposal of fixed asset		-	-
Irrecoverable project expenses / own contribution	10	901,699	17,289,425
Auditors' remuneration		150,000	150,000
Government taxes		73,510	73,510
SG training centre		570,000	1,174,714
		4,992,935	23,112,149
Deficit for the year before taxation		(2,906,314)	(15,142,035)
Provision for taxation		-	-
Deficit for the year		(2,906,314)	(15,142,035)

The annexed notes form an integral part of these financial statements.


Executive Director


Member


Member



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