



Aurat Foundation

# Project Completion Report

Advocacy Campaign for Allocation and  
Rehabilitation of Women Friendly  
Spaces in District Rajanpur

Project Duration

January 16, 2015 – April 15, 2016

District Rajanpur



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## Acknowledgement

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SCI Rajanpur Team also obligated of GEP Team especially grant holder for technical support & guiding for this baseline. Social Cooperative Initiative (SCI) is implementing the project of Advocacy Campaign for Allocation and Rehabilitation of Women Friendly Spaces under the Gender Equity Program (GEP) of Aurat Foundation by the support of the American People through United States Agency for International Development (USAID) in the district of Rajanpur.

Many thanks to Muhammad Naeem Saqib President District Bar Association and Jamin Khan Advocate for their sincere efforts to make the process of data collection effort smooth and timely. And very special thanks to the dedication of all the field researchers who made data collection into joyful learning experience.

Recognitions are due to, Ch. Muhammad Nawaz Gujjar (District & Session Judge Rajanpur) for the Support, guiding for the report. Most importantly, most sincere thanks to the right-holders e.g. women who are in contact with the law or attend courts for any reason, and stakeholders e.g. lawyers, government officials and other direct/ in direct stakeholders who participated in the study by confiding in us and allowing us to make use of their experiences and valuable input.

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## List of Acronyms

AASHA	Alliance against Sexual Harassment
ADB	Asian Development Bank
AF	Aurat Foundation
AGAHE	Association for Gender Awareness and Human Empowerment
AJP	Access to Justice Program
CAT	Convention Against Torture
CEDAW	Committee on the Elimination of Discrimination Against Women
CII	Council of Islamic Ideology
CNIC	Computerized National Identity Card
CRC	Convention on the Rights of the Child
DBA	District Bar Association
DVB	Domestic Violence Bill
D&SJ	District & Session Judge
ECP	Election Commission of Pakistan
FGD	Focus Group Discussions
FIR	First Information Reports
GCI	Gender Concern International
GEP	Gender Equity Program
GRAP	Gender Reforms Action Plan
HDI	Human Development Index
ICCPR	International Covenant on Civil and Political Rights
IDIs	In-Depth Interviews
IEC	Information Education Communication
KAP	Knowledge Attitude and Practice
MFLO	Muslim Family Law Ordinance
MDG	Millennium Development Goals
MoWD	Ministry of Women's Development
NCSW	National Commission on the Status of Women
NGO	Non-Governmental Organization
PDHS	Pakistan Demographic and Health Survey
SCI	Social Cooperation Initiative
TMA	Tehsil Municipal Administration
UC	Union Council

## Executive Summary

Under the GEP's seventh grant cycle, SCI has implemented the project titled "Advocacy Campaign for Allocation and Rehabilitation of Women Friendly Spaces in District Rajanpur". The overarching objective of gender equity programme are to enhancing gender equity by expanding women's access to justice and women's human rights, Increasing women's empowerment by expanding knowledge of their rights and opportunities to exercise their rights in the workplace, community, and home, combating Gender Based Violence (GBV) and strengthening the capacity of Pakistani organizations that advocate for gender equity, women's empowerment and GEP d the elimination of GBV.

Under this sub-grant, Social Cooperation Initiative (SCI) has designed and implemented an advocacy campaign geared towards allocation and rehabilitation of toilets/ restrooms for women at private sector entities/industries that employ significant numbers of women and courts frequented by women in the designated districts. Furthermore, we also ensured advocacy for establishment of day care facilities at these private companies/industries and waiting areas for women in district court premises. The value addition through these inputs is to fill the gaps in the existing facilities and services that hinder women in effectively accessing regular employment, their retention and professional growth. Similarly, the intervention at the district courts level was focused to provide an enabling environment for women to access the legal system.

SCI has informed the project interventions and strategies by completing and comprehensive baseline. The major interventions that were designed and implemented includes, development and dissemination of IEC materials, gender sensitive guidelines and manuals for private companies and industry, engagement with chamber of commerce, bar association and council and supporting rehabilitation of toilet as well as waiting room for women in district court.

The SCI has followed the advice efforts at two levels, one with employers ranging from mainstream private companies, industries as well as chambers of commerce of target district. SCI developed a detailed advocacy plan and strategy of conducting a series of orientation sessions with existing employers at various tiers focusing on the importance of catering to the practical needs of women employees and providing a more conducive environment at the workplaces. SCI ensure the advocacy for designated lavatories for women and child daycare facilities in private sector companies. The advocacy plan also included development of manuals outlining the guidelines for gender sensitive HR policies including Sexual Harassment Act 2010 so that women employees are able to work at their maximum potential.

At second level, the organization focus on an advocacy campaign for the allocation of designated toilets/ restrooms and private waiting areas for women in court premises at the district level. The campaigns target bar associations and councils in their independent capacity as representative bodies of the lawyers in the district. The advocacy campaign has facilitated increase of women access to justice and women empowerment. As a result of this advocacy campaign, women visiting the court seeking justice and women working there as lawyers will enjoy more favorable environment.

The value addition through these efforts has helped to fill the gaps in the existing facilities and services that hinder women in effectively accessing regular employment, their retention and professional growth. Similarly, the intervention at the district courts level has provided an enabling environment for women to access the legal system.

There are lot of lessons to learn from this innovative project such as link of successful interventions with the genuine needs of people which was true in this case, engaging, collaborative and inclusive approach with the various stakeholders as well as beneficiaries not only allows the effective implementation of the project but also yield lasting and sustainable results.

## Introduction

Gender Equity Program's (GEP's) seventh grant cycle is in support of enhancing women's economic empowerment across Pakistan. Sub-grants on various themes are to be awarded to facilitate an enabling environment, ensure provision of required services, enhance skills and create opportunities aimed at improving women's livelihood options. An improvement in the identified services, skills and opportunities are to enable women's choices, the right to exercise these and empower themselves through an expansion of livelihood generation. These set of sub-grants will also demonstrate women's role and abilities to actively participate in, and contribute to, the economic progress of Pakistan when provided with equal opportunities

### GENDER EQUITY PROGRAM (GEP)

#### Vision and Goal

The vision of the Program is to generate widespread societal demand and commitment for a socially just, democratic, caring and gender-responsive society in Pakistan, where all citizens, women and men, are recognized as equal, with the right to lead their lives with self-respect and dignity.

The goal of the Program will be to facilitate behavioral change: in particular to facilitate citizens active participation in the process of social change and governance at all levels, enabling women to access information, resources and institutions, acquire control over their lives and improve attitudes and behavior towards women and their concerns.

### GENDER EQUITY PROGRAM (GEP)

#### Objectives/Priority Areas

- **Objective 1:** Enhancing gender equity by expanding women's access to justice and women's human rights.
- **Objective 2:** Increasing women's empowerment by expanding knowledge of their rights and opportunities to exercise their rights in the workplace, community, and home.
- **Objective 3:** Combating Gender Based Violence (GBV)
- **Objective 4:** Strengthening the capacity of Pakistani organizations that advocate for gender equity, women's empowerment and the elimination of GBV.

SCI was established in 2008 and got formal registration in 2011. The period was followed by various formal and informal partnerships in various sectors. SCI believes in 'rights-based participatory development. SCI believes in the usefulness of its programme strategy and participatory approach for facilitating development through promoting good governance and democratization, improving local

livelihoods and food security, developing human resources, empowering civil society specially women, strengthening systems and structures of organizations, reducing vulnerability to shocks & disasters, protecting environment, enhancing knowledge base of society, as well as improving social sector services for the marginalized segments of society.

**Our Vision:**

“A society where human being are enjoying their rights with dignity”

**Our Mission:**

“Work in solidarity with marginalized to facilitate and advocate the alternative solutions to address structural causes leading to denial of rights of people”

## Implementation Methodology

Under this sub-grant, Social Cooperation Initiative (SCI) has designed and implemented an advocacy campaign geared towards allocation and rehabilitation of toilets/ restrooms for women at private sector entities/industries that employ significant numbers of women and courts frequented by women in the designated districts. Furthermore, SCI has also ensured advocacy for establishment of day care facilities at these private companies/industries and waiting areas for women in district court premises. The value addition through these inputs helped to fill the gaps in the existing facilities and services that hindered women in effectively accessing regular employment, their retention and professional growth. Similarly, the intervention at the district courts level has helped to provide an enabling environment for women to access the legal system.

In order to advance the project objectives, SCI remained engaged in undertaking the advocacy efforts at two levels – one with employers ranging from mainstream private companies, industries as well as chambers of commerce of target district. SCI developed a detailed advocacy plan and strategy of conducting a series of orientation sessions with existing employers at various tiers focusing on the importance of catering to the practical needs of women employees and providing a more conducive environment at the workplaces. SCI ensure the advocacy for designated lavatories for women and child daycare facilities in private sector companies. The advocacy plan also included development of manuals outlining the guidelines for gender sensitive HR policies including Sexual Harassment Act 2010 so that women employees are able to work at their maximum potential.

At second level, the organization focus on an advocacy campaign for the allocation of designated toilets/ restrooms and private waiting areas for women in court premises at the district level. The campaigns

target bar associations and councils in their independent capacity as representative bodies of the lawyers in the district. The advocacy campaign has facilitated increase of women access to justice and women empowerment. As a result of this advocacy campaign, women visiting the court seeking justice and women working there as lawyers will enjoy more favorable environment.

Under the scope of work of this sub-grant, the following key tasks undertaken in two components:

**Orientation Meetings:**

SCI organized orientation meetings with both entities- members of Chamber of Commerce (Corporate sector entities) and with District Bar. Other stakeholders Court Administration, Labor & Trade Union, and representatives of Private sector industries, Civil Society Organizations (CSO) and representative from media. The purpose of this orientation meeting to introduce the project modalities to all stakeholders and sharing information & objectives of the grant.

**Development & Dissemination of IEC material:**

SCI developed and disseminated messages and IEC material focused on women friendly spaces within the court premises and corporate sector entities. Meetings with relevant people in the administrative units at the courts held to roll the process forward. This IEC material served as an important awareness tool that would be shared with relevant stakeholders in target district. Moreover, IEC material also be prepared for child daycare facilities in corporate sector entities.

**Development & dissemination of manuals for Private Industry:**

SCI developed and disseminated the manuals on gender sensitive HR policies including Sexual Harassment Act and information on the need of women friendly spaces in corporate sector industries/companies including provision of separate toilets/ restrooms and child daycare facilities. This material prepared in national and local language including pictorial messages to maximize its understanding & consumption.

**Workshop with provincial chamber of commerce:**

SCI conducted two advocacy workshops (2<sup>nd</sup> & 3<sup>rd</sup> quarter) with members of chamber of commerce on gender sensitive HR policies & Sexual Harassment Act. Awareness given to all stakeholders on issues of providing women friendly spaces including designated toilets/restrooms for women and child daycare facilities at workplace. Participants encouraged to take measures for the development and implementation of such policies and plans for industrial sector to facilitate women workers.

**Workshop with mainstream private sector companies & industries:**

SCI conducted 20 one day workshops with management of different private sector companies & industries with focus on highlighting the importance of providing women friendly spaces at their respective companies. These workshops helped to create awareness on requirements of women workers, gender sensitive work environments and policies, while educating on practical measures that can be taken to address existing gaps on this front.

**Engagement with Chamber of Commerce:**

SCI engaged with district chamber of commerce and other stakeholders through an orientation session in the 3<sup>rd</sup> and 4<sup>th</sup> Quarter of project. This department engaged for sensitization purposes and to take measures to support the need of women friendly spaces in corporate sector entities.

**Advocacy Orientation workshops with Bar Association & Council:**

SCI conducted three advocacy orientation workshops with lawyers of Bar Council on gender sensitive HR policies including Sexual Harassment Act. Each workshop have around 50 Lawyers participants. These orientation sessions helped create awareness on requirements of women workers, gender sensitive work environments and policies, while sensitizing on practical measures that can be taken to address existing gaps on this front.

The awareness of lawyers enhanced in terms of need to have women friendly spaces especially separate toilets/restrooms & waiting room at district court and sensitization on gender sensitive issues and initiatives essential for ensuring a conducive environment for women in the court premises.

**Development & dissemination of detailed guidelines for Court premises:**

SCI developed and disseminated detailed guidelines on the need of women friendly spaces at district court premises. This raised awareness of the general public especially women regarding the importance of having women friendly environment within the court premises. These guidelines also be used in advocacy workshops with lawyers of Bar Council to increase their capacity on the importance of catering to the practical needs of women visiting court and providing a more conducive environment to them.

**Engagement with District Bar Association:**

SCI design and developed its engagement strategy with the members of bar association/council and the administrative unit of district court to advocate for the allotment of designated toilets/restrooms facilities and private waiting areas for the women within the court premises and seek to establish a liaison/partnership with these elected bodies of lawyers by signing a memorandum of understanding

(MoU). SCI hold five advocacy meetings with Bar Association and Councils for seeking of allocation of women friendly space. SCI submitted a plan of action detailing its engagement strategy with mentioned bodies. Engagement with the district bar authorities at district level helped facilitate the efforts of policy advocacy to push for favorable legislative change for women workers.

**Meeting with Court Administration:**

SCI conducted three meetings with the designated people in the administrative units at the courts to allocate a space for establishing/ rehabilitating a waiting area designated to women. These meetings ensured that the process is expedited and the court administrative unit is working in close collaboration with district bar councils to roll out the process forward.

**Rehabilitation of Toilet for women in district court:**

The availability and cleanliness of restroom/toilet facilities are major concerns for women visiting court, the SCI conducted an assessment exercise on existing conditions of toilets/restroom within the district court premises, on the basis of which minimal rehabilitation support provided towards the uplifting of toilets.

**Rehabilitation/ Establishment of waiting room for women in district court:**

As an outcome of the engagement with the district bar council members and advocacy campaign each district court established at least one private waiting room for women within the premises of the court. SCI worked in close collaboration with bar association and council to seek allotment of this private waiting area. This will create a conducive and respectable environment for women seeking the justice, especially those coming from the far flung areas and have to spend long hours in the court waiting for their turn or other similar reasons.

## Achievements against Deliverable

Under this sub-grant, Social Cooperation Initiative (SCI) has designed and implemented an advocacy campaign geared towards allocation and rehabilitation of toilets/ restrooms for women at private sector entities/industries that employ significant numbers of women and courts frequented by women in the designated districts.

Furthermore, SCI also ensure advocacy for establishment of day care facilities at these private companies/industries and waiting areas for women in district court premises. The value addition through these inputs is expected to fill the gaps in the existing facilities and services that hinder women in effectively accessing regular employment, their retention and professional growth. Similarly, the intervention at the district courts level is expected to provide an enabling environment for women to access the legal system.

SCI remained engaged in undertaking the advocacy efforts at two levels – one with employers ranging from mainstream private companies, industries as well as chambers of commerce of target district. They will develop a detailed advocacy plan and strategy of conducting a series of orientation sessions with existing employers at various tiers focusing on the importance of catering to the practical needs of women employees and providing a more conducive environment at the workplaces. They will ensure the advocacy for designated lavatories for women and child daycare facilities in private sector companies. The advocacy plan will also include development of manuals outlining the guidelines for gender sensitive HR policies including Sexual Harassment Act 2010 so that women employees are able to work at their maximum potential.

At second level, the organization will focus on an advocacy campaign for the allocation of designated toilets/ restrooms and private waiting areas for women in court premises at the district level. The campaign will target bar associations and councils in their independent capacity as representative bodies of the lawyers in the district. The advocacy campaign will facilitate in increasing women access to justice and women empowerment. As a result of this advocacy campaign, women visiting the court seeking justice and women working there as lawyers will enjoy more favorable environment.

## Beneficiaries detail of all trainings and other activities

### 2nd Quarter Beneficiaries detail of all trainings and other activities

2.4 List of One Day Workshop with Private Sector Companies					
No.	Date	Venue	Male Participants	Female Participants	Total
1	25-May	Baba G	40	5	45
2	10-Jun	Baba G	41	6	47
3	16-Jun	Baba G	34	6	40
4	30-Jun	Baba G	20	2	22
				19	154

### 2.1 Orientation Meeting with Chamber of Commerce, Trade Union, private sector companies management

No.	Date	Venue	Male Participants	Female Participants	Total
1	16-May	Baba G	40	2	42

### 2.7 List of One Day Workshop with District Bar Association

No.	Date	Venue	Male Participants	Female Participants	Total
1	30-May	Baba G	54	3	57
2	13-Jun	Baba G	52	2	54

### 3<sup>rd</sup> Quarter Beneficiaries detail of all trainings and other activities

2.4 List of One Day Workshop with Private Sector Companies					
No.	Date	At	Male Participants	Female Participants	Total
1	28-Aug	Baba G	34	3	37
2	5-Sep	Baba G	31	8	38
3	12-Sep	Baba G	30	5	35
4	15-Sep	Baba G	40	3	43
5	30-Sep	Baba G	32	3	35
6	3-Oct	Baba G	30	3	33
7	8-Oct	Baba G	31	5	36
8	10-Oct	Baba G	36	2	38

2.3 List of One Day Workshop with Chamber of Commerce					
No.	Date	At	Male Participants	Female Participants	Total
1	19-Sep	DG Khan	38	5	43
2.7 List of One Day Workshop with District Bar Association					
No.	Date	At	Male Participants	Female Participants	Total
1	12-Oct	Baba G	55	3	58
2.8 Meeting With Court Administration					
No.	Date	At	Male Participants	Female Participants	Total
1	13-Oct	District Courts	28	1	29

**4<sup>th</sup> Quarter Beneficiaries detail of all trainings and other activities**

2.4 List of One Day Workshop with Private Sector Companies					
No.	Date	At	Male Participants	Female Participants	Total
1	8-Nov	Baba G	35	4	39
2	8-Jan	Baba G	32	6	38
3	8-Dec	Baba G	31	5	36
4	18-Dec	Baba G	31	4	35
			129	19	148
2.3 List of One Day Workshop with Chamber of Commerce					
No.	Date	At	Male Participants	Female Participants	Total
1	21-Oct	DG Khan	35	4	39
2.8 Meeting With Court Administration					
No.	Date	At	Male Participants	Female Participants	Total
1	18-Nov	District Courts	16	2	18

**5<sup>th</sup> Quarter Beneficiaries detail of all trainings and other activities**

2.4 List of One Day Workshop with Private Sector Companies					
No.	Date	At	Male Participants	Female Participants	Total
1	19-Feb	Baba G	11	25	36
2	26-Feb	Baba G	30	4	34
3	8-Mar	Baba G	32	4	36
4	21-Mar	Baba G	28	3	31

## Dissemination Detail of ICE Material

Dissemination Details				
Person Name who received or SCI staff will disseminated ICE material with	Name of Organization/department	Poster on Sexual Harassment Act 2010	Poster on women friendly spaces in court premises	Booklet on Sexual Harassment Act 2010
		QTY	QTY	QTY
SCI Staff	Bar Association Rajanpur	100	200	200
SCI Staff	Bar Association Jampur	100	100	100
SCI Staff	Bar Association Rohjan	100	100	100
SCI Staff	Chamber Of commerce DG Khan	300	200	300
SCI Staff	Cotton Ginner Association Rajanpur	100	100	100
SCI Staff	Trade Union Rajanpur	50	50	50
SCI Staff	Media/Press Club	50	50	50
SCI Staff	Court Administration/Staff	100	100	100
SCI Staff	Judicial Officer	30	30	30

## Dissemination Detail of Guidelines for Gender Sensitive Environment at court premises

Dissemination Details		
Person Name Or Receiver	Name of Organization/department	Guidelines for Gender Sensitive Environment at court premises
		QTY
Jamin Khan Buzdar	Bar Association Rajanpur	200
Khalil Ahmad	Bar Association jampur	50
Akram Khan Dreshak	Bar Association Rohjan	50
Jameel Akhter	Chamber Of commerce DG Khan	30
Amam Ullah	Cotton Ginner Association Rajanpur	30
Abdul Rashid Sajid	Trade Union Rajanpur	50
Shahid Rafiq	Media/Press Club	50
Javed Hashmi	Court Administration/Staff	100
Main Ameen	Judicial Officer	50
Fatima Shah	GEP Islamabad	10
Rizwana Wasim	GEP Lahore	10
Any Other	events, meeting, field	20
	Total	650

## Guidelines for Gender Sensitive HR Policy /Training Manual

Dissemination Details				
Person Name or Receiver	Name of Organization/department	Guidelines for Gender Sensitive HR Policy in URDU	Guidelines for Gender Sensitive HR Policy in URDU	Training Manual on Awareness on Gender Sensitive HR Policy, Sexual harassment act
		QTY	QTY	
Jamin Khan Buzdar	Bar Association Rajanpur	20	20	
Khalil Ahmad	Bar Association jampur	20	20	
Akram Khan Dreshak	Bar Association Rohjan	20	20	
Jameel Akhter	Chamber Of commerce DG Khan	150	150	30
Amam Ullah	Cotton Ginner Association Rajanpur	100	100	30
Abdul Rashid Sajid	Trade Union Rajanpur	60	60	30
Shahid Rafiq	Media/Press Club	10	10	3
Fatima Shah	GEP Islamabad	10	10	5
Rizwana Wasim	GEP Lahore	10	10	5
Any Other	events, meeting, field	70	70	70
	Total	470	470	173

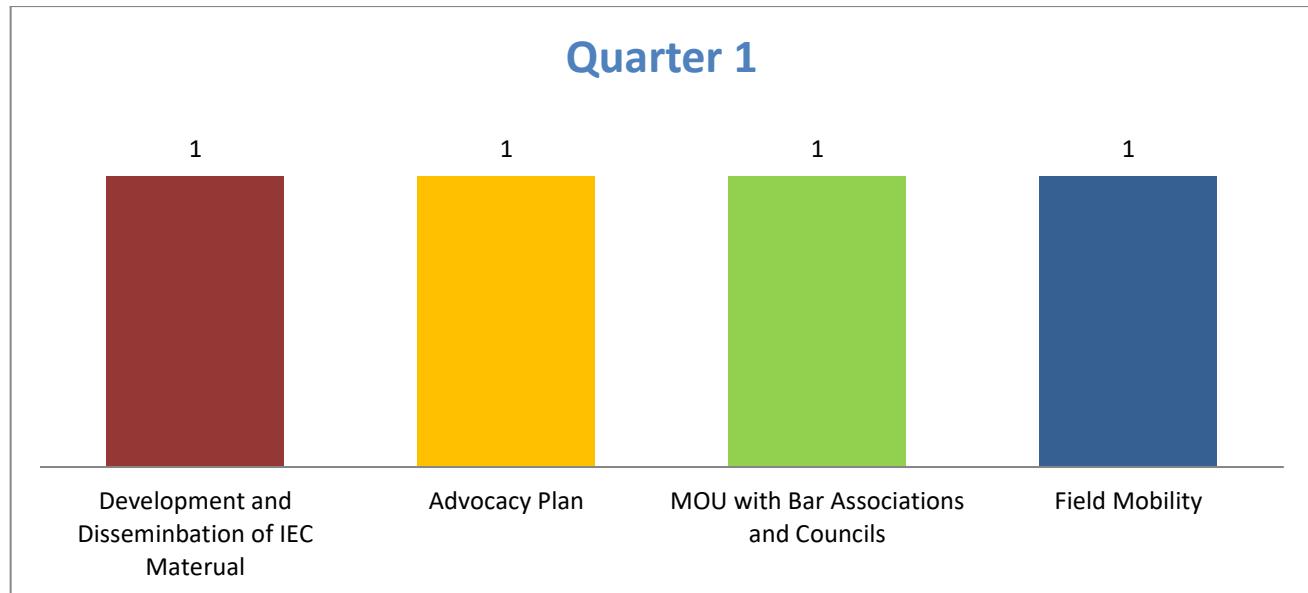
## Quarter Wise Analysis

Activity	Q 1	Q 2	Q 3	Q 4	Q 5	Status
2.1 Orientation meetings with members of chamber of commerce /corporate sector entities and bodies of lawyers and court officials.		1				Achieved
2.2 Development and Dissemination of IEC Material	1	1	1			Achieved
2.3 2 one-day workshops with provincial chamber of commerce			1	1		Achieved
2.4 20 one-day workshops with mainstream private sector companies and industries in the selected districts 10 success stories each of corporate entities allocating space for day care and separate women's toilet facilities as a result of GEP engagement		4	8	4	4	Achieved
2.5 Development and dissemination of detailed guidelines on gender sensitive HR policies (in Urdu, English and local language)			1	1		Achieved
2.1 Advocacy plan laying out the strategy and details of the campaign	1					Achieved
2.6 Gender mapping, scan and Baseline				1		Achieved
2.7 Advocacy orientation workshops with Bar Associations and Council		1	1	1		Achieved
2.12 Memorandum of Understanding (MoU) with bar associations/councils at district level 5 advocacy meetings with Bar Association and councils and administrative units with courts for seeking of allocation	1	1	1	1	1	Achieved
2.8 Meeting with Court Administration			1	1		Achieved
2.9 Development and dissemination of detailed guidelines for gender sensitive environment at court premises					1	Achieved
2.10 Rehabilitation of 1 toilet for women in district courts				1		Achieved
2.11 Rehabilitation of 1 waiting room for					1	Achieved

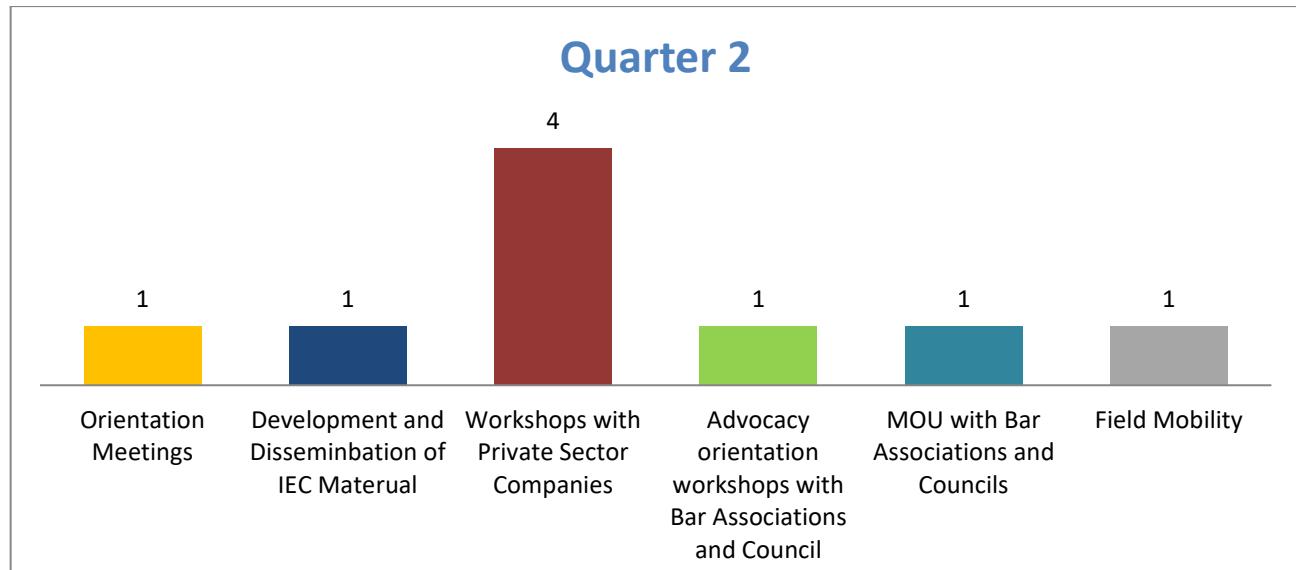
women in district court						
2.12 Field Mobility	1	1	1	1	1	Achieved

## Graphical Demonstration of Quarter wise Activities

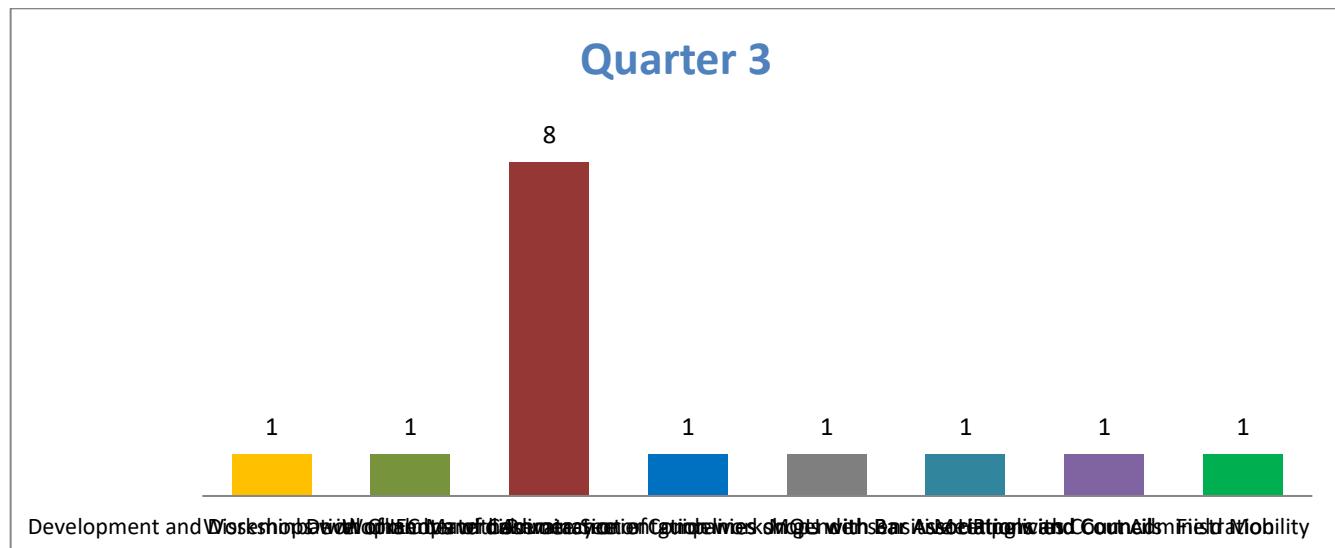
### Quarter 1



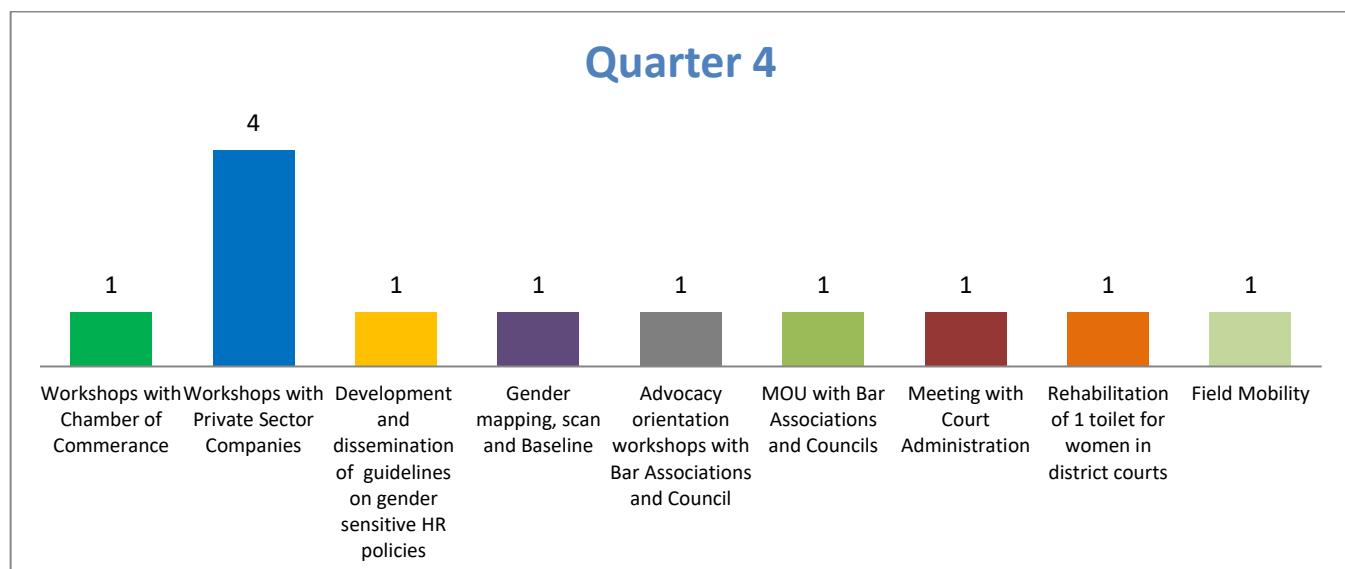
### Quarter 2



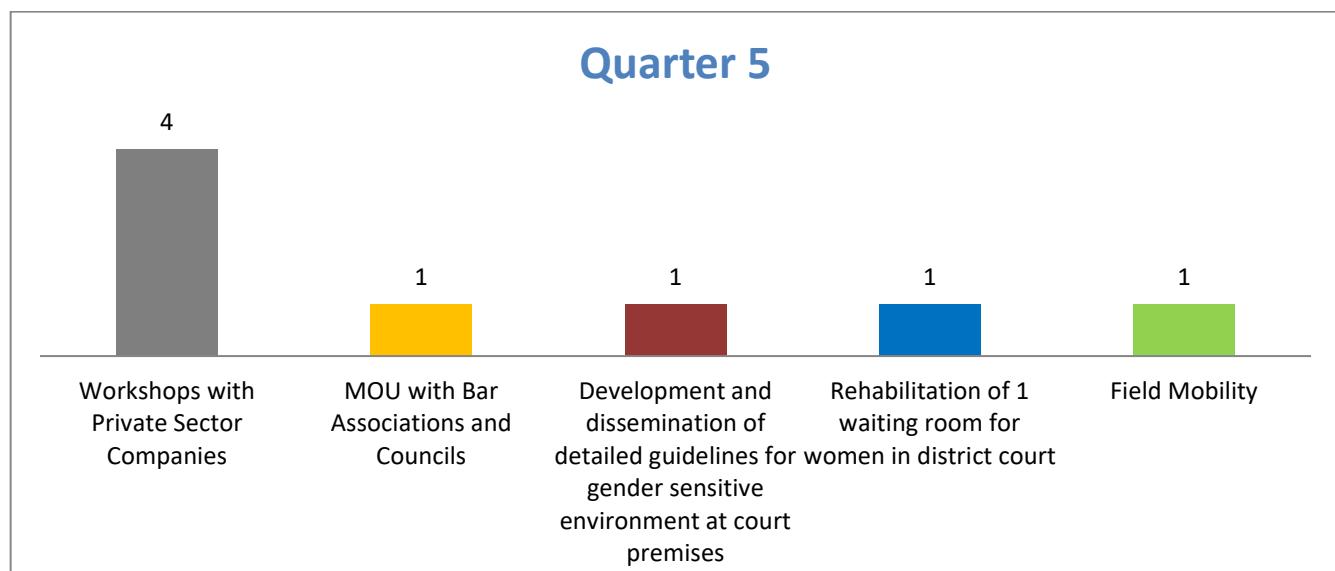
### Quarter 3



### Quarter 4

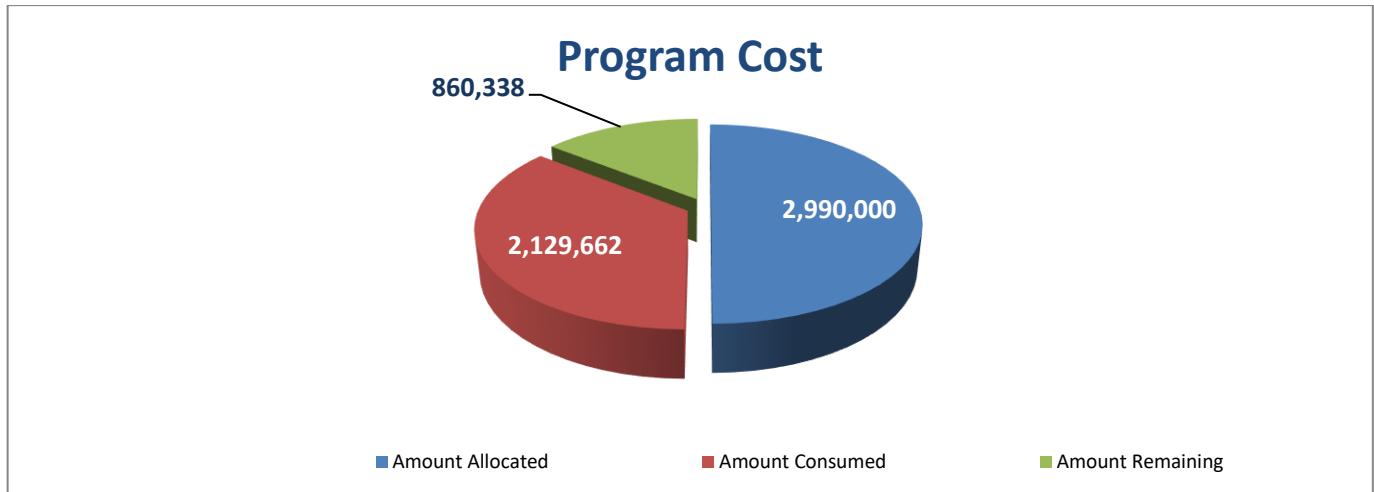
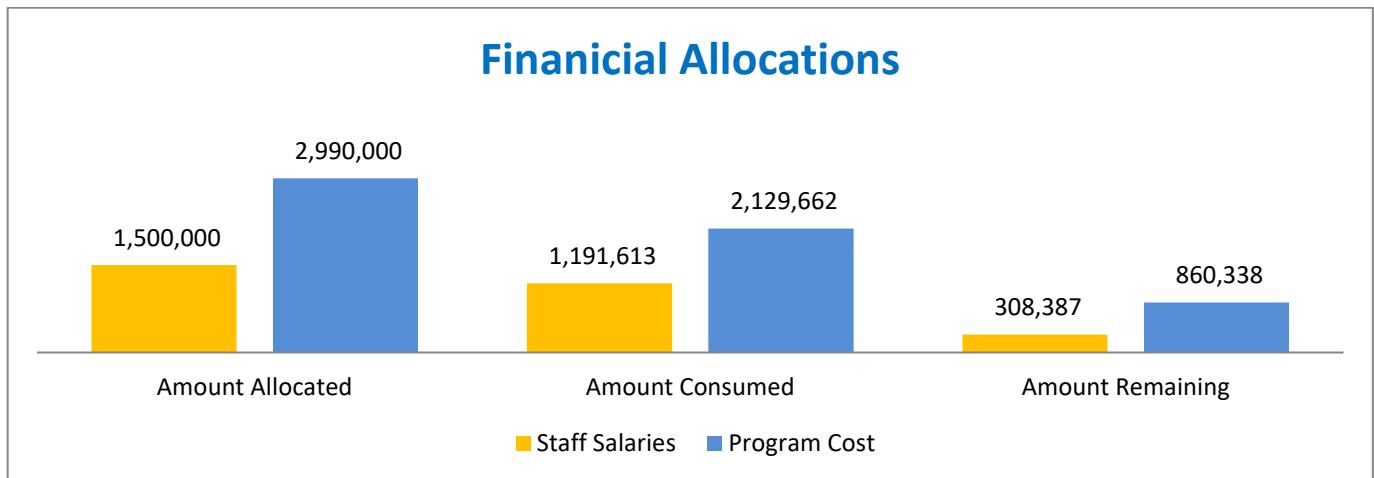


### Quarter 5



## Financial Overview

Sr. #	Description	Amount Allocated	Amount consumed	Remaining
1.0	<b>Personnel Cost</b>	0	0	0
1.1	Staff Salaries	1,500,000.00	1,191,613.00	308,387.00
2.0	<b>Program Cost</b>	2,990,000.00	2,129,662.00	860,338.00



## Conclusions:

- The project interventions were greatly align with the context on the ground as there was not realization of such needs with the duty bearers and the officials of various institutions, this has led to success of the interventions and largely appreciated by the district court authorities, bar associations, factory owners, civil society, media and other sections of society.
- The project has been successful in impacting the lives of women by reducing providing them safe spaces during their process of access to justice in the courts and in the corporate settings where they work. Though there is huge scope of replication of this project within the other public spaces in order to ensure that women feel safe and secure and they can access these public services without fear and with dignity.
- However, there is huge scope of scaling up of the policy and advocacy related to the specific demand of safe spaces for women in public spaces based on social issues, impact is less obvious investments.
- Implementing a women rights agenda is a challenging job particularly in the less deprived and low education rate areas like Rajanpur and it takes considerable time for an organization to build its reputation and penetrate into the communities which is why SCI's policy is based on collaborative and long term partnerships with the structures, institutions and civil society actors which brought the positive results. Having sufficient time is critical if real qualitative change in terms of women's empowerment and their control over public spaces is the ultimate goal.
- Impact of women rights intervention is long term – gender equality results are achieved very slowly and takes times but SCI has been successfully able to secure some quick wins and lay foundations in term of building consciousness of the everyone who was involved ranging from women, men, government administration, factory owners, bar associations to keep thinking, discussing and considering actions of this this issue.
- One of the challenges that medium scale organization like SCI face is the timely availability of the funds to ensure that the activities are implemented smoothly. At some stages of the project, we really faced the challenge due to unavailability of the funds thus mobilizing the activities as the agreed pace remained challenge but somehow we managed this while doing internal adjustments and seeking cooperation of the board members.
- The joint venture with the bar association and the collaborative relationship with the government has helped to explore joint avenues to advance the project objectives and is a big factor for sustainability of the cause and also to the services we have supported to upgrade and transform to the women friendly spaces.

- Production of the products like gender sensitive guidelines, policies and the IEC material has helped to demonstrate a practical way of how and what actions the institutions and individuals can take in order to contribute to the cause of enabling safer spaces for women.
- SCI has been able to bring on board the staff of high caliber and capacity that is also one of the key factor in the success of project. Without the staff that have right attitude, perspective and passion for women rights work, it's quite difficult to advance the women rights agenda. Though the agree compensation to staff in project was not competitive to keep engage the staff of that high caliber which SCI managed to internal arrangements.
- Some seasonal and natural factors have also effected the project progress e.g. rains and what season but SCI has managed the pace while re-scheduling and adjusting the activates while taking these factors into account in advance.

**-ENDS-**