



# Annual Report

2021



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# MESSAGE FROM THE EXECUTIVE DIRECTOR



It gives me immense pleasure to share with you the Sustainable Social Development Organization's annual progress report for the year 2021. As an organization, we are firmly committed to promoting peaceful and inclusive societies, and build effective, accountable and inclusive institutions at all levels for sustainable development in Pakistan. While our stakeholders range all the way from parliamentarians and legislators, to common citizens, our pro-poor, rights-based approach has always focused on empowering the general public and community, especially the most marginalized and vulnerable.

This year, SSDO implemented various projects under all its thematic areas, with the help of our diverse group of stakeholders. Some major highlights included strengthening parliamentary oversight by working with Members of the National and Provincial Assemblies of Sindh and Punjab through capacity-building workshops to promote peace and social cohesion, including organizing awami aman baithaks to engage in dialogues in their respective constituencies, which was a historical first, along with it being the first time it was discussed on the floor of the provincial assemblies.

In terms of women's and child rights, SSDO won the election to hold the National Secretariat for the Child Rights Movement in 2021, under which we carried out a host of advocacy and awareness campaigns. Moreover, we have ongoing projects on increasing political participation of women and advocating for women's labour rights. Since 2020, we have taken the prerogative to present the state of violence against women and children in a biannual report that is the first of its kind in Pakistan, as it takes the number of officially registered cases from all police departments by filing 'Right to Information' requests as per Pakistani law, along with media tracking of six of

Pakistan's most widely read newspapers. Therefore, it is the only report that is based on facts, instead of projections, and has been used as a reference by many legislators and government officials when discussing the issue on mainstream and social media.

Furthermore, we have also launched youth and religious leaders' networks in South Punjab to initiate community activities to promote social cohesion. Additionally, we have also launched working groups consisting of police, parliamentarians, Labour Department, Social Welfare Department, District Administration, Law Department, prosecution, academia, media and other relevant stakeholders to curb human trafficking and bonded labour in Punjab and Sindh.

We acknowledge the fact that nothing would have been possible without the passion and commitment of SSDO team and generous support of donors and our stakeholders. With their continued support, SSDO hopes to continue its mission of promoting sustainable development, citizen's rights and equality in Pakistan.

**SYED KAUSAR ABBAS**  
**EXECUTIVE DIRECTOR**  
**SSDO**

# SSDO AT A GLANCE

## ABOUT US

Sustainable Social Development Organization (SSDO) is a non-governmental organization founded and incorporated to contribute to the wellbeing of society for establishing an institutionalized system of social development through emphasizing an institutionalized system of social development through emphasizing responsible citizenship. SSDO was formed with a vision of contributing towards the sustainable and inclusive development of underprivileged communities of marginalized areas of Pakistan. SSDO has practiced different development methodologies including advocacy, research, campaigning, and capacity development of various stakeholders for meaningful policy reforms. SSDO worked with a range of stakeholders including government, media, academia, and people from other professional groups.



## VISION

Well-being of society where an institutionalized system of social development exists and citizens are enjoying their social, political and economic rights.



## MISSION

To ensure citizens' rights by fostering purposeful and responsive legislation, law enactment, stakeholders' empowerment, good governance and responsive service delivery.

## PROGRAM AREAS

**PROMOTING  
PEACE & SOCIAL  
COHESION**

**ACCOUNTABILITY  
&  
TRANSPARENCY**

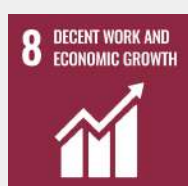
**DEMOCRATIC  
& JUST  
GOVERNANCE**

**GENDER EQUALITY  
& WOMEN  
EMPOWERMENT**

**RULE OF LAW &  
ACCESS TO  
JUSTICE**

**EQUITABLE  
HEALTH &  
EDUCATION**

## OUR WORK AND THE SUSTAINABLE DEVELOPMENT GOALS



## PROMOTING PEACE & SOCIAL COHESION

- SSDO programs to work with various stakeholders including state institutions, communities, media, youth and civil society actors and organizations to reduce all forms of violence and related death rates everywhere;
- End abuse, exploitation, trafficking and all forms of violence against marginalized sections of society including, women, transgender, children, persons with disabilities and religious minorities.



## ACCOUNTABILITY & TRANSPARENCY

- Substantially reduce corruption and bribery in all their forms;
- Develop effective accountable and transparent institutions at all levels;
- Ensure public access to information and protect fundamental freedoms, in accordance with national and provincial legislations and international agreements.



## RULE OF LAW AND ACCESS TO JUSTICE

- To promote the rule of law at the national and international levels and ensure equal access to justice for all;
- Promote and enforce non-discriminatory laws and policies for sustainable development;
- The processes by which the law is adopted, administered, adjudicated, and enforced are accessible, fair, and efficient.





## GENDER EQUALITY & WOMEN EMPOWERMENT

- End all forms of discrimination against all women and girls everywhere;
- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation;
- Eliminate all harmful practices against women and children, such as child, early and forced marriage, child labor;
- Recognize and value unpaid care and domestic work through the provision of public services, infrastructure, and social protection policies;
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life;
- Undertake reforms to give women equal rights to economic resources, as well as, access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws;
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

## DEMOCRATIC & JUST GOVERNANCE

- Ensure responsive, inclusive, participatory and representative decision making at all levels. Strengthening legislative governance and oversight through capacity building of elected representatives at all levels;
- To engage people and civil society organizations in carrying out democratic accountability such as election observation, voters' education, civic education, etc.;
- Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

## EQUITABLE HEALTH & EDUCATION

- To ensure inclusive and equitable quality education and promote lifelong learning opportunities for all;
- To ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to development and effective learning outcomes;
- To ensure that all girls and boys have access to quality early childhood development, care and pre-primary so that they are ready for primary education.

# OUR APPROACH



SSDO's rights-based approach is based on the conviction that each and every human being, by virtue of being human, is a holder of rights. A right entails an obligation on the part of the government to respect, promote, protect and fulfil it. Thus a rights based approach involves not charity or simple economic development, but a process of enabling and empowering those not enjoying and claiming their rights.

SSDO follows the process of mobilizing, organizing, capacity building, engagement, learning and reflection so as to mobilize the right holders and ensure that the state is accountable, transparent, ethical and democratic. It centers in the belief that citizens including people such as minorities, women, disabled are holders of rights. In addition, the approach believes that people are capable of advancing their goals provided that they are facilitated to access and process information and collectively able to assess situations that affect them. SSDO underlines the importance of this approach to enable the poor and marginalized people to formulate or set their policy agenda and claim and realise their rights.

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SSDO works to mobilize and organize affected people and communities. This mobilization and organization aimed at enhancing their collective power, increasing political space and ensuring effective participation to influence policies and allocation of resources that impact on their lives. Our organization believes that partnership and alliance building are arenas of collective power in which people, organizations and



**RESEARCH**



**ADVOCACY  
(COMMUNITY &  
POLICY)**



**BEHAVIOURAL  
CHANGE  
COMMUNICATION**



**CAPACITY BUILDING  
& INSTITUTIONAL  
STRENGTHENING**



**COMMUNITY  
MOBILIZATION**



**PARTNERSHIP &  
NETWORKING**



**ENGAGEMENT WITH  
PUBLIC OFFICIALS**



**MONITORING &  
EVALUATION**



networks come together with their different knowledge, experience, perspectives and resources in order to achieve commonly agreed objectives. As a process, partnership helps to construct and socialize knowledge, views, ideas, approaches and perspectives so as to generate individual and collective power to influence policies, claim rights and promote democratic governance. SSDO believes that effective communication, trust, mutual accountability and transparency are major bloodlines of genuine partnerships with CSOs, social movements and networks. SSDO would encourage and support critical engagement with state and policy makers while enhancing effective participation and communication among communities and people.

## OUR STAKEHOLDERS



**GOVERNMENT**



**POLITICIANS**



**POLICY MAKERS**



**ACADEMIA**



**MEDIA (PRINT & ELECTRONIC)**



**YOUTH**

# OUR WORK



## WINNING CRM NATIONAL SECRETARIAT

SSDO won the election to hold the National Secretariat for the Child Rights Movement (CRM) for 2021. Through collaboration with coalition members and the National Commission on the Rights of Children (NCRC), SSDO engaged in advocacy and various initiatives to work together for the protection of children's rights in Pakistan throughout 2021. This included:

- Awareness sessions with children in schools
- Research on violence against children
- Meetings and advocacy with various government departments on child rights

## INTER-PARLIAMENTARY EXCHANGE VISIT

An Inter-Parliamentary Exchange Visit to the Punjab Assembly was conducted for honorable members of Sindh Assembly in September. For their capacity building and to build collaborative relationships, there were interactive sessions and panel discussions by the Home Department of Punjab, Director General of Punjab Assembly on Legislative Business on CVE, Provincial Minister for Human Rights on the Interfaith Policy and on the role of women in peacebuilding. The

initiative was spread over three days in which various other activities and field visits were carried out, including a visit to Punjab Provincial Assembly premises, Punjab Safe Cities Authority, Lahore Fort and Wagah Border as well as a welcome dinner hosted by Honorable Governor Punjab Chaudhary Muhammad Sarwar. This visit aimed to increase social harmony amongst different political parties and strengthen SDGs Task Force for building peace in Pakistan. On a similar note, a visit was arranged and conducted to the Sindh Assembly for 30 MPAs belonging from Punjab Assembly. The three-day visit had sessions with the Home Department of Sindh, Sindh Charity Commission, the Counter Terrorism Department of Sindh, Sindh SDGs Task Force, Law Department of Sindh and on the role of women in peacebuilding. The delegation also met Chief Minister of Sindh Murad Ali Shah, Governor Sindh Imran Ismail and visited Quaid-i-Azam's grave.



## PROMOTING GENDER EQUALITY

One of SSDO's most important program focuses is working towards the promotion of gender quality and women's rights. We incorporate a gender focus into all of our projects at SSDO, as we want our work to empower women and girls.

Advocacy    Media Briefings    Walks  
Trainings    Research Reports



73% of our network of youth peacebuilders in South Punjab is female



Training of women political workers under We're Leaders project to increase political participation of women



Media Briefing by the Women Workers Alliance to advocate for women's labour rights



SSDO launched the first ever Women's Peace Councils in Sindh and Punjab



SSDO trained several governmental and private organizations on conducive working environments for women



Every year, SSDO publishes a research report on the state of violence against women in Pakistan by collecting data through media tracking and RTIs



SSDO established "Women Safety Wall" on several university campuses all over Punjab to give awareness of the Punjab Police Women Safety App



As part of its "Trafficking in Persons" project, SSDO is especially discussing how women and girls are at the greatest risk of human trafficking

## PROTECTING CHILD RIGHTS

SSDO is firmly committed to the protection and promotion of child rights. We realise that as children are dependent on adults, we must play a part in advocating for their rights, including safety from abuse, labour and marriage.



SSDO won the election of the Child Rights Movement Pakistan, a coalition of more than 500 NGOs and concerned individuals working for the promotion and protection of child rights in Pakistan.



Every year, SSDO launches a research report on the state of violence against children in Pakistan, by providing a district-wise breakdown and analysis. The three main indicators for the research are Child Abuse, Child Marriage and Child Labour.

The data is collected through two sources. First, by utilizing RTI requests to the police, SSDO is able to present data that is authentic, and not based on projections. Secondly, daily media tracking of Pakistan's six most widely read newspapers are done to gauge how many cases are covered by the media.



SSDO engaged in several activities throughout the year with the National Commission on the Rights of Child (NCRC), which included advocacy, awareness, legislative and policy analysis, policy recommendations and recommending policy review.

## TRAINING OF SDGS TASK FORCE FOR BUILDING PEACE IN PAKISTAN



SSDO conducted 3 days training and exposure meetings on “Strengthening SDGs Task Force for Building Peace in Pakistan” for MPAs and government officials of Punjab in April and of Sindh & Balochistan in May. This was to build their capacities and engage in discussion with regards to countering violent extremism and strengthening legislative oversight on SDG-16. Through group discussions, self-reflection, small group activities and the use of case studies, the participants were able to use the training for not only building their personal



capacities but also for collaboration and teambuilding. Training of MPAs & Senior Government Officials of Punjab on Countering Violent Extremism & Peace Building in context of SDG16. 30 MPAs and 12 senior government officials attended this training.

From April to June, SSDO organized consultative meetings with the Parliamentary Task Force on SDGs in both Punjab and Sindh to strengthen their role on CVE & Peace Building in context of SDG 16.



## AWAMI AMAN BAITHAK

As part of its work to counter violent extremism and promote open dialogues in communities, SSDO organized a series of events known as Awami Aman Baithak,<sup>[S1]</sup> where parliamentarians gave an open invitation to all citizens living in their constituencies to engage them in dialogue to counter violent extremism and promote peace in the society.

A total of fifteen such events were arranged all across Punjab and another fifteen were arranged in Sindh, with the purpose to educate the public on the laws ratified by the government to end violent extremism and promote peace. Stakeholders participated to emphasize the importance of ending extremism and violence for a peaceful society in which all religions and sects can live in harmony alongside each other.



## TWO DAY NATIONAL PARLIAMENTARY CONFERENCE ON PEACE AND SUSTAINABLE DEVELOPMENT

SSDO organized the “Two Day National Parliamentary Conference on Peace and Sustainable Development” in Karachi. The conference was attended by honorable Chief Minister Sindh Murad Ali Shah, honorable Member National Assembly Ahsan Iqbal and over 90 parliamentarians of different provinces and political parties.



The conference included many brainstorming and informative sessions on countering violent extremism and peacebuilding for sustainable development. Through interactive dialogue and discussion, the attendees of the workshop were able to work with one another, brainstorm ideas and share their past experiences. Deploying the “World Café” method, there were sessions on:

- Religious Tolerance & Acceptance
- Diversity & Pluralism of Educational Institutions
- Building Synergies of SDGs Task Forces for Building Peace
- Role of Women in Peacebuilding.



## STRENGTHENING MEDIA FREEDOM AND CIVIC SPACE IN PAKISTAN

To strengthen media freedom and promote civic space in Pakistan, SSDO worked with volunteers and local level CSOs to ensure that policymakers, response providers and target communities are more aware of, sensitive to, and inclusive of, the rights of vulnerable groups. This led to informed and persuasive public discourse on increasing vulnerabilities and exclusions in order to draw attention and response of policymakers, government officials and elected representatives.

Several activities were conducted under this initiative:

- Research was conducted so that periodic Pandemic Governance Monitoring Reports could be developed by TDEA by holding meetings with various stakeholders.



- Capacity building trainings were conducted for 16 volunteers on vulnerability mapping.
- Profiling and training of 16 volunteers on Pandemic Governance Monitoring.



## PROMOTING SOCIAL COHESION IN SOUTH PUNJAB

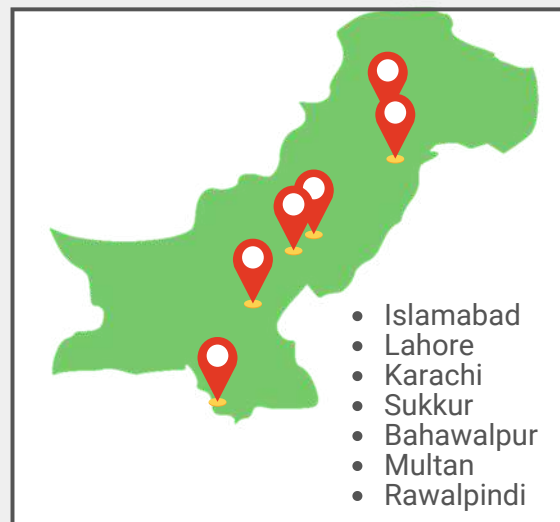
SSDO has created a network of community and religious leaders of different faiths and sects, in three districts of Southern Punjab mainly, Multan, Khanewal and Bahawalpur to create a platform where they can all come together to have a serious dialogues that stress upon the importance of interfaith harmony, social cohesion and peace among citizens of the region. A total of 15 religious and community leaders were recruited from each district to make a total of 45 leaders.

Furthermore, SSDO has collaborated with the Government Sadiq College Women University Bahawalpur, the Women University Multan and the Post Graduate College Khanewal, to form three networks of youth peacebuilders. SSDO will build their capacities and provide them platforms to raise their voice, initiate a diverse array of activities on campus centered around peace and conflict, interfaith harmony, social cohesion and celebrated virtues of social and religious diversity. Each of all three youth network is comprised of 30 students to make a total of 90 youth peace activists.



## COMMEMORATING ANTI-CORRUPTION DAY

To highlight the ramifications of corrupt practices and corruption in Pakistan, SSDO organized a series of "Anti-Corruption Awareness" walks on 9th December, the International Anti-Corruption Day, across the country. These walks, in which a large number of citizens partook, were held in Islamabad, Lahore, Karachi, Sukkur, Multan and Bahawalpur, as well as with campuses of SSDO partner universities. SSDO mobilized citizens from an array of diverse backgrounds such as civil society organizations, members from the transgender community, journalists, lawyers, public policy professionals, students, activists and from the informal sector.



The walks united common citizens on a single platform where they could collectively voice their opinion and let their thoughts be heard by the mainstream media, and the general public. Many participants carried placards articulating messages against corruption, bringing to attention the utter devastation corruption brings to society, with its far-reaching effects that destroy institutions, legal processes and public trust. Throughout Pakistan, it was a very welcoming sight to see women and youth take center-stage and enthusiastically participate in this event. Moreover, the participants raised slogans against corruption such as "Corruption free is the way to be" and "Corruption aik lanat hai [Corruption is a curse]", to express the disdain they felt at the intense permeation of corruption into many of Pakistan's institutions and decision-making bodies, hampering development and suppressing common citizens.





“The motive of organizing this walk was to give the common citizens of Pakistan visibility in public spaces to highlight their opinions. It is equally imperative for civil society organizations, youth groups and all other stakeholders to also acknowledge and organize events that promote transparency and accountability. We believe that even more events like this are necessary in the future to encourage dialogue and promote awareness.”

## POLICY WORKSHOP ON PUNJAB TRANSPARENCY & RIGHT TO INFORMATION LAW 2013

SSDO, in collaboration with FNF, organized a one-day policy workshop on issues and challenges in the implementation of "Punjab Transparency & Right to Information Law 2013". Chief Information Commissioner Punjab Mehboob Qadir Shah, Senior Policy & Governance Expert Zafarullah Khan, Former Punjab Information Commissioner Mukhtar Ahmad Ali, Country Director FNF Birgit Lamm, DG Punjab Assembly Inayat Ullah Lak and 18 MPAs of Punjab Assembly were among the attendees.



Birgit Lamm Country Director of FNF articulated her views that RTI is an excellent grass root idea in participatory democracy. Therefore, right to information law is a catalytic tool and can bring a silent revolution. The existing law has sufficient provisions available to address genuine concerns of the people therefore encouragement is needed to inform on illicit practices to help counter and prevent corruption.

After the workshop, the parliamentarians discussed the issues of the commission in the Punjab Assembly and they also brought about increased awareness of the RTI Law in their constituencies.



## SEMINAR ON FEDERAL RTI LAW FOR ICT POLICE

A seminar was arranged to enhance the capacity of ICT Police Officers to implement the Federal Right of Access to Information Act 2017 at the Police Lines Headquarters, in which special lectures were arranged for 45 officers. Experts from SSDO and Pakistan Information Commission delivered lectures and shared their views with the investigators. Senior officials from the police and Pakistan Information Commission were also present at the event.



## ELECTORAL QUALITY AND INCLUSIVENESS IN PAKISTAN

SSDO formed a network comprising of tehsil level CSOs of Rawalpindi Division called All Pothohar Regional Alliance (APRA). 15 organizations from the Rawalpindi division participated in the launching of network meeting. This network will assist the member organizations in improving their operations and after being trained these organizations will be able to become a member of network working on improving the electoral, parliamentary, political and governance process.



## PEACE WALK IN MEMORY OF APS VICTIMS

On the 7th anniversary of the 2014 APS Peshawar incident, SSDO organized candlelight vigils in various cities of Pakistan including Islamabad, Lahore, Karachi, Sukkur, Multan and Bahawalpur. The events were mainly attended in droves by members of the civil society, youth, students, activists, transgenders, journalists, lawyers and academics. Many participants urged the government to take serious measures to address the issues of extremism, intolerance and related violence from society and take strict measures to ensure that such events do not happen again. In the end, there were calls that the families of the martyrs be provided continued emotional support and grief counselling to ensure them that the citizens of Pakistan have not forgotten them.



## CRICKET FOR A CAUSE

Throughout the year, using sports as a fun way to get people on board towards a cause, SSDO organized friendly cricket matches in



which the district administration, parliamentarians and celebrities took part to raise awareness amongst the general public. Some matches were geared towards public health initiatives, raising awareness for vaccines, including the COVID-19 vaccine, while other matches were for teambuilding to promote peace and social cohesion.

## CURBING HUMAN TRAFFICKING AND BONDED LABOUR IN PAKISTAN



SSDO aims to build capacity and enhance coordination mechanism of various government departments including Law Enforcement Agencies, Social Welfare, Women Development Department, Child Protection Authorities, Prosecution, District Administration, Labour Department, Victim Services Providers and Civil Society for joint action to take steps for implementing the Prevention of Trafficking in Person Act 2018 (PTPA-2018).



## TRAINING WORKSHOP ON ROLE OF POLICE IN COUNTERING HUMAN TRAFFICKING

Training Workshop on "Role of Police in Countering Human Trafficking" was conducted for Police Officers of Counter Terrorism Force, Anti-Terrorism Squad and PS Women through SSDO at School of Auditorium Hall, Police Headquarters, Islamabad. The resource persons Mr. Badar Munir and Mr. Qaisar Siddiqui, Consultants UNODC (FIA) delivered exhaustive lectures during this workshop. The event was graced, amongst others, by Nafeesa Inyatullah Khan Khattak as Chief Guest, AIG Establishment, Dr. Naveed Atif, SSP Logistics Mr. Muhammad Omar Khan, and Principal PTS Mr. Muhammad Najeeb Shah.

The police plays an incredibly critical role in curbing human trafficking. As the first responders in case of criminal activity, it is the job of the police to connect trafficking victims with medical, legal and social services.



Under the project, SSDO launched:

- The Parliamentary Working Group in Punjab
- The Parliamentary Working Group in Sindh
- Provincial Level Stakeholder Working Group in Punjab
- Provincial Level Stakeholder Working Group in Sindh
- 5 District Level Stakeholder Working Groups in Punjab
- 5 District Level Stakeholder Working Groups in Sindh



## WE'RE LEADERS

SSDO, in collaboration Free and Fair Election Network, National Database and Registration Authority and Election Commission of Pakistan is working on a campaign to increase women voters and strengthen democratic participation of women through community mobilization and engagement. Aside from field activities, SSDO has successfully carried out a number of workshops with TDEA/FAFEN:



- Training of women political workers from different political parties of Tehsil Gujar Khan, Kahuta and Kallar Syedan to enhance women political participation in Pakistan. The event was facilitated by "We're Leaders" Master Trainer, Sami Ullah Abbasi. The trainer discussed democratic processes of Pakistan and strategies for campaign management, especially in the context of gender-responsive governance. The aim of training was greater participation of women in political processes via enhanced capacity building.



- Capacity Building Training Workshop for Civil Society Organizations of Rawalpindi Division in which focused on CSO regulations and engagement for public policy.
- District Level Training Workshop for Journalists on Women's Enjoyment of Rights, Empowerment & Leadership on importance of media role and independent journalism in promoting gender empowerment related to democracy, social attitudes, development process and decision making.



## INAUGURATING WOMEN'S PEACE COUNCILS

SSDO, in collaboration with Women Parliamentarians of Sindh Assembly and Punjab Assembly launched the country's first ever Women's Peace Councils in the provinces of Sindh and Punjab. The Women's Peace Council aims to increase the role of women from all fields of life especially parliaments, academia, legal fraternity, medical profession, civil society organizations, media and other professions for working towards peace, development, and resilience against violence and extremism in society, especially raising awareness in rural areas of society and initiating door-to-door campaigns.

## ENHANCING WOMEN WORKERS ACCESS TO MARKET

SSDO, in collaboration with Trust for Democratic Education and Accountability (TDEA) is working towards advocating for conducive working environments for women to increase their participation in the labour force. Working with the Women Workers Alliance (WWA), throughout the year SSDO arranged corner meetings for women to discuss their issues, monitoring results, and bring forward recommendations and mandates, capacity building workshops, walks at Press Club, advocacy meetings with government officials and parliamentarians press conferences, district conventions and field visits to Gender Protection Unit Islamabad, SDG's Secretariat and PIMS.

- SSDO conducted several training workshops of women workers from various fields, on "Labour Rights, Entitlements & Monitoring Workplaces" at:

#### »»» Pak Continental Hotel

The aim of the training was to increase awareness of women's labour rights according to national legislation and collective agreements. This included how to achieve equal rights, equal pay, conducive work environments, and measures against workplace sexual harassment. Women of different professional backgrounds attended the training.

#### »»» Akbar Khan Niazi Teaching Hospital

Participants were briefed on gender sensitivity, conducive work environments for women and workplace harassment. They were also briefed about existing legislation, including "Protection Against Harassment of Women at the Workplace Act 2010" and also the relevant sections of Pakistan Penal Code. This training was attended by hospital staff from all domains, including management, administration, nurses and doctors.

#### »»» Pakistan Institute of Medical Sciences

Women were briefed on their labour rights and laws, such as minimum wage, separate toilets for men and women, and the presence of anti-harassment committees. There was also a session on the concept of harassment, its types, as well as sexual Harassment and its practices in the world of work as well as legal protections under Pakistani legislation.

Participants from PIMS School of Nursing and private school teachers attended the training session.

#### »»» Women Police Officers of ICT Police

The participants were briefed on existing labour related legislation in Pakistan, as well as issues that specifically pertain to women's labour rights such as the presence of day-cares, separate toilets and anti-harassment committees. They were also capacitated on how they as law officials can identify and deal with the violation of these labour laws.



- In collaboration with ICT Police, a one-day seminar was organized on "Role of Police in Protection of Women Against Harassment", which was attended by senior police officials along with Sub Inspector and Assistant Sub Inspector[S1] ranked officers who discussed issues and challenges faced by the police on addressing the law against harassment of women. They cited weak legislation, poor enforcement of laws and the lack of proper training of staff as major problems.
- A training of media persons on sensitizing and enhancing knowledge about issues of women workers at workplaces was organized. The training was participated by Islamabad-based journalists belonging from print, electronic and digital channels. During the training, information was exchanged related to women's participation and representation in the democratic political process, as well as on the issues of working women and gender sensitivities.
- SSDO organized two District Women Worker's Conventions (June and December), attended by over a hundred working women, including parliamentarians and the police, to raise demand for administrative improvements. They discussed the importance of separate toilets in the workplace for women, constitution of sexual harassment committees, and to ensure that all employees are paid at least the minimum wage.

## PICTURE GALLERY



## PICTURE GALLERY



## SDG WALLS

To raise awareness of the United Nations 2030 Agenda for Sustainable Development among the youth of Pakistan, SSDO has constructed SDGs Walls in several university campuses all over Pakistan. The walls illustrative the 17 Sustainable Development Goals, as well as major indicators and targets.



Quaid-i-Azam University, Islamabad



Fatima Jinnah Women University, Rawalpindi

## WOMEN'S SAFETY WALLS

Women's Safety Walls were constructed on several campuses by SSDO to raise awareness about the Women Safety App among the students.



University of Punjab, Lahore



Lahore College for Women University



University of Lahore



Kinnaird College, Lahore

# RESEARCH REPORTS

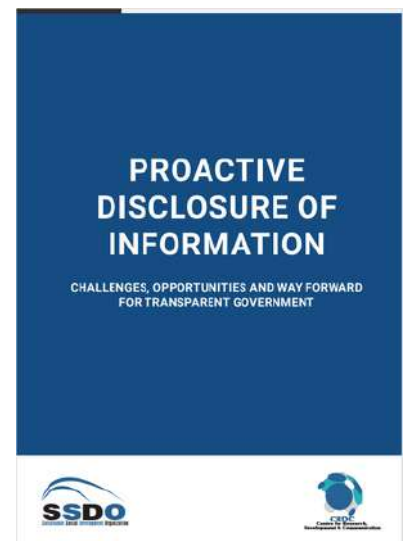


## PROACTIVE DISCLOSURE OF INFORMATION: CHALLENGES, OPPORTUNITIES AND WAY FORWARD FOR TRANSPARENT GOVERNMENT

Federal public bodies are legally bound to publish key information on their web sites under Section 5 of the Right of Access to Information Act 2017. Proactive publication of such information has immense potential in contributing to judicious allocation as well as spending of public funds. Moreover, such disclosure of information will lead to greater public participation in the affairs of the government and there will be greater transparency in the recruitment and procurement processes. Particulars of the beneficiaries of government concessions, consents, approvals, allotments, permits, agreements, contracts and licenses and will be made available to citizens and they would be aware of all the terms and conditions in these matters, to give just a few examples.

The objectives of the research study were: to determine level of effectiveness of request for information as a tool to implement Section 5 pertaining to the proactive disclosure of information; determine level of effectiveness of Pakistan Information Commission (PIC) in processing appeals and implementing its Orders; and identify challenges and gaps in the proactive publication of categories of information. SSDO identified 22 federal public bodies to determine level of proactive disclosure of information. Filing requests for information to 22 federal public bodies using 'Template for the Compliance Report: Proactive Disclosure of Information under Section 5 of the Right of Access to Information Act 2017', lodging appeals with PIC and attending hearings at PIC were the major components of research methodology.

Of the 22 federal public bodies engaged on the issue of proactive disclosure of information, 14 have now put



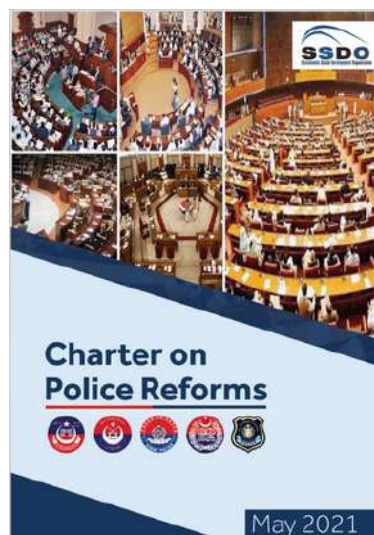


information about their public information officers on their websites. Furthermore, 5 federal public bodies have shared the procedure to avail information from them on their website and have also shared schedule of cost notified by the Pakistan Information Commission. Further, 9 public bodies have information about their budget allocation on website whereas 4 public bodies have shared information about budget utilization.

## CHARTER ON POLICE REFORMS

The report presented a comparative analysis of all the prevalent police laws in the country focusing on themes that emerge from them. The five major police acts and orders which were compared and discussed in that document were: The Police Order 2002, The KP Police Act 2017, The Sindh Police (Amendment) Act 2019, The Balochistan Police Act 2011 and The Police Act 1861.

The methodology employed for this exercise was qualitative. Primary reliance was on focusing on themes emerging out of prevalent laws. In addition, the knowledge created in form of reports of initiatives, committees and commissions has also been consulted. The document presented a table containing the comparative statement of all the prevalent police laws in the country. This effort has been supplemented by compiling a list of initiatives, committees and commissions that have worked on police reforms in the country.



## TRACKING NUMBERS: STATE OF VIOLENCE AGAINST WOMEN AND CHILDREN DISTRICT WISE ANALYSIS IN SINDH, PUNJAB & ISLAMABAD

The current report reflects upon the situation of rights of women and children and the perpetuation of violence against them in Pakistan during the first half of year 2021. The report deliberates on the plight of women and children whilst highlighting the everyday risks of safety, security, and rights violations being faced by them in the country. The report is based on information collected through two different methods, i.e., tracking of reported cases from mainstream English and Urdu Medium print media and through access to official registered cases by using Right to Information (RTI) laws.

For collection of information under this research report, a set of nine (9) indicators were developed; which were relatively easy to update periodically. Out of these nine indicators, three (3) indicators such as Child Abuse, Child Labour and Child Marriages relate to children while six (6) indicators such as Domestic Violence, Violence against Women, Harassment of Women at Workplace, Rape of Women, Kidnapping of Women and Honor Killing of women, all these relate to women.

Two separate reports were published to provide a district-wise analysis, which included identification of hotspot districts against all indicators. One report was published to present data from the province of Punjab and Islamabad Capital Territory, while the other presented data from Sindh. Since the RTIs filed with Balochistan Police and Khyber Pakhtunkhwa did not receive a response in time, they were excluded from the analysis.



# MEMORANDUM OF UNDERSTANDING



## GOVERNMENT

- PAKISTAN INFORMATION COMMISSION
- SINDH SDGS TASK FORCE
- SINDH ASSEMBLY
- PROVINCIAL YOUTH ASSEMBLY OF KPK
- PUNJAB ASSEMBLY
- YOUNG PARLIAMENTARIANS FORUM (YPF)
- KHYBER PAKHTUNKHWA ASSEMBLY
- LOCAL GOVERNMENT PESHAWAR
- PROVINCIAL YOUTH ASSEMBLY OF KPK
- SDGS TASK FORCE OF PUNJAB ASSEMBLY
- STANDING COMMITTEE ON GENDER MAINSTREAMING, PUNJAB ASSEMBLY



## ACADEMIA

- UNIVERSITY OF PUNJAB, LAHORE
- QAID-I-AZAM UNIVERSITY, ISLAMABAD
- FATIMA JINNAH WOMEN UNIVERSITY, RAWALPINDI
- KINNAIRD COLLEGE LAHORE
- LAHORE COLLEGE FOR WOMEN UNIVERSITY
- ISLAMIA UNIVERSITY BAHAWALPUR
- WOMEN UNIVERSITY MULTAN
- GOVERNMENT SADIQ COLLEGE WOMEN UNIVERSITY, BAHAWALPUR
- POSTGRADUATE COLLEGE, KHANEWAL

# PROGRESS TOWARDS SSDO'S FUNCTIONAL OBJECTIVES



## MONITORING, EVALUATION ACCOUNTABILITY AND LEARNING

In 2021, SSDO built upon their objective of creating an organizational level monitoring and evaluation system by setting up their official MEAL Department to strengthen multiple accountabilities within and outside the organization and better track the progress on the strategy. The SSDO MEAL team set up reporting templates, work-plan templates, forms and feedback systems for checking progress of the programmatic front, while also creating a framework for employee progress and evaluation. Furthermore, much of the review, reflection and lessons learnt by the MEAL Department has been effectively utilised for future programme development.

## REVIEW AND REFLECTION

SSDO has initiated regular review and reflection workshops with implementing partners to improve coordination between and among SSDO and partners, better understand the degree of program quality, effectiveness and efficiency and plan and mode of future engagements. This on one hand ensured transparency while on the other hand was instrumental in improving program

quality and meeting targets in stipulated time. SSDO made significant efforts to improve its monitoring, shared learning and planning mechanisms. Major emphasis remained on improving coordination, reporting and promotion of quarterly programme and project review and reflection processes.

## SAFEGUARDING AND CHILD PROTECTION

Protecting children, young people and vulnerable adults from harm is central to achieving our mission and vision. SSDO is committed to ensuring the experience of our organization is one that is free from any form of abuse or exploitation. Everyone who comes into contact with any person associated with SSDO should at all times feel respected and safeguarded. To enforce this, SSDO's safeguarding policy has a range of preventative measures and systems to prevent any form of abuse, and clear procedures for disciplinary action in the event this policy is breached. SSDO code of conduct which sets out the standards and expectations of employees in terms of professional ethics, integrity, acting as a representative and safeguarding, which support our vision, mission and values.

Therefore, this year, SSDO drafted and launched its "Child Protection Policy" for the compliance of all their staff, especially for their work with children and youth. This policy is in-line with the United Nations Convention on the Rights of the Child (UNCRC). Additionally, it is in-line with National Commission on the Rights of Children Bill, the Charter of Child Rights Bill, the Prohibition of Corporal Punishment Bill, Rights, the Prohibition of Corporal Punishment Bill, Rights to Free and Compulsory Education Bill in accordance with Constitution of Pakistan.

## HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT

The Human Resources and Operations Department facilitated processes associated with fast and merit-based recruitments, staff orientation, capacity building, strategic planning and systems improvement across the organization. Several trainings and orientation sessions were organized to facilitate staff's and Partner organizations professional development and performance. During this time, the following policies were developed and finalised for fair and uniform personnel management systems for all its employees in order to ensure quality of policy, research, training, information, knowledge creation, protection against harassment, management and dissemination:

1. Human Resource Policy
2. Harassment Policy
3. Safeguarding Policy and Procedures

## PARTNERSHIP DEVELOPMENT & RESOURCE MOBILIZATION

The Partnership Development Unit has taken significant initiatives for profiling the organization with bi-lateral and international institutions, and high value donors vis-à-vis foundations. SSDO has expanded its partnership base through institutions of



international and national reputation. This year, SSDO reached out to several embassies and high commissions to discuss mutual goals and objectives for partnerships.

## INFORMATION TECHNOLOGY

The IT function of SSDO continued to work closely with other units and facilitated them in all IT related requirements. This includes assessment of equipment, capacity building and trainings for staff. Focus was on supporting head and area offices in improving their IT infrastructure and management.



## COMMUNICATIONS

The Communications unit actively supported and contributed to SSDO's policy interventions in the thematic areas of the organization. This has included social media campaigns on promoting social cohesion, building peace and resilience, curbing human trafficking, advocating for women's rights, increasing political participation of women, strengthening media freedom and awareness on right to information (RTI). Furthermore, SSDO has hosted a series of podcasts and interviews on its YouTube channel where MNAs, MPAs, civil servants, academics and other experts have discussed and shared their viewpoints on developmental challenges and issues that are plaguing Pakistan. The Communications function focused on building SSDO's profile, networking and building strategic partnerships with the media; facilitating organizations' policy and programmatic interventions, and proactively participating in and contributing to organization's thematic areas. Resultantly, SSDO has accumulated around 50,000 followers across different social media platforms including Facebook, Twitter and Instagram, and quite majority among these are stakeholders including youth, government agencies, parliamentarians, political parties and media.





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