



WRO representatives leading a session at the WVL-P Co-Creation Workshop in March 2020, Islamabad. Credit – Oxfam

WOMEN'S VOICE & LEADERSHIP

PAKISTAN

Co-creating,
Innovating, and
Shifting Power

DURATION:

5 years (2019-2024)

BUDGET:

\$8 million CAD

For more information,
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THE SITUATION

In Pakistan, women and girls are among the most at risk of having their human rights violated, and those who are also members of other marginalized groups face further discrimination. Pakistan's Constitution calls for equality, rights and protection for all. Despite this, human rights violations are an ongoing concern.

- Gender parity is the second lowest in the world (ranking 148 out of 149 ranked countries)
- 18 percent of girls marry before the age of 18
- Recent analysis of the state of human development in Pakistan puts the country 154 out of 189 ranked countries

Recently, Pakistan's women's rights movement has also deteriorated to critical levels. The challenges for women's rights organizations (WROs) include shrinking spaces for them to organize; a lack of capacity, resources, and autonomy to drive their own change agendas; and limited platforms for collaboration and collective action.

WHAT WE ARE DOING

As a response to this, [Women's Voice and Leadership - Pakistan \(WVL-P\)](#) strengthens the individual and collective capacity of WROs, women's rights activists, and coalitions within the women's movement in Pakistan. Using a strategic combination of funding and capacity strengthening, Oxfam is working to support WROs to be better managed and more self-sustaining. This will ensure they can deliver programming that better meets the needs of the women and girls they serve. The project will also improve the ability of WROs and activists to work together more effectively toward gender-transformative policies.

WVL-P provides four types of support:

1. Multi-year funding to a select group of 12 WROs;
2. Fast, responsive funding for Pakistani WROs (and individual activists) for strategic responses to opportunities, and to pilot innovative ideas;
3. Institutional capacity strengthening support; and,
4. Network and alliance building support to amplify the voices of local WROs and support collective action.

A key element of the project is the Oxfam Canada Capacity Assessment Tool for Gender-Just Organizational Strengthening (CAT4GJO). This tool supports WROs to self-assess, determine their needs and priorities, and create action plans. The CAT4GJO will support gender-just monitoring, evaluation, accountability, and learning (MEAL), practices throughout the project, and [WROs have co-created project indicators and targets based on their baseline assessment results.](#)

This project is part of [GAC's Women's Voice and Leadership \(WVL\) Program](#). The Program is a global initiative to support the capacity and activities of local and regional women's organizations and movements seeking to empower women and girls, advance the protection of women and girls' rights, and achieve gender equality. Under this GAC WVL program, Oxfam Canada is also implementing the [WVL-Guatemala project](#) with the Tz'ununija' Indigenous Women's Movement.

The WVL-P project aligns with Canada's commitments under its Feminist International Assistance Policy, and [Oxfam Canada's acknowledgement](#) that local WROs are best placed to support transformative change that will advance women's rights and gender equality within the Pakistan context.

THE PARTNERS

With our partner Strengthening Participatory Organization (SPO), the project works with 12 WROs that represent the country's geographic and demographic diversity, inclusive of ethnic, religious, and linguistic minority groups possessing gender expertise in different thematic areas. WVL-P has supported these local WROs to co-design and co-implement

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the project. The following are the core WRO partners (also the main project participants and agents):

- Advocacy, Research, Training and Services Foundation (ARTS Foundation)
- Association of Business, Professional and Agricultural Women (ABPAW)
- Awaz-e-Niswan (AAN)
- Breaking Barriers Women (BBW)
- Development Empowerment Women Association (DEWA)
- National Organization for Working Communities (NOW Communities)
- Pakistan Rural Workers Social Welfare Organization (PRWSWO)
- Roshni Welfare Organization (RWO)
- Saiban Development Organization (SDO)
- Society for Human Advancement and Disadvantaged Empowerment (SHADE)
- Ujala Seher Organization (USO)
- Women in Struggle for Empowerment (WISE)

WHAT DO WE HOPE TO CHANGE?

With an ultimate outcome of increased enjoyment of human rights by women and girls and the advancement of gender equality in Pakistan, expected results include:

1. Improved management, programming, and sustainability of local WROs in Pakistan, particularly those representing vulnerable and marginalized women and girls;
2. Enhanced delivery of campaigns and programming by WROs to advance gender equality in Pakistan; and
3. Increased effectiveness of national and sub-national women's rights platforms, networks, and alliances to effect gender-sensitive policy change and implementation in Pakistan.

EXPERIENCE

WVL-P builds on a range of women's rights programs, including, but not limited to, both global and national level programs focused on violence against women and girls (VAWG), gender-based violence, and sexual and reproductive health and rights. WVL-P's approach to transformative leadership for women's rights builds on the Engendering Change project (ended in 2014), which supported civil society organizations – half of which were WROs – in advancing women's rights in 10 countries, including Pakistan. Oxfam's current GAC-funded [Creating Spaces](#) program (6 countries, including Pakistan) works with WROs and other organizations to combat VAWG, with a particular focus on child and early forced marriage.

Canada

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