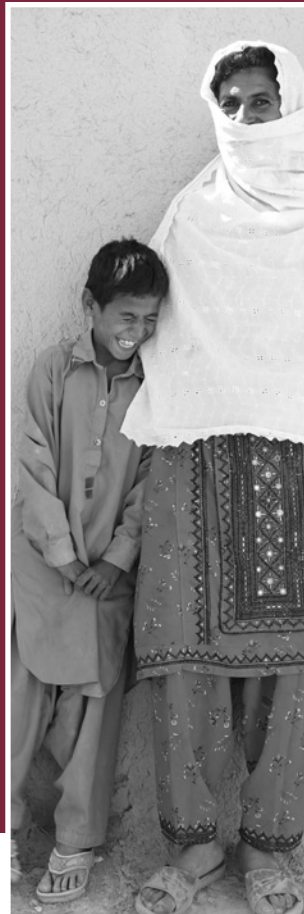


# Women Village Organisation Networks in BRACE Programme Districts



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# Structure of the Document

This report aims to produce a comprehensive document on the women VO Networks fostered under the BRACE programme. These networks were piloted in attempt to improve political participation of women through development planning and decision making at the community level.

This document has five sections. The first section presents a contextual analysis on gender inequality in Pakistan and highlights the efforts for gender mainstreaming in the BRACE Programme. The second section presents an introduction to the women VO Networks. The third section reports the achievements of these networks and presents leader profiles and case studies from the field. The fourth section provides observations from the field visits and highlight the potential of these institutions to expand and form union council level bodies in the future. The fifth section includes recommendation based on field visits and detailed discussions with the women leaders and members of these Networks.

# Section 1. The Context

The Global Gender Gap Report ranks Pakistan 153rd out of 156 countries across the globe on the Global Gender Index. Compared to other South Asian countries, Pakistan ranks 7th out of 8 countries, only better than Afghanistan. In addition, the data reports that Pakistan's gender gap has widened by 0.7 percent from 2020 to 2021. The Gender Gap Index has four dimensions of gender parity that include economic participation and opportunity, educational attainment, political empowerment and health and survival. This report also notes that Pakistan has failed to improve its score on gender parity in the last sixteen years. Based on the existing rate of performance, it is estimated that Pakistan will need another 136 years to close the gender gap.

These figures are alarming and they reflect the lived experience of women in Pakistan. Serious effort to improve this situation is required. The issue of women empowerment in Pakistan requires a change of pace and implementation of sustainable approaches to bridge this gap. Balochistan, in terms of women empowerment, is no exception. The women in Balochistan are faced with a plethora of issues that include restrictions on mobility, lack of access to education and economic opportunities, little to no role in decision making within and outside households, lack of access to financial services, basic health services and opportunities for political participation and leadership. There are multiple factors that exacerbate the gender gap and at the top of the list is economic deprivation.

## **Introduction to the BRACE Programme**

To contribute to addressing economic deprivation and improving levels of women empowerment, RSPN and its partner RSPs are implementing the RSPs Social Mobilisation approach under the EU funded Balochistan Rural Development and Community Empowerment (BRACE) Programme in 10 districts across Balochistan. This approach assists the poor and vulnerable members of the community to effectively manage their locally available resources, improves access to social and financial services and strengthens their participation in local decision making.

The RSP Social Mobilisation approach is built on a three-tiered structure collectively termed Community Institutions (CIs). As the foundational tier, Community Organisations (COs) are formed at the household level. A CO is participatory institution with membership of 15-25 households. The members are like-minded people, who are ready to tap their common resources with cooperation and unity amongst themselves to overcome their common and individual household's social and economic constraints. These COs are organised into Village Organisations (VOs) at the village level, which are then federated into Local Support Organisations (LSO) at the Union Council (UC) level. Once people are organised into properly functioning self-governing institutions, the government and other development organisations can use these community institutions as a conduit to provide supply and services to the poor households.

The programme interventions include development planning at the neighborhood, village and union council levels, provision of income generating grants, community investment fund, community physical infrastructure schemes, technical and vocational skills training, adult literacy and numeracy skills training and leadership skills training to the community members with focus on women.

### **Gender Mainstreaming under the BRACE Programme**

Research suggests that inclusion and participation of women is critical in development programmes. Gender mainstreaming is essential for securing human rights and social justice for women and men. This leads to the effective achievement of other social and economic goals. Mainstreaming can reveal a need for changes in goals, strategies and actions to ensure that both women and men can influence, participate in and benefit from development processes. Gender mainstreaming remains an important aspect in BRACE.

The Programmes understanding of gender mainstreaming is that the perceptions, experiences, knowledge and interests of women and men should equally influence policy making, planning and decision-making.

The objective of gender mainstreaming in BRACE programme is to create an environment that is conducive to the promotion of gender equality. To achieve this, RSPN conducted a gender analysis exercise to understand and identify the gaps in mainstreaming gender in the BRACE Programme. The gender analysis looked at the following four strategic priority areas.

1. Strengthening gender mainstreaming in BRACE Programme LFA
2. Addressing critical capacity gaps
3. Grassroots women representation in Community Development and Local Government
4. Gender mainstreaming at the policy level

Following the gender analysis, a gender mainstreaming strategy with its subsequent action plans was formulated. Throughout the programme period, RSPN and its implementing partners have ensured implementation of these action plans. Special attention is paid on strategic priority three to amplify grassroots women's voice and representation in Local Government to influence public policy decision-making for quality, inclusive, and equitable service delivery, and civic oversight.

## **Section 2. Introduction to Women VO Networks**

Under the EU funded BRACE Programme, 0.28 million Pakistani citizens in 240 union councils in 10 districts of Balochistan have been organised into a network of people's own institutions. At the community organisation level, women participation is 42 percent. At the village organisation level,

women participation is 40 percent. However the participation of women at the union council level stands only at 8 percent. The obvious pattern is that women participation decreases as we move away from the household level community institutions to the larger administrative units.

It was noted that in most BRACE programme districts, women were not allowed to sit with men at the LSO level, and it led to serious underrepresentation at the union council level bodies. To address this gap, the RSPN and BRSP piloted a new tier within the social mobilisation structure especially catering to representation of women. The women VO networks are independently led by women with 100% women members to have a stronger collective voice to represent themselves. The demands of these women networks and male LSOs are consolidated into a single Union Council Development Plan (UCDP) thus, ensuring women representation.

A total of 16 Women VO networks are formed by BRSP which include 105 VOs and represent 3,786 community members. Under the aegis of these networks, women leaders now represent their communities at the Joint District Development Committees (JDDCs)<sup>1</sup> where they engage with the government departments and present their needs. The EMM took note of this and reports it as a positive change in gender inequality.

**“A recent initiative, the women’s VO networks, while not a mirror of the male-dominated LSOs will enable women leaders to come together and engage with one another, at an even higher level – that of the union council. Such networks have already started participating in the quarterly joint district development committee meetings. The positive change in gender inequality that is occurring should not be under-emphasised.” (May 2022)**

The Women VO Networks are a platform for women to discuss challenges, articulate their needs and mainstream gender sensitive approach in implementation of the community driven development through inclusion of women needs in Union Council Development Plans (UCDP). The Women VO networks also intend to enhance the capacity of women leaders and empower them to lead women institutions and represent themselves at different government and non-government forums.

## Section 3. Achievements and Case Studies

The details of the VO networks, the experiences of women community leaders and the beneficiaries are detailed in the next section. This section presents district wise VO Network profiles and its relevant case studies.

---

1. The JDC are platforms at the district and tehsil levels to create linkages between the Government’s Line Departments and community institutions. The objective of the Joint District Committee is to advocate for access to basic public services and for planning, implementation and monitoring of local development plans. The JDC includes representatives of local government, line departments, community institutions, RSPs and civil society organisations.

# KHUZDAR

## SOCIAL MOBILISATION



**59,329**  
Households Organized



**3,255**  
Men Community  
Organisations (COs)  
Formed

**5,295**  
Community Organisations  
(COs) Formed

**2,038**  
Women Community  
Organisations (COs)  
Formed

**2**  
Mixed Community  
Organisations (COs)  
Formed



**520**  
Women Village  
Organisations (VOs)  
Formed

**1,121**  
Village Organisations  
(VOs) Formed

**601**  
Men Village  
Organisations (VOs)  
Formed



**23**  
Mixed Local Support  
Organisations (LSOs)  
Formed

**37**  
Local Support  
Organisations (LSOs)  
Formed

**14**  
Men Local Support  
Organisations (LSOs)  
Formed



**3,757**  
Men Community Members  
Trained in CMST (2/CO)

**7,067**  
Community Members  
Trained in CMST (2/CO)

**3,310**  
Women Community Members  
Trained in CMST (2/CO)



**624**  
Men Community Members  
Trained in LMST (2/VO)

**1,138**  
Community Members  
Trained in LMST (2/VO)

**514**  
Women Community Members  
Trained in LMST (2/VO)



**64**  
Men Community Members  
Trained as Community  
Resource Persons (CRPs)

**143**  
Community Members  
Trained as Community  
Resource Persons (CRPs)

**79**  
Women Community Members  
Trained as Community  
Resource Persons (CRPs)

## COMMUNITY PHYSICAL INFRASTRUCTURE



**273**  
Men Households Benefiting  
from CIF for productive asset  
building and income generation

**3,425**  
Households Benefiting  
from Completed CPIs

**1,325**  
Women Households Benefiting  
from CIF for productive asset  
building and income generation



**30**  
Completed CPIs & Regular  
O&M by Community Institutions



**31**  
Number of LSOs  
managing CIF

## COMMUNITY INVESTMENT FUND (CIF) AND INCOME GENERATION GRANTS (IGG)



**273**  
Men Households Benefiting from  
CIF for productive asset building  
and income generation

**1,598**  
Households Benefiting from  
Community investment fund (CIF)  
for productive asset building  
and income generation

**1,325**  
Women Households Benefiting from  
CIF for productive asset building  
and income generation



**298**  
Men Households Benefiting from  
IGGs for productive asset building  
and income generation

**2,206**  
Households Benefiting from  
Income generation grants  
(IGGs) for productive asset  
building and income generation

**1,908**  
Women Households Benefiting from  
IGGs for productive asset building  
and income generation

## TECHNICAL AND VOCATIONAL SKILLS TRAINING



**438**  
Community Members  
Trained in TVET



**178**  
Men Community Members  
Trained in TVET



**260**  
Women Community Members  
Trained in TVET

# VO Network Bright Women






## Union Council Tootak

The total number of households in Union Council Tootak is 2,936 out of which 2,167 (73%) households are organised into 169 (108 male and 61 female) Community Organisations (COs) with a membership of 2,935 (2,055 males and 880 females). These COs are organised into 38 Village Organisations (VOs) that include 22 male and 16 female VOs. There are 17 including 10 boys and 07 girls' primary schools in the union council. There is one boy's and one (01) girls' secondary school in the union council. The distance from the union council to the nearest city, Khuzdar, is 51 km.

## VO Network Profile

Vision Statement: "To establish a prosperous society that protects the economic and social rights of every individual, especially women, a society where women can freely exercise their rights and that is based on the principles of peace, justice, tolerance, and shared prosperity"

The Bright Women VO network was formed on 7th October 2021. The total members of the Network are 15 and the average age of members is 30 years. Out of the total 16 women VOs in the UC, the VO network covers 04 (25%) VOs and 16 (26%) of COs of the total 61 COs.

Names of VOs	Number of COs	Number of CO Members
VO Gwarikh	3	45
VO Himat	3	45
VO Jori	3	45
VO Kashish	7	98
 <b>4 VOs</b>	 <b>16 COs</b>	 <b>233 members</b>

Out of total 233 female members, 75 (32%) females have NIC and are registered as voters. The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). These members were also facilitated for an exposure and experience sharing visit to Sindh on 15th February 2022 where they engaged and learnt from the experiences of women leaders in Sindh.

The women of the Bright Women VO Network are gaining awareness about their rights and holding the service providers accountable. The leaders of this Network participated in the Joint District Development Committee (JDDC) meeting on 31st March 2022. This is a monumental achievement in the context of Balochistan since political participation of women leaders originating from the local communities remains a taboo. This change is a positive step in addressing gender equality and empowering women to raise their voice and equally participate in development planning and decision making.

### The priority needs identified during the JDDC meeting include:

- Construction of a proper road to link Tootak with the city of Khuzdar to resolve the issue of mobility for women
- The need for a Basic Health Unit (BHU) in the village for provision of pre-natal and ante-natal care
- Reopening of a girl's school in the village that was closed due to unavailability of a teacher
- Access to clean drinking water supply at the local level to address the spread of water borne diseases keeping in view of restrictions on mobility of women



As of December 2022, their demand for reopening of a girls' school in the nearby village that was closed due to unavailability of a teacher has been met while others remain unresolved. The frequency of JDDC meeting was disrupted due to the 2022 floods in Pakistan. However, it has resumed and the women leaders of this Network are preparing to regularly participate and present their needs on this platform.

The women of Bright Women Network have fostered linkages with government agencies and private sector organisations including NADRA, BISP Social Welfare, Education Department, Health Department, TKF, WHO and MERF to plan and re plan and implement development activities both on self-help basis and in collaboration with them. The activities Implemented by the Women VO Network include the following.



**100%** of Women-VO-Network members have NIC and registered as voters



**80%** of VO members in the Women-VO-Network have NIC and registered as voters



**75%** of CO members in the Women-VO-Network have NIC and registered as voters



**18** children including 10 girls and 08 boys enrolled in schools



**20** children including 11 girls and 09 boys vaccinated



**10** awareness sessions conducted with 100 CO members



**40** B-forms registered



**68** people provided food packages during floods



**25** people provided emergency health services during floods including cash and mosquito nets



**Re-opened a non-functional school** through lobbying with the Education Department

## A Resounding Voice from Tootak, Khuzdar

### Noreen Faiz, President of Bright Women VO Network

Noreen Faiz is an active and energetic young woman from union council Tootak in Khuzdar. Noreen's journey is an example of starting from the bottom and becoming a leader. She started as a community resource person under the BRACE Programme. She worked tirelessly to organise households into Community Organisations (COs) at the neighbourhood level and Village Organisations (VOs) at the village level. She has recently completed her bachelor's and is planning to study further to better serve her community. She is the President of the Bright Women Village Organisation (VO) Network.

When Bright Women VO Network of Tootak was formed, women of Tootak elected Noreen as their representative and leader. Noreen has an instinctive ability to inspire and encourage the women of her community. She has a clear vision for the network and plays an instrumental role in mobilising women to collectively help themselves. Noreen expressed that eventually after acquiring a deeper understanding of the Community Driven Development (CDD) approach she realised the importance of collective action and emphasises on the significance of

women only meetings to discuss women issues. Noreen shared, "Sitting and waiting is not an option for women of Tootak, and we have envisioned Tootak as a city instead of a village and are determined to realise the vision of our VO Network."

Noreen holds quarterly meetings of the VO network where representatives of the women VOs submit a copy of their Village Development Plans (VDPs) and discuss development issues faced by women at the union council level. Noreen compiles a list of women needs and submits them to the LSO to ensure inclusion of women needs in the Union Council Development Plans (UCDPs).

In March 2022, Noreen presented the needs of women in Tootak at the Joint District Development Committee (JDDC). The members of LSOs, Additional Deputy Commissioner (ADC), and representatives of Government Line Departments participated. In this meeting she highlighted the issues faced by women in her union council. Noreen recalled when she presented at the JDDC someone sarcastically remarked, "Would you even be able to speak on behalf of all women, in this room filled with men?"

Noreen unapologetically presented the needs of women in her community. She presented with confidence and courage and realised that she is the voice of all the women who could not be there to speak for themselves. She displayed a deep understanding of women's needs and also held the Government Line Departments and service providers accountable for neglecting their duties towards women. She adds, "And there was silence in the room for a couple of minutes!"

Noreen is hopeful and sees a pleasant change in how the men perceive women in her community now. The coming together of women and helping themselves have led to increased respect among men in their union council. The males now take their demands seriously and include them in union council development planning. She looks back at her journey and adds, "I am happy and content as I look at my journey from a community resource person to president of my community. I now want to continue moving forward. I feel accomplished when I see the women of my community benefitting from all these interventions that help them become financially independent and more confident."

Noreen represented the women network at the 2022 National LSO convention held on 13th December 2022 in Islamabad. It was inspiring to see Noreen present on this forum and emerge as an exemplary leader.



# VO Network Future Star






## Union Council Baghbana 3

The total number of households in Union Council Baghbana 3 is 1,250 out of which 986 (79%) households are organised into 105 (49 male and 56 female) Community Organisations (COs) with a membership of 1,506 (686 males and 820 females). These COs are organised into 28 Village Organisations (VOs) that include 17 male and 11 female VOs. There are 12 including 08 boys and 04 girls' primary schools in the union council. There is one boy's and 01 girls' secondary school in the union council. The distance from the union council to Khuzdar city is 35 km.

## VO Network Profile

**Vision Statement:** "To establish a prosperous society that protects economic and social rights of every individual especially women, a society where women can freely exercise their rights, a society that is based on the principles of peace, justice, tolerance and shared prosperity".

The Bright Women VO network was formed on 8th October 2021. The total members of the Network are 18 and the average age of members is 31 years. Out of the total 11 women VOs in the UC, the VO network covers 04 (36%) VOs and 24 (43%) of COs of the total 56 COs.

Names of VOs	Number of COs	Number of CO Members
VO Killi Nothani	7	105
VO Londo	7	105
VO Notani	3	45
VO Notani 2	7	105
 <b>4 VOs</b>	 <b>24 COs</b>	 <b>360 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Future Star Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations including NADRA, BISP Social Welfare, Education Department, Health Department, WHO and MERF. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives. Activities Implemented through self-help initiatives and in collaboration with Government and other development agencies by the Women VO Network include the following.



**100%** of W-VO-Network members have NIC and are registered as voters



**70%** of VO members in the W-VO-Network have NIC and are registered as voters



**70%** of CO members in the W-VO-Network have NIC and are registered as voters



**17** children including 11 girls and 06 boys enrolled in schools



**16** children including 10 girls and 06 boys vaccinated



**12** awareness sessions conducted with 105 CO members



**20** B-forms registered



**45** people provided food packages during floods



**14** people provided emergency health services during floods

# A Young Leader Emerges

## Raheela President of Future Star women VO network

Raheela is only 18 years old and is the youngest president out of all the VO networks. She is currently doing her bachelor's in medical sciences and is determined to pursue a career in medicine. Raheela worked as a Community Resource Person (CRP) in the Union Council (UC) Baghbana 3 under the BRACE Programme. Evident from her work as a CRP and pursuit of a career in medicine, Raheela is eager to make a difference and help her community. She is seen as a prominent figure in her community and was elected to manage the tasks of the network and hold a leadership position despite her young age.

Raheela is an energetic, young, and passionate girl. She warmly welcomed the team in Brahui, which is the local language of her community. She presented the VO network profile and delivered the presentation confidently. While talking about her passion to work for the women in her community, she shared that she wishes to pave way for young girls to come forward and participate in helping each other.

Raheela participated in 12 LSO meetings with men and attended one Joint Development Committee (JDC) meeting. She added that her father is encouraging and supportive of her work and accompanies her in these meetings. The journey of gaining confidence was long. She added that the first JDC meeting hosted 12 males and 9 females including the Assistant Commissioner (AC). She felt small and was extremely nervous to present in front of them or even be a part of this meeting. However, she managed to present the needs of her VO Network and advocated for women needs. Raheela gleefully shared that after the meeting, the AC met with her and said that he was amazed to see a young, active, and confident girl advocating for the needs of her female community members.

The Assistant Commissioner's words of encouragement had a strong impact on Raheela. She now feels more confident in her ability to lead, articulate and strongly represent the demands of her female community members on different forums.



"I always try to communicate openly and effectively. I share my thoughts and opinions with my network members. I also actively listen to their perspectives as they listen to mine. We collectively decide issues that should be resolved and have a shared vision for our community." Raheela also actively seeks opportunities and platforms to advocate for the women of UC Baghbana 3. Through her efforts, Raheela in collaboration with other civil society organisations was able to help her community by distributing mosquito nets during the recent floods.

Although Raheela has made active efforts to help the women from her community, she understands that her father, the AC and other developments partners in the union council are key factors in her context. The collaboration of all these factors creates a conducive environment for improved levels of women participation.



# The Trickle-down Effect of TVET

## Bibi Fazila, General Secretary of VO Network Future Star and Beneficiary of TVET

Bibi Fazila is 18 years old and comes from a family of six sisters and three brothers. She has studied until grade 10. She wanted to study further but was forced to discontinue her education due to financial constraints. Fazila shared that one of her brothers played an instrumental role in her pursuit of education. He used to pay her fee and also picked and dropped her to school.

Fazila recalls that at the start of the BRACE programme, she heard about the technical and vocational skills training in her village. Eager to learn a new skill, she identified stitching and embroidery as her preference. She was enrolled in the programme. In addition to learning a new skill, she was also provided a sewing machine. She adds, "I never thought that I would be able to buy a sewing machine by myself but BRACE Programme made it easy for me". Fazila, who is engaged to get married, now uses her spare time to prepare dresses for her wedding. She reports that this has resulted in saving a significant cost. Considering the benefits of TVET, Fazila expresses that she wants to become a TVET trainer in the next cycle and is hopeful that it will help the women in her community.

She adds that the BRACE programme has improved economic conditions of a lot of women including her in their union council through the income generating grants, (CIF) loans, and technical and vocational skills training. Upon understanding the benefits of programme interventions, Fazila showed interest in becoming a community leader and serve them. When the VO Networks were formed, she was elected as the General Secretary of the women VO network Future Star.

In her role as the General Secretary, she accompanies the network president in LSO meetings. Her brother is supportive of her journey and chaperones her to the LSO meetings. She shared, "In the first-ever LSO meeting, I was nervous to interact with the male members. Although, I did not speak throughout the meeting, I remained anxious." With time Fazila has gained confidence and now speaks well for the network that she represents.

Highlighting the progress of the network she adds that their network works hard and with the great efforts of CRPs and social organisers it was able to create linkages



with the health department and lady health workers (LHW). They also conduct sessions on maternal and child health to increase awareness among female members of the community. The network serves as a crucial platform to create awareness about BRACE programme and other development initiatives in the union council. The increased awareness on health, economic opportunities and skills development is brewing confidence among these women and they are motivated to access and engage in these.



# Roshan Women VO Network






## Union Council Zerina Wahir

The total number of households in Union Council Zerina Wahir is 2,434 out of which 1,713 (70%) of the households are organised into 169 (102 male and 67 female) Community Organisations (COs) with a membership of 2,484 (1,525 males and 959 females). These COs are organised into 38 Village Organisations (VOs) that include 20 male and 18 female VOs. There are 09 including 05 boys and 04 girls' primary schools in the union council. There is no secondary school in the union council. The distance from the union council to the nearest city is 45 km.

## VO Network Profile

**Vision Statement:** "To form a society where men along with women freely can practice economic and social rights and implementation of the community-driven development, a society that is based on the principles of peace, and justice."

The Roshan Women VO network was formed on 10th October 2021. The total members of the Network are 12 and the average age of members is 31 years. Out of the total 18 women VOs in the UC, the VO network covers 03 (17%) VOs and 13 (19%) of COs of the total 67 COs.

Names of VOs	Number of COs	Number of CO Members
VO Ab Manaan Green	3	45
VO Khurami Green	3	45
VO Pahvee Green	7	105
 <b>3 VOs</b>	 <b>13 COs</b>	 <b>195 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations including NADRA, Health Department, WHO and MERF. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives. Activities Implemented through self-help initiatives and in collaboration with the Government and other development agencies by the Roshan Women VO Network include the following.



**82%** of W-VO-Network members have NIC and are registered as voters



**50%** of VO members in the W-VO-Network have NIC and are registered as voters



**50%** of CO members in the W-VO-Network have NIC and are registered as voters



**37** girls enrolled in schools



**20** children including 11 girls and 09 boys vaccinated



**06** awareness sessions conducted with 40 CO members



**40** B-forms registered

# A Good Leader is One that Listens

Ms Salma, president of Roshan women VO network of UC Zarina Wahir, Khuzdar

Salma's story resonates with most of the youth in her union council. She is a 25 years old whose dreams to pursue education were shattered after grade 5 because of non-availability of a secondary school in the union council Zarina Wahir in Khuzdar. Although boys face the same issue. The restrictions on mobility of girls due to religious and cultural barriers is much higher. Consequently, the girls are more susceptible to discontinue education in this union council.

Since there is no opportunity to pursue further education, Salma was married at a young age. She adds that she has found a great support system in her husband. When they found out about the BRACE programme, her husband encouraged her to become a member of the CO. As Salma does not have kids yet, she is able to dedicate more time for community mobilisation compared with other female members.

The women of VO Network Roshan elected Salma as their president because she is trusted by the women and is a patient listener. Salma's husband supports her

in this role and chaperones her to the LSO meetings. She shared, "Without my husband's support I would not be able to participate in any meetings. I also don't have kids yet which is why I am able to dedicate time for network meetings and listen to women of Zarina Wahir who are deprived of many rights." She added that she feels privileged and respected by the community members since they have entrusted her with this responsibility as their VO Network leader.

She admits that although she does not have the capacity and resources to resolve issues for most of the women who share their problems, she tries to help them by listening. She reports that the network is a place where women discuss their household and village level issues. Despite the sociocultural barriers, overall women participation in the network has increased over time. Salma elaborated delightedly, "Women participation is now increasing in community institutions and they are more willing to come forward for their needs and talk openly" She emphasised that collective approach to decision-making in a household

or community is important as it allows for diverse ideas and can lead to more effective and fair decisions. Salma's skill of being a great listener has fostered trust among women in the community and it is reflected in how the network operates.

Salma proudly shared that Roshan VO network has developed linkages with different organisations including Medical Emergency Resilience Foundation (MERF), World Health Organization (WHO), the Food and Agriculture Organisation (FAO), and NADRA. These organisations have worked in her union council and have been able to bring benefits to her community. For instance, with the assistance of NADRA, her network has been able to register Computerised National Identity Cards (CNICs) of many women. She reports, "I find inner peace while struggling for the improvement of my community and by resolving issues of the people, especially for women"





# Woman with a Plan

## Ms Farzana, IGG beneficiaries of UC Zarina Wahir, Khuzdar

Farzana is 33 years old and mother of five children. Her husband is a daily wage labour and the sole bread winner. Due to the nature of his work, the household finances were unstable. In off-seasons, her household faced severe financial constraints and Farzana had no choice but to take personal loans to feed her children. Consequently, with time, she was in enormous debt.

When Farzana become a member of the women VO network, her fellows realised Farzana's challenging situation. Salma, the president of this network informed her about the income generating grant. Farzana, who desperately wanted to change her circumstances, applied for this grant and was found eligible for an IGG that amounts to PKR 50,000.

Farzana and her husband mutually decided to run a utility shop from their house. This was the most suitable option considering that she had to remain close to the kids for their safety and security. Farzana and her husband opened the shop in their house as planned. She shares, "Initially, I did not know how to deal with customers, maintain accounts and also ensure a

balance between work and looking after the children. With time and practice, I have now learnt to manage it. Between marriage, responsibilities of children and household chores I am managing a business. This feels like an achievement to me."

The profit from this shop is utilised for running the household and the remaining amount is re-invested to buy more stock. Since there is no shop nearby, they make a monthly profit of PKR 5,000 in addition to repaying loans. Since the start of their business, they were able to pay 50% of all their loans. Farzana was also able to enrol three of her children in school and wants to educate them. Her eldest son is starting to help her in the shop and is learning from her. She proudly added, "What I have observed from my small business is that when you contribute financially to your household, it leads to a more equal and fulfilling household dynamic"



# JHAL MAGSI

## SOCIAL MOBILISATION



**15,032**  
Households Organized



**1,344**  
Community Organisations  
(COs) Formed

**728**  
Men Community  
Organisations (CMOs)  
Formed

**616**  
Women Community  
Organisations (WCOs)  
Formed



**376**  
Village Organisations  
(VOs) Formed

**155**  
Men Village  
Organisations (VMOs)  
Formed

**206**  
Men Village  
Organisations (VMOs)  
Formed

**15**  
Mixed Village  
Organisations (VMOs)  
Formed



**12**  
Local Support  
Organisations (LSOs)  
Formed

**8**  
Mixed Local Support  
Organisations (LSMOs)  
Formed

**4**  
Men Local Support  
Organisations (LSMOs)  
Formed



**2,056**  
Community Members  
Trained in CMST (2/CO)

**1,145**  
Men Community Members  
Trained in CMST (2/CO)

**911**  
Women Community Members  
Trained in CMST (2/CO)



**424**  
Community Members  
Trained in LMST (2/VO)

**222**  
Men Community Members  
Trained in LMST (2/VO)

**202**  
Women Community Members  
Trained in LMST (2/VO)



**56**  
Community Members  
Trained as Community  
Resource Persons (CRPs)

**30**  
Men Community Members  
Trained as Community  
Resource Persons (CRPs)

**26**  
Women Community Members  
Trained as Community  
Resource Persons (CRPs)

## COMMUNITY PHYSICAL INFRASTRUCTURE



**376**  
Households Benefiting  
from Completed CPIs



**5**  
Completed CPIs & Regular  
O&M by Community Institutions



**8**  
Number of LSOs  
managing CIF

## COMMUNITY INVESTMENT FUND (CIF) AND INCOME GENERATION GRANTS (IGG)



**322**  
Households Benefiting from  
Community investment fund (CIF)  
for productive asset building  
and income generation

**114**  
Men Households Benefiting from  
CIF for productive asset building  
and income generation

**208**  
Women Households Benefiting from  
CIF for productive asset building  
and income generation



**736**  
Households Benefiting from  
Income generation grants  
(IGGs) for productive asset  
building and income generation

**86**  
Men Households Benefiting from  
IGGs for productive asset building  
and income generation

**650**  
Women Households Benefiting from  
IGGs for productive asset building  
and income generation

## TECHNICAL AND VOCATIONAL SKILLS TRAINING



**125**  
Community Members  
Trained in TVET



**35**  
Men Community Members  
Trained in TVET



**90**  
Women Community Members  
Trained in TVET





# VO Network Afshah






## Union Council Akberabad

The total number of households in Union Council Akberabad is 1,009 out of which 730 (72%) households are organised into 69 (37 male and 32 female) Community Organisations (COs) with a membership of 1,087 (624 males and 463 females). These COs are organised into 22 Village Organisations (VOs) that include 12 male and 10 female VOs. There are 2 including 01 boys and 01 girls' primary schools in the union council. The distance from the union council to the nearest city is 70 km.










## VO Network Profile

**Vision Statement:** "To form a social structure where citizen gets their rights with freedom and the inclusion of women in economic and social development under the Islamic moral principles."

The Afshah Women VO network was formed on 13th October 2021. The total members of the Network are 15 and the average age of members is 30 years. Out of the total 10 women VOs in the UC, the VO network covers 08 (80%) VOs and 26 (81%) of COs of the total 32 COs.

Names of VOs	Number of COs	Number of CO Members
VO Yasmeen	2	28
VO Sugran	2	26
VO Konjan	2	26
VO Madam	2	26
VO Nazama	2	28
VO Dua	4	54
VO Subhana	5	58
VO Muskan	7	106
 <b>8 VOs</b>	 <b>26 COs</b>	 <b>195 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives. Activities Implemented through self-help initiatives and in collaboration with the Government and other development agencies by the Roshan Women VO Network include the following.

-  **68%** of W-VO-Network members have NIC and are registered as voters
-  **65%** of VO members in the W-VO-Network have NIC and are registered as voters
-  **63%** of CO members in the W-VO-Network have NIC and are registered as voters
-  **63** children including 37 girls and 26 boys enrolled in schools
-  **57** children including 26 girls and 31 boys vaccinated
-  **10** awareness sessions conducted with 101 CO members
-  **26** B-forms registered
-  **215** people provided 114 food packages during floods
-  **117** people provided emergency health services during floods



# A Fine Balance

## Ms Fehmida and Ms Shazia, leaders of VO Network Afshan

Fehmida is 27 years old. She has completed her intermediate from Quetta city and is among the few educated women in her union council. Fehmida has been an active member of her village organisation and is motivated to help the women in her community. Fehmida's husband is the president of LSO Akberabad and shares the same passion to help their community. She also belongs from a supportive family who sent her to Quetta to pursue higher education. Thus, Fehmida did not face any resistance from her in-laws or the community when she stepped up as the president of VO Network Afshan. Shazia is 29 years old and has only studied till grade 5. She is passionate for her community and is energetic. She is the general secretary of the VO Network Afshan and support Fehmida.

Fehmida and Shazia make a good team of duo to manage and support the women in their community through the VO Network. Fehmida is ambitious and wants to break barriers whereas Shazia is more grounded and relatable. Both of them share a similar vision for a better future and improved conditions for the women in their union council. They work tirelessly to improve women participation in the Network as well as help the women that are part of the Network. Most of the women in their union council did

not have access to aid, relief, and other benefits since they did not have their computerised national identity cards (CNIC). Lack of resources including appropriate information, transportation fee and registration fee were the key issues faced by women. Fehmida and Shazia along with other members of their network approached NADRA officials and requested a mobile van to assist these women in registering their identity cards. The NADRA officials approved their appeal and sent their MRV to the respective communities. Both the leaders also shared appropriate information with women in the union council to ensure that maximum women benefit from this. A total of 400 women got their CNICs through these efforts.

The member VO's and CO's of the Afshan Network also benefit from regular Community Awareness Toolkit (CAT) sessions on themes including maternal and child health, education, sanitation, HIV/AIDS. These sessions are conducted by CRPs. A total of ten awareness sessions were conducted with 101 CO members of the Afshan Network.

Fehmida and Shazia have proactively developed and strengthened linkages with other non-governmental organisations. They

conducted sessions for pregnant women about safe deliveries and other precautionary measures in collaboration with Muslim Hands. They also played an active role in helping their community members during the 2022 floods in Pakistan. They report, “The community was able to overcome this disaster through their resilience and collective efforts. It was impossible to survive without helping each other. The interconnectedness of the community institutions and their linkages with the government and non-government departments proved highly effective in time of need.”

Both the leaders report that through the collective efforts of women, men now perceive women as important members of the community. The members of the VO network also shared that, men now ask what issues we discuss and what we are planning and implementing. They are supportive and have also started taking our input for decisions within household. The impact of this network is already visible among the members. These women are aware of their needs, openly talk about them, and try their best to solve their problems to engage each other. The leaders of the VO Network believe that women have a lot of potential and they can achieve a lot if provided access to the right opportunities. They report, “Our network encourages women participation in decision-making processes, both at the political and household levels. We want women voices to be heard and their needs to be addressed.”



## Qasbano IGG beneficiary of Afshan UC Akbarabad

Qasbano is 34 years old and is a mother of eight children. She was completely dependent on her husband's income who is a daily wage labour. His income does not suffice for the household and she struggled to manage the household expenses. Qasbano was eager to improve the conditions of her household and provide for her children. Her circumstances pushed her to be active and find opportunities to fend for herself and her children.

The women VO network in her union council played a crucial role in relaying important information with women in villages who are unable to leave their homes and attend meetings. The president of VO Network, Fehmida met with Qasbano and informed her about the income generating grant. Qasbano, who was desperate for an opportunity, applied for the grant and received PKR 50,000. The president of VO Network and the members of her village organisation helped her brainstorm options to optimally utilise the grant for income generation.

Qasbano decided to run a tuck shop from her house. She used some of the money to procure items from the shop and shared it among the women in the VO who became her

customers. With time, more people are aware of her shop and her sales have increased. She mainly caters to women customers. She notes, "When I look back, strange and at the same time is hard to explain in words, that a woman like me without any business experience is running a shop and contributing to the household expenses." She reinvests the money to restock for her shop and reports an average profit of 300-400 daily. She also reports, "I realise the importance of education and want all my children to have a better future. I use the profits from the shop to meet the educational expenses. All my children including daughters are enrolled in the nearby public school."

She also points out that through the help of the VO Network, she was informed that investing in a tuck shop is a smart business decision since there are no tuck shops in her village. She realises that the women of VO Network have more information about the union council. When they share such information with us in the meetings, we are able to make better decisions. Qasbano now understands the importance and relevance of these meetings and attends them regularly. These meetings help women to learn about health, education and economic opportunities.





# VO Network Ideal Itehad



## Union Council Jhal Magsi




The total number of households in Union Council Jhal Magsi is 2,236 out of which 1,641 (73%) households are organised into 123 (54 male and 69 female) Community Organisations (COs) with a membership of 2,032 (1,104 males and 928 females). These COs are organised into 31 Village Organisations (VOs) that include 18 male and 13 female VOs. There are 07 including 04 boys and 03 girls' primary schools in the union council.

## VO Network Profile

**Vision Statement:** "To form a society where women freely can practice economic and social rights, the inclusion of women's needs and implementation of the community-driven development.

The Ideal Itehad Women VO network was formed on 6th October 2021. The total members of the Network are 14 and the average age of members is 33 years. Out of the total 13 women VOs in the UC, the VO network covers 07 (54%) VOs and 14 (20%) of COs of the total 69 COs.



Names of VOs	Number of COs	Number of CO Members
VO Kalsoom Itehad	2	26
VO Amina Itehad	2	26
VO Farzana Itehad	2	28
VO Sajida Itehad	2	26
VO Rakhi Itehad	2	26
VO Naza Itehad	2	27
VO Maryam Itehad	2	26
 <b>7 VOs</b>	 <b>14 COs</b>	 <b>195 members</b>

Members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives. Activities Implemented through self-help initiatives and in collaboration with the Government and other development agencies by the Roshan Women VO Network include the following.



**78%** of W-VO-Network members have NIC and are registered as voters



**85%** of VO members in the W-VO-Network have NIC and are registered as voters



**73%** of CO members in the W-VO-Network have NIC and are registered as voters



**83** children including 47 girls and 36 boys enrolled in schools



**20** children including 11 girls and 09 boys vaccinated



**6** awareness sessions conducted with 91 CO members



**36** B-forms registered



**287** people provided food packages during floods



**137** people provided emergency health services during floods

# A Good Act Always Pays Off

## Naza Bibi, Trainer/ Member of Ideal Itehad Women VO Network of UC Jhal Magsi

Naza Bibi studied till grade 10. She wanted to study further but was married off early. Naza Bibi is passionate to help the women in her community but she feels underconfident because of discontinuing her education. She felt that she did not have the appropriate skills and capacity to make a significant difference.

When the BRSP staff of the BRACE programme spoke about the Technical and Vocational Education and Training (TVET), the community members nominated Naza as a trainer for embroidery. The community members endorsed that she was a proactive member, willing to do social work and is excellent at embroidery. Naza never thought that she could use her embroidery skills to train women in her community. She was pleasantly surprised to find out that she always had the skill within her that she was trying to find elsewhere.

As a TVET trainer in her village, Naza Bibi trained 20 women. She adds, "I never imagined myself teaching and now people know me as a trainer. I did not think that embroidery was an employable skill and could benefit so

many women. This training has a significant impact on the lives of women who, like me, felt that they were not valuable members of their community. The training at the village level has especially helped women who are not allowed to attend training elsewhere".

During her experience as a trainer, she gained exposure through coordinating and collaborating with BRSP staff for designs. BRSP recognised her talent and hard work and gave her a huge order to make embroidered diary covers. She is paid PKR 1,200 for each piece of embroidery and her work is displayed at various provincial and national forums. Naza Bibi now feels an immense sense of achievement for her artisanries.

Naza Bibi's story is critical to understand that women in these communities have an immense potential and are willing to help themselves and their communities. However, the lack of exposure and linkages to materialise these skills into income generating opportunities remains an issue. Presented with the right opportunities, these women, like Naza Bibi, will flourish.





# VO Network Roshan






## Union Council Mat Sundhar

The total number of households in Union Council Mat Sundhar is 552 out of which 449 (81%) households are organised into 49 (25 male and 24 female) Community Organisations (COs) with a membership of 719 (359 males and 360 females). These COs are organised into 17 Village Organisations (VOs) that include 10 male and 07 female VOs. There are 03 including 02 boys and 01 girls' primary schools in the union council. The distance from the union council to the nearest city is 10 km.

## VO Network Profile

**Vision Statement:** "To establish a society where every individual can enjoy equal distribution of resources, a society which helps to eradicate poverty, the inclusion of women in development, and empower them economically."

The Roshan Women VO network was formed on 17th December 2021. The total members of the Network are 12 and the average age of members is 34 years. Out of the total 07 women VOs in the UC, the VO network covers 06 (86%) VOs and 12 (50%) of COs of the total 24 COs.

Names of VOs	Number of COs	Number of CO Members
VO Komal Itehad	2	26
VO Mat Borani Itehad	2	28
VO Shumaila Itehad	2	26
VO Mubarak Itehad	2	26
VO Mat Itehad	2	26
VO Huzefan Itehad	2	26
 <b>6 VOs</b>	 <b>12 COs</b>	 <b>158 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives. Activities Implemented through self-help initiatives and in collaboration with the Government and other development agencies by the Roshan Women VO Network include the following.



**79%** of W-VO-Network members have NIC and are registered as voters



**74%** of VO members in the W-VO-Network have NIC and are registered as voters



**67%** of CO members in the W-VO-Network have NIC and are registered as voters



**78** children including 42 girls and 36 boys enrolled in schools



**74** children including 32 girls and 42 boys vaccinated



**5** awareness sessions conducted with 83 CO members



**34** B-forms registered



**163** people provided food packages during floods



**171** people provided emergency health services during floods

## A Little Help Goes A Long Way

### IGG beneficiary and member of Roshan Women VO Network of Mat Sundhar, Jhal Magsi

Poverty has a psychological impact on people's lives. When they are stuck in poverty, people often lose hope. In such circumstances, a little help can act as a catalyst to improve conditions of a poor household. Hanifa also found herself in a similar situation.

Hanifa is 35 years old, a housewife and mother to nine children, and a member of the women's VO network Roshan. Her husband is a daily wage worker. His income is unstable and depends on the season. There are months when he is unable to find work and provide for his family. The burden of raising nine children has become impossible to bear specially under the current macro-economic conditions. The household circumstances are extremely tough and all of Hanifa's children are stunted. She often worries about her children's growth and development.

Since Hanifa is a member of the VO network, the community members were aware of her situation. When income generating grant was introduced in their union council, other members supported Hanifa to prepare a micro-investment plan. Through the support of community members Hanifa prepared MIP for her household and was found eligible for the grant and received five goats.

Hanifa uses the milk from goats to feed her children and for utilising in her household. The goats have reproduced and now she has eight goats. It is a great asset since she is able to feed her children now. It also expands with time and she is able to take care of the livestock without leaving her house. It is also an asset that can be sold easily in case of emergencies. Hanifa sold one of the goats to pay her children's school fee who are studying Government primary school of Jhal Magsi. She informs that having an asset that could be sold in time of need was a huge relief. She did not have to borrow money or discontinue her children's education. She is also hopeful that the goats will reproduce.

Hanifa shares, "IGG was a lending hand in times of our struggle. Although all of our problems are not resolved, it has somehow helped instil hope in me again. I do not feel helpless anymore." Hanifa also shared that when she applied for the grant, she was nervous and skeptical about her ability to manage it. She now feels confident and is planning to save money from selling the livestock at the right time. She understands the importance of having an asset since it is one of the only things that gives her hope. She added, "I know if I carefully manage my livestock, it can help me".





# VO Network Ruqsana






## Union Council Mir Pur

The total number of households in Union Council Mir Pur is 786 out of which 608 (77%) households are organised into 169 Community Organisations (COs) with a membership of 2,935 (506 males and 488 females). These COs are organised into 25 Village Organisations (VOs) that include 12 male and 13 female VOs. There are 05 including 03 boys and 02 girls' primary schools in the union council. The distance from the union council to the nearest city is 28 km.

## VO Network Profile

Vision Statement: "To establish a prosperous social society in the area, especially women get economic and social rights with freedom, a society that is based upon justice and Islamic moral principles."

The Ruqsana Women VO network was formed on 10th October 2021. The total members of the Network are 18 and the average age of members is 32 years. Out of the total 13 women VOs in the UC, the VO network covers 09 (69%) VOs.

Names of VOs	Number of COs	Number of CO Members
VO Sakeena Itehad	5	67
VO Bashiran Itehad	3	39
VO Muradan Itehad	2	28
VO Zareena Itehad	2	26
VO Imam Zadi Itehad	2	32
VO Haseena ite had	1	15
VO Mir Pur Itehad	5	68
VO Amina Itehad	2	26
VO Moran Itehad	2	26
 <b>9 VOs</b>	 <b>24 COs</b>	 <b>327 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives. Activities Implemented through self-help initiatives and in collaboration with the Government and other development agencies by the Roshan Women VO Network include the following.



**68%** of W-VO-Network members have NIC and are registered as voters



**65%** of VO members in the W-VO-Network have NIC and are registered as voters



**63%** of CO members in the W-VO-Network have NIC and are registered as voters



**62** children including 36 girls and 26 boys enrolled in schools



**57** children including 26 girls and 31 boys vaccinated



**10** awareness sessions conducted with 101 CO members



**20** B-forms registered



**114** people provided 115 food packages during floods



**117** people provided emergency health services during floods



## Samina Bibi, president of Rukhsana Ittehad, UC Mir Pur

Samina Bibi is active with a big social circle. Despite being educated till grade 5 only, Samina Bibi is smart, and a self-learner. She has clarity on basic concepts of mathematics and is also able to read and write in English and Urdu. She is well liked by females in her community and was elected as the president when VO Network Rukhsana Ittehad was formed.

As the president of the VO Network, Samina received Leadership Management and Skills Training (LMST) and Management Advocacy and Leadership Training (MALT). The training prepared her for the effective management of the Network and effectively conduct meetings of the women's VO network. She reports, "I never thought of myself as a leader but the training prepared me for this role and have boosted my confidence." Samina Bibi received three-days training as a master trainer of Adult Literacy and Numeracy Skills (ALNS) in her union council. As a master trainer, she trained 30 women on Adult Literacy and Numeracy Skills (ALNS) in her union. She recalls, "First, I started practicing it at home in front of my toddlers as I was very shy. I never spoke in the gathering of 25 to 30 women. But with monthly meetings, I gathered my courage."

The health and well-being of women and children is Samina's priority as she is a mother of two kids. She has helped women and children to get vaccinated that has positively impacted their lives. The cultural barriers in Jhal Magsi are rigid and do not allow interaction between males and females. Therefore, Samina is not allowed to attend LSOs meeting. However, the leaders of Rukhsana Ittehad have found a way around it. These women document their issues and needs and share them with the member of LSO through BRSP Social Organisers. At present the women of this Network demand the following.

1. Access to clean drinking water supply at the village level. It directly impacts women as they are solely responsible for collecting water for household purposes.
2. Basic Health Unit (BHU) in the village for the provision of mother and child care





# VO Network Mashallah



## Union Council Safrani




The total number of households in Union Council Safrani is 1,749 out of which 1,243 (71%) households are organised into 129 (66 male and 63 female) Community Organisations (COs) with a membership of 2,026 (1,111 males and 915 females). These COs are organised into 36 Village Organisations (VOs) that include 18 male and 18 female VOs. There are 08 including 05 boys and 03 girls' primary schools in the union council. The distance from the union council to the nearest city is 22 km.

## VO Network Profile

**Vision Statement:** "To establish a conscious and prosperous social society where everyone freely can practice their economic and social rights, especially women, where every citizen can practice rights under peace and order.

The Mashallah Women VO network was formed on 2nd November 2021. The total members of the Network are 14 and the average age of members is 32 years. Out of the total 18 women VOs in the UC, the VO network covers 08 (44%) VOs and 33 (52%) of COs of the total 63 COs.



Names of VOs	Number of COs	Number of CO Members
VO Jatt Itehad	2	29
VO Chakarani Itehad	4	54
VO Azizan Itehad	3	40
VO Zahida Itehad	3	39
VO Kachwaniltehad	4	54
VO Karam Illahi Itehad	11	143
VO Murad Khatoon Itehad	4	52
VO Amina Bibi Itehad	2	26
 <b>8 VOs</b>	 <b>33 COs</b>	 <b>437 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives. Activities Implemented through self-help initiatives and in collaboration with the Government and other development agencies by the Roshan Women VO Network include the following.



**76%** of W-VO-Network members have NIC and are registered as voters



**75%** of VO members in the W-VO-Network have NIC and are registered as voters



**79%** of CO members in the W-VO-Network have NIC and are registered as voters



**263** children including 157 girls and 106 boys enrolled in schools



**97** children including 56 girls and 61 boys vaccinated

## Heera Bibi, president from Mashallah, UC Safrani

Heera Bibi 26 years old is the president of the women VO network Mashallah. She is an outspoken and active leader of her community striving to help other women. She belongs to a supportive family. She has done her intermediate and acknowledges the importance of education. Heera expressed, "If I wasn't from a supportive family, I would have never thought to step out of my home and be in a leadership position. My education is my biggest asset, without it I would have never been able to speak or work for my people. I was the only woman in my community who has this level of education which is why I have been chosen as the president of our network".

Heera has been mobilising the community, especially parents to send their children to school. She had nominated the eligible women for the adult literacy and numeracy skills (ALNS) in her village. Fifty women completed a six month course from the two ALNS centers. She also helped in providing three assistive devices to persons with special needs.

Heera has actively developed linkages with other development organisations working in her Union Council and arranged training and brought other support to her Mashallah network. For instance, with the help of these leaders Muslim Hands conducted sessions on women's health and provided clean drinking

water tanks nearby the village. With clean drinking water now women's mobilisation to fetch water every day has decreased and they are giving more quality time to their homes and children. She was also able to arrange training on hygiene with the help of Water, Sanitation, and Hygiene (WASH). "If we compare our current situation with or without women networks, we can say things in many perspectives have been changed for the better. Women members of both VO's and CO's now have National Identity Cards (NICs) due to programme requirements". Heera Bibi the president said.

Heera has put countless efforts to support her community people during the flood. With the help of Muslim Hands, she was able to provide mosquito nets to deserving households. Remorsefully, she narrated the situation of the community in flood with her teary eyes. Heera carefully has been managing the Community Investment Funds (CIFs) and Income Generating Grants (IGGs) in her VO network. She is determined to assist her community in the future as well. "The best part of these interventions under the BRACE programme is providing women with equal economic opportunities and supporting their entrepreneurial skills contributed to their financial independence and overall empowerment", she expressed.



# PISHIN

## SOCIAL MOBILISATION



**52,068**  
Households Organized



**3,037**  
Men Community  
Organisations (COs)  
Formed

**4,695**

Community Organisations  
(COs) Formed

**1,653**  
Women Community  
Organisations (COs)  
Formed

**5**  
Mixed Community  
Organisations (COs)  
Formed



**243**  
Mixed Village  
Organisations (VOs)  
Formed

**920**

Village Organisations  
(VOs) Formed

**671**  
Men Village  
Organisations (VOs)  
Formed

**6**  
Mixed Village  
Organisations (VOs)  
Formed



**24**  
Mixed Local Support  
Organisations (LSOs)  
Formed

**52**

Local Support  
Organisations (LSOs)  
Formed

**28**  
Men Local Support  
Organisations (LSOs)  
Formed



**7,513**  
Community Members  
Trained in CMST (2/CO)

**5,062**  
Men Community Members  
Trained in CMST (2/CO)

**2,451**  
Women Community Members  
Trained in CMST (2/CO)



**819**  
Community Members  
Trained in LMST (2/VO)

**701**  
Men Community Members  
Trained in LMST (2/VO)

**118**  
Women Community Members  
Trained in LMST (2/VO)



**195**  
Community Members  
Trained as Community  
Resource Persons (CRPs)

**111**  
Men Community Members  
Trained as Community  
Resource Persons (CRPs)

**84**  
Women Community Members  
Trained as Community  
Resource Persons (CRPs)

## COMMUNITY PHYSICAL INFRASTRUCTURE



**8,604**  
Households Benefiting  
from Completed CPIs



**44**  
Completed CPIs & Regular  
O&M by Community Institutions



**28**  
Number of LSOs  
managing CIF

## COMMUNITY INVESTMENT FUND (CIF) AND INCOME GENERATION GRANTS (IGG)



**1,273**  
Households Benefiting from  
Community investment fund (CIF)  
for productive asset building  
and income generation

**871**  
Men Households Benefiting from  
CIF for productive asset building  
and income generation

**402**  
Women Households Benefiting from  
CIF for productive asset building  
and income generation



**2,747**  
Households Benefiting from  
Income generation grants  
(IGGs) for productive asset  
building and income generation

**1,174**  
Men Households Benefiting from  
IGGs for productive asset building  
and income generation

**1,573**  
Women Households Benefiting from  
IGGs for productive asset building  
and income generation

## TECHNICAL AND VOCATIONAL SKILLS TRAINING



**388**  
Community Members  
Trained in TVET



**238**  
Men Community Members  
Trained in TVET



**150**  
Women Community Members  
Trained in TVET





# VO Network Falak



## Union Council Margha Zakaryazai




The total number of households in Union Council Margha Zakaryazai is 2,096 out of which 1,635(92%) households are organised into 129 (68 male and 61 female) Community Organisations (COs) with a membership of 1,935 (1,168 males and 767 females). These COs are organised into 35 Village Organisations (VOs) that include 23 male and 12 female VOs. There are 45 including 27 boys and 18 girls' primary schools in the union council. There is 01 girls' secondary school in the union council. The distance from the union council to the nearest city is 8 km.

## VO Network Profile

**Vision Statement:** "To establish a society of peace and prosperity that provides an equal economic and social opportunities, a peaceful society where women can practice their rights as a citizen of the Islamic Republic of Pakistan."

The Falak Women VO network was formed on 15th August 2021. The total members of the Network are 20 and the average age of members is 30 years. Out of the total 12 women VOs in the UC, the VO network covers 09 (75%) VOs and 13 (21%) of COs of the total 61 COs.



Names of VOs	Number of COs	Number of CO Members
VO Sharen	2	29
VO Baraka	1	15
VO Koze Jalik	1	14
VO Nareen	1	17
VO Soria	2	29
VO Haleem	2	30
VO New Karez	2	31
VO Ghafar	1	14
VO Bala Jalik	1	15
 <b>9 VOs</b>	 <b>13 COs</b>	 <b>194 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives. Activities Implemented through self-help initiatives and in collaboration with the Government and other development agencies by the Roshan Women VO Network include the following.



**95%** of W-VO-Network members have NIC and are registered as voters



**92%** of VO members in the W-VO-Network have NIC and are registered as voters



**95%** of CO members in the W-VO-Network have NIC and are registered as voters



**1740** children including 775 girls and 965 boys enrolled in schools



**1170** children including 600 girls and 570 boys vaccinated



**45** awareness sessions conducted with 65 CO members



**54** B-forms registered

# VO Network Roshan






## Union Council Dilsora

The total number of households in Union Council Dilsora is 1,648 out of which 1,625 (85%) households are organised into 125 (63 male and 62 female) Community Organisations (COs) with a membership of 1,625 (953 males and 672 females). These COs are organised into 39 Village Organisations (VOs) that include 26 male and 13 female VOs. There are 39 including 22 boys and 17 girls' primary schools in the union council. There are 03 boy's and 02 girls' secondary school in the union council. The distance from the union council to the nearest city is 14 km.

## VO Network Profile

**Vision Statement:** "To establish a prosperous society where women can advocate their voices/ needs and become a part of decisions making."

The Roshan Women VO network was formed on 16th August 2021. The total members of the Network are 12 and the average age of members is 30 years. Out of the total 13 women VOs in the UC, the VO network covers 02 (15%) VOs and 03 (5%) of COs of the total 62 COs.

Names of VOs	Number of COs	Number of CO Members
VO Churmian	2	33
VO Salihdin	1	14
 <b>2 VOs</b>	 <b>3 COs</b>	 <b>47 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives. Activities Implemented through self-help initiatives and in collaboration with the Government and other development agencies by the Roshan Women VO Network include the following.



**95%** of W-VO-Network members have NIC and are registered as voters



**95%** of VO members in the W-VO-Network have NIC and are registered as voters



**97%** of CO members in the W-VO-Network have NIC and are registered as voters



**2,255** children including 1,105 girls and 1,150 boys enrolled in schools



**1,207** children including 535 girls and 672 boys vaccinated



**50** awareness sessions conducted with 48 CO members



**75** B-forms registered

# The Social Impact of TVET

## TVET beneficiaries and member of Roshan Women VO Network of Dlsora, Pishin

Bibi Jana 40 years old, wife of Nasrullah Jan is a resident of village Dlsora of Pishin district.

She has three children, two sons and one daughter. She belongs to a poor household having minimum earnings, which was not enough to meet their basic needs. Bibi Jan shared,

“The president of Women Organisation’s Network Sameena informed us about the Technical, Vocational and Education Training (TVET), and explained to us the procedure to apply for the opportunity.”

Bibi Jan was among those women who got the chance to learnt stitching in the three months long vocational training. She cheerfully explained, “In Dlsora, women aren’t usually allowed to go out of their homes and we women never got a chance to sit and laugh together. TVET allowed us to step out of our homes for a social gathering like this and spend some time learning and sitting together. Those were the best days of my life”.

She is earning PKR 2,000 per month, and her income increases during the wedding seasons and other festivals like Eid. She mentioned that at the end of the training she had received a set of sewing machine along with PKR 9,000, a sewing box, and an electric iron. Which is a whole set to start her business, and she doesn’t need anything to buy from bazar. “I do stitch and, I can perform house chores at the same time. I do not have to step out of the house because women in Dlsora are chained in cultural restrictions, so I take orders while sitting in my home and women come to me for their dresses”.







# KILLA ABDULLAH

## SOCIAL MOBILISATION



**58,347**  
Households Organized



**3,321**  
Men Community  
Organisations (CMOs)  
Formed

**5,657**

Community Organisations  
(COs) Formed

**2,328**  
Women Community  
Organisations (COWs)  
Formed

**8**  
Mixed Community  
Organisations (CMOs)  
Formed



**358**  
Women Village  
Organisations (VOWs)  
Formed

**1,016**

Village Organisations  
(VOs) Formed

**656**  
Men Village  
Organisations (VOMs)  
Formed

**2**  
Mixed Village  
Organisations (VOMs)  
Formed



**10**  
Mixed Local Support  
Organisations (LSMOs)  
Formed

**35**

Local Support  
Organisations (LSOs)  
Formed

**25**  
Men Local Support  
Organisations (LSMOs)  
Formed



**5,784**

Community Members  
Trained in CMST (2/CO)

**3,819**  
Men Community Members  
Trained in CMST (2/CO)

**1,965**  
Women Community Members  
Trained in CMST (2/CO)



**748**

Community Members  
Trained in LMST (2/VO)

**588**  
Men Community Members  
Trained in LMST (2/VO)

**160**  
Women Community Members  
Trained in LMST (2/VO)



**144**

Community Members  
Trained as Community  
Resource Persons (CRPs)

**118**  
Men Community Members  
Trained as Community  
Resource Persons (CRPs)

**26**  
Women Community Members  
Trained as Community  
Resource Persons (CRPs)

## COMMUNITY PHYSICAL INFRASTRUCTURE



**2,903**  
Households Benefiting  
from Completed CPIs



**14**

Completed CPIs & Regular  
O&M by Community Institutions



**32**  
Number of LSOs  
managing CIF

## COMMUNITY INVESTMENT FUND (CIF) AND INCOME GENERATION GRANTS (IGG)



**1,088**

Households Benefiting from  
Community investment fund (CIF)  
for productive asset building  
and income generation

**842**  
Men Households Benefiting from  
CIF for productive asset building  
and income generation

**246**  
Women Households Benefiting from  
CIF for productive asset building  
and income generation



**2,111**

Households Benefiting from  
Income generation grants  
(IGGs) for productive asset  
building and income generation

**998**  
Men Households Benefiting from  
IGGs for productive asset building  
and income generation

**1,113**  
Women Households Benefiting from  
IGGs for productive asset building  
and income generation

## TECHNICAL AND VOCATIONAL SKILLS TRAINING



**121**

Community Members  
Trained in TVET



**121**

Men Community Members  
Trained in TVET



# VO Network Aman Passand



## Union Council Sirki Teleri




The total number of households in Union Council Sirki Teleri is 1,749 out of which 1,132 (65%) households are organised into 116 (61 male and 55 female) Community Organisations (COs) with a membership of 1,658 (895 males and 763 females). These COs are organised into 22 Village Organisations (VOs) that include 12 male and 10 female VOs. There are 02 including 01 boys and 01 girls' primary schools in the union council. There is 01 boy's and 01 girls' secondary school in the union council. The distance from the union council to the nearest city is 2 km.

## VO Network Profile

**Vision Statement:** "To establish a prosperous society that protects the economic and social rights of every individual, especially women, a society where women can freely exercise their rights and that is based on the principles of peace, justice, tolerance, and shared prosperity"

The Aman Passan Women VO network was formed on 28th December 2021. The total members of the Network are 26. Out of the total 10 women VOs in the UC, the VO network covers 09 (90%) VOs and 22 (40%) of COs of the total 55 COs.



Names of VOs	Number of COs	Number of CO Members
VO Mazloom 2	2	30
VO Atifaq 2	3	45
VO Tohabad 2	2	27
VO Watan 2	3	33
VO Shaheen 2	3	37
VO Shakirra Bad 2	3	32
VO Mirkalam	2	25
VO Roshan Pakistan 2	2	21
VO Samsoor 2	2	23
 <b>9 VOs</b>	 <b>22 COs</b>	 <b>273 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives.



## A Family Effort

**Bibi Bor, president Women VO network Aman Pasand, UC Sirki Teleri**

Bibi Bor is 56 years old and has fourteen children. She reports that her husband is supportive and they work for their community together. Bibi Bor and her husband have a natural tendency to help other people and have been actively involved in sensitising community members to promote health and education and challenging traditional gender norms. "Alone we cannot make a huge difference but we strive towards a better community. Although this is a huge responsibility but we work patiently and consistently because we know that these things take time. We take pride and feel great about serving our people" They have also worked hard to educate all their children. The couple is an example for young people in the community to follow.

The community members recognise the couple's efforts and trust them. Bibi Bor was elected as the president of VO Network Aman Pasand and her husband was elected the president of Local Support Organisation (LSO) Watan Itehad. Bibi Bor looks up to her husband and takes his guidance on matters pertaining to the Network. Through their collaboration, women needs are

advocated and included in the UCDP. The focus of Bibi Bor's advocacy is women's health. The VO Network through the support of LSO has developed linkages with health departments, government, and non-government organisations working in the UC. She encourages women to attend regular sessions on cleanliness, vaccination, flood precautions, measles, and birth spacing. Now women are routinely immunised and also vaccinated against COVID-19. She has helped many women avail BRACE interventions including IGG, TVET, and ALNS. This network is building community support for women's rights and empowering them. Bibi Bor narrates, "These networks help us to decide our future and stand together for ourselves and the best part is we do make these decisions independent from men."

Amna, a 22 year old daughter of Bibi Bor says, "My mother Bibi Bor is always busy helping people. I have learned a lot from her, she is a real hero to me." Amna is in her final year of higher secondary school and has been a teacher for the adult literacy and numeracy component. She taught basic English, Urdu and mathematics to 25 females for a period

of six months. The training helped the women in her community and she also earned trainer's fee to cover her own educational expenses. Using her earnings as a trainer, she enrolled herself in a computer course. She plans to complete this course and teach other women in her community who do not have the means to enrol in this course. She also plans to study further and become a doctor. Women's health is a major concern since there is no basic health unit in the union council. She added, "To work for the community is a collective responsibility and I have observed it in my family. As a family, we all are working hard in our own capacities and trying to push rigid boundaries."

Bibi Bor's story is a true example of how one member of the family is able to influence others. Bibi Bor derives her courage and strength from her husband and her daughter Amna follows her lead. Her family has cultivated a sense of responsibility among themselves and they are working with different target audiences in the community to influence positive change in attitudes. It also exemplifies that change starts from home and then reverberates outside.



# VO Network Lawangeen






## Union Council Purana Chaman

The total number of households in Union Council Purana Chaman is 2,482 out of which 1,872 (75%) households are organised into 169 (100 male and 87 female) Community Organisations (COs) with a membership of 2,712 (1,436 males and 1,276 females). These COs are organised into 63 Village Organisations (VOs) that include 40 male and 23 female VOs. There are 06 boys primary schools in the union council. There are 03 boy's secondary school in the union council. The distance from the union council to the nearest city is 08 km.

## VO Network Profile

**Vision Statement:** "To form a social structure where citizen gets their rights with freedom and the inclusion of women in economic and social development under the Islamic moral principles."

The Lawangeen Women VO network was formed on 28th December 2021. The total members of the Network are 22 . Out of the total 23 women VOs in the UC, the VO network covers 07 (30%) VOs.

Names of VOs	Number of COs	Number of CO Members
VO New Bhara	3	41
VO Yaqoob Kawal 2	2	22
VO Mansoor 2	2	31
VO Samsoor 2	2	35
VO Murada Karaiz 2	3	43
VO Gulan Community 2	3	39
VO Garib Nawaz 2	2	24
 <b>7 VOs</b>	 <b>17 COs</b>	 <b>235 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives.



# The Domino Effect

## Tahira and Farzana leaders of Lawangeen, KA

Leaders of the VO Network Lawangween include 30 years old Tahira who is the president, and 17 years old Farzana who is the General Secretary. The UC has a tribal system and rigid religious and cultural barriers that limit women mobility and access to basic rights including education. Evidence of this is that both the leaders were not even able to complete primary school and Farzana at the age of 17 already has two children. These women leaders are working in extremely unfavourable circumstances.

When the BRACE programme was initiated, inclusion and participation of women was difficult. With the passage of time and the efforts of BRSP social mobilisation team, the women are now allowed to organise into groups. Tahira's husband is a community resource person and understands the benefits of social mobilisation and BRACE programme interventions. Unlike most men in the union council, he supports and encourages his wife to help her community. He also chaperones her to the VO network meetings. He convinced Tahira to be involved in this role.

Farzana is young and energetic. She was looking for a job that would enhance her mobility and allow her to balance work, children and her household. As the general secretary, she now has an opportunity to work and socialise simultaneously. She also brings

her infant to the meeting and encourages other women to bring their children too. Farzana realises that leaving children behind is one the reasons of low participation of women in meeting. By allowing them to bring children, she helps them and achieves maximum participation.

Both leaders were of the view that their work is slowly but certainly pushing boundaries. They also take pride in the fact that women look up to them as a positive example to follow. Seeing them in leadership roles has allowed women to hope that they may one day become leaders. "It feels like we both are born to serve our community, especially women, because they are deprived of many things including education, health, and mobility."

They also shared that the collective voice of women is more effective than a single woman's cry. Men from their community have learnt to respond to them as a group. The community institutions have also facilitated women's mobility. The men now trust community institutions and are starting to allow women to attend these meetings. Both the leaders identified that, "These meetings have provided us opportunities to step out of home and make decisions independently. The best part of these VO Networks is that we do not have to include men in our meetings, yet we can influence them in decision making"





# ZHOB

## SOCIAL MOBILISATION



**21,173**  
Households Organized



**1,156**  
Men Community  
Organisations (COs)  
Formed

**1,949**

Community Organisations  
(COs) Formed

**790**  
Women Community  
Organisations (COs)  
Formed

**3**  
Mixed Community  
Organisations (COs)  
Formed



**105**  
Women Village  
Organisations (VOs)  
Formed

**434**

Village Organisations  
(VOs) Formed

**329**  
Men Village  
Organisations (VOs)  
Formed



**17**  
Mixed Local Support  
Organisations (LSOs)  
Formed

**24**

Local Support  
Organisations (LSOs)  
Formed

**7**  
Men Local Support  
Organisations (LSOs)  
Formed



**1,924**  
Men Community Members  
Trained in CMST (2/CO)

**2,880**

Community Members  
Trained in CMST (2/CO)

**956**  
Women Community Members  
Trained in CMST (2/CO)



**388**  
Men Community Members  
Trained in LMST (2/VO)

**458**

Community Members  
Trained in LMST (2/VO)

**70**  
Women Community Members  
Trained in LMST (2/VO)



**60**  
Men Community Members  
Trained as Community  
Resource Persons (CRPs)

**95**

Community Members  
Trained as Community  
Resource Persons (CRPs)

**35**  
Women Community Members  
Trained as Community  
Resource Persons (CRPs)

## COMMUNITY PHYSICAL INFRASTRUCTURE



**1,390**  
Households Benefiting  
from Completed CPIs



**20**  
Completed CPIs & Regular  
O&M by Community Institutions



**16**  
Number of LSOs  
managing CIF

## COMMUNITY INVESTMENT FUND (CIF) AND INCOME GENERATION GRANTS (IGG)



**907**  
Households Benefiting from  
Community investment fund (CIF)  
for productive asset building  
and income generation

**706**  
Men Households Benefiting from  
CIF for productive asset building  
and income generation

**201**  
Women Households Benefiting from  
CIF for productive asset building  
and income generation



**732**  
Households Benefiting from  
Income generation grants  
(IGGs) for productive asset  
building and income generation

**304**  
Men Households Benefiting from  
IGGs for productive asset building  
and income generation

**492**  
Women Households Benefiting from  
IGGs for productive asset building  
and income generation

## TECHNICAL AND VOCATIONAL SKILLS TRAINING



**188**  
Community Members  
Trained in TVET



**68**  
Men Community Members  
Trained in TVET



**120**  
Women Community Members  
Trained in TVET








# Women VO network Pasta Rahim, Zhob



## Union Council Omza Vialla

The total number of households in Union Council Omza Vialla is 871 out of which 629 (72%) households are organised into 63 (35 male and 28 female) Community Organisations (COs) with a membership of 629 (380 males and 249 females). These COs are organised into 18 Village Organisations (VOs) that include 10 male and 08 female VOs. The distance from the union council to the nearest city is 25 km.

The Women VO network Pasta Rahim was formed on 26th December 2021. The total members of the Network are 33 and the average age of members is 31 years. Out of the total 8 women VOs in the UC, the VO network covered 02 (25%) VOs and 05 (18%) COs of the total 28 COs. As of January 2023, the network is functioning at the Tehsil level and includes community resource persons and members from five union councils that include Omza Vailla, Miralikhail, Appozai, Hassanzai, and Taki.

Names of VOs	Number of COs	Number of CO Members
VO Pastha Raheem	4	43
VO Apozai Daihatsu zeem	1	13
 <b>2 VOs</b>	 <b>5 COs</b>	 <b>56 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives.



**61%** of W-VO-Network members have NIC and are registered as voters



**45%** of VO members in the W-VO-Network have NIC and are registered as voters



**61** children enrolled in schools



**110** children vaccinated



**35** Birth certificates made

# A Leaders Collective

## Women VO network of Pasta Rahim, UC Omza Vailla, Zhob

The women Network in Pasta Rahim is unlike others. This network includes Community Resource Persons (CRPs) and women members from five union councils and functions at the Tehsil level. The members include women from union councils Omza Vailla, Miralikhail, Appozai, Hassanzai, and Takai.

When the network was formed, the CRPs of nearby union councils selected Palwasha as the leader of the Pasta Rahim network. Palwasha is a proactive community resource person and president of the Pasta Rahim Women VO network. She is 27 years old and mother of four daughters. She completed her master's degree from Zhob city. Her husband is a dispenser at BUITEMS University of Balochistan. He is an educated individual and supports Palwasha and has also enrolled his daughters in a private school. Zubaida and Gulnaz are CRPs of UCs Miralikhail and Takai. They are also leaders and members of the Pasta Rahim network. They have both studied up to intermediate and are married. Both have children who are enrolled at a government school. These leaders are great colleagues and support each other in their professional and personal lives. For their trust and ease, they started working together as a group of sisters. All the CRPs (leaders) collectively attend meetings, trainings, and

develop linkages with different departments.

Palwasha regularly meets with CRPs of nearby UCs and they discuss their issues and challenges during these meetings. This network focuses on team building, identifying issues and planning to resolve them. The members of this network have cleverly found ways to increase their mobility and travel to the district line department offices and Quetta to attend training sessions. The women also shared that they take turns to convince one of the male members from their households to accompany the group when traveling so that no single male is overburdened. This allows frequent travel. The members of this network realise the importance of collective action and ability to achieve more as a team. Palwasha reports "With the passage of time, we realised that people do not listen to one voice but when all leaders go together to communicate different issues, people pay more attention and give more respect."

Since most of the members of this network are educated, they meticulously map their needs and identify relevant stakeholders to advocate for themselves. Palwasha says, "We discuss issues and help each other. Without realising our problems and anticipating goals to resolve

them, the lives of women will not change” Being mothers they all know the importance of Basic Health Units (BHUs) and schools for women in their community. In union council Omzaviwalla, there is only primary school. Palwasha along with other UC members wrote a letter to the Education Department demanding a middle school in her UC. They also raised the issue of non-availability of a dispensary and female Lady Health Worker (LHW) at BHUs with the Health Department of Zhob for their respective union councils.

These members also share new employment opportunities with each other. As a result, they are now working for a climate change project. All the CRPs also have received a seven day training on climate change and trickle down this information to the community members. These sessions include benefits of kitchen gardening and improving health and well-being. Providing practical tips and advice on how to start a kitchen garden, such as choosing the right location, selecting suitable plants, and using organic fertilisers. Providing help to the community members to plant and care for their own kitchen garden. Leaders explained, “Activates like these have helped women to grow necessary vegetables in their homes and save time and money”.

CRPs also shared that they conduct monthly sessions on family planning, prenatal & postnatal care, child health, personal hygiene, nutrition, and cleanliness. Women are now more concerned about their day-to-day lives

and taking care of family's health. With these sessions, pregnant women are now vigilant and vocal about going for regular checkups. Collectively, they have realised that it is a basic need to go for checkups every four months during pregnancy. It is empowering women to make decisions about their bodies and reduce the risk of complications. CRPs joyfully explained “Women members are taking actions are actively involved in decision-making. This includes decisions for their health, enrolment of children, vaccinations, family planning, and other household matters”.

Collaborative efforts between Palwasha and the CRPs in this network, allow exposure and learning for the women members. The members across these union councils learn from each other, resulting in better management of their community institutions. The women of also reported that the network provides a better support system. Through this network they have learnt to mutually respect each other and are able to help more families. One CRP explained, “Little did we know that this collaboration would be life-changing. We share our experiences and successes with their community members and encourage them to continue to take action for their lives. Together we are making many linkages and raising awareness regarding issues of women in our UCs” The women across these union councils are now taking more interest in the network and look forward to the meetings. These women are not only empowering themselves but sisterhood within UCs is also thriving.





# LORALAI

## SOCIAL MOBILISATION



**19,808**  
Households Organized



**1,739**  
Community Organisations  
(COs) Formed



**573**  
Village Organisations  
(VOs) Formed



**20**  
Local Support  
Organisations (LSOs)  
Formed



**3,023**  
Community Members  
Trained in CMST (2/CO)



**502**  
Community Members  
Trained in LMST (2/VO)



**99**  
Community Members  
Trained as Community  
Resource Persons (CRPs)

**1,636**  
Men Community Members  
Trained in CMST (2/CO)

**1,387**  
Women Community Members  
Trained in CMST (2/CO)

**280**  
Men Community Members  
Trained in LMST (2/VO)

**222**  
Women Community Members  
Trained in LMST (2/VO)

**33**  
Men Community Members  
Trained as Community  
Resource Persons (CRPs)

**66**  
Women Community Members  
Trained as Community  
Resource Persons (CRPs)

## COMMUNITY PHYSICAL INFRASTRUCTURE



**773**  
Households Benefiting  
from Completed CPIs



**8**  
Completed CPIs & Regular  
O&M by Community Institutions



**16**  
Number of LSOs  
managing CIF

## COMMUNITY INVESTMENT FUND (CIF) AND INCOME GENERATION GRANTS (IGG)



**1,034**  
Households Benefiting from  
Community investment fund (CIF)  
for productive asset building  
and income generation



**991**  
Households Benefiting from  
Income generation grants  
(IGGs) for productive asset  
building and income generation

**601**  
Men Households Benefiting from  
CIF for productive asset building  
and income generation

**433**  
Women Households Benefiting from  
CIF for productive asset building  
and income generation

**250**  
Men Households Benefiting from  
IGGs for productive asset building  
and income generation

**741**  
Women Households Benefiting from  
IGGs for productive asset building  
and income generation

## TECHNICAL AND VOCATIONAL SKILLS TRAINING



**248**  
Community Members  
Trained in TVET



**94**  
Men Community Members  
Trained in TVET



**154**  
Women Community Members  
Trained in TVET






# VO Network Brishna Tanzeem



## Union Council Asgherloon

The total number of households in Union Council Asgherloon is 1,594 out of which 947 (59%) households are organised into 78 (36 male and 42 female) Community Organisations (COs) with a membership of 1,183 (609 males and 574 females). These COs are organised into 18 Village Organisations (VOs) that include 11 male and 07 female VOs. There are 10 including 06 boys and 04 girls' primary schools in the union council. There is 01 boy's secondary school in the union council. The distance from the union council to the nearest city is 3 to 4 km.

The Brishna Tanzeem Women VO network was formed on 14th March 2021. The total members of the Network are 19 and the average age of members is 34 years. Out of the total 07 women VOs in the UC, the VO network covers 07 (100%) VOs and 22 (52%) of COs of the total 42 COs.

Names of VOs	Number of COs	Number of CO Members
VO Shaista Zoand	7	91
VO Arzoo Tanzim	3	42
VO Umeed Tanzim	2	26
VO Khushal tanzims	2	27
VO Gulshan	2	28
VO Rural Khwateen	4	52
VO Afghan Khwaten	2	26
 <b>7 VOs</b>	 <b>22 COs</b>	 <b>292 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives.



**38%** of W-VO-Network members have NIC and are registered as voters



**167** children enrolled in schools



**312** children vaccinated



**35** Birth certificates made



**264** people provided food packages during floods



**329** people provided emergency health services during recent floods



# The Impact of Financial Independence

## Asiya from Women Network Brishna Tanzeem

Asiya is the general secretary of Brishna Tanzeem in UC Asghrloon, Loralai. She completed her Masters in English literature. She has two daughters and is planning to enrol them in school. Overall the members of the network are educated and keen about education. The union council is only at a distance of 3-4 km from the nearest city. This allows the members of the community to access basic facilities including schools, BHUs, and markets. The union council has water pipelines and taps in their households but face the issue of water unavailability.

Social mobilisation in district Loralai is a tedious task. The cultural and religious norms are rigid and have very little room for change. The women of this network report that they are not permitted to sit in gatherings outside their homes. Through the efforts of BRSP social mobilisation team, there is now acceptance of women organisations and the meetings are the only time when women come together. The network serves as a platform to socialise for these women. They discuss household level issues and challenges. They nurture their friendships and help each other within their capacity. The women reported budding of a social support system as one of the most remarkable achievements of the network.

However, it was observed that the women do not undertake development planning, they were unable to identify key issues and challenges at the village level, the network overall lacks vision and members were unclear about the objective of the network.

The women of this network are focused on financial independence. Thus, access to job opportunities is their top priority. Members of the network identified that financial contribution to the household improves their inclusion in household level decision making and mobility. They iterated that they require RSPs support to identify job opportunities and to develop linkages with the local market. Despite being closer to the city, the women of this network are not capacitated to function and develop linkages independently.






# VO Network Shaista Women



## Union Council Nasrabad 1

The total number of households in Union Council Nasrabad 1 is 1,126 out of which 793 (70%) households are organised into 68 (30 male and 38 female) Community Organisations (COs) with a membership of 1,316 (747 males and 569 females). These COs are organised into 22 Village Organisations (VOs) that include 12 male and 10 female VOs. There are 04 including 03 boys and 01 girls' primary schools in the union council. There is 01 boy's secondary school in the union council. The distance from the union council to the nearest city is 5 to 6 km.

The Shaista Women Women VO network was formed on 29 December 2021. The total members of the Network are 19 and the average age of members is 35 years. Out of the total 10 women VOs in the UC, the VO network covers 07 (70%) VOs and 17 (45%) of COs of the total 38 COs.

Names of VOs	Number of COs	Number of CO Members
VO Bano khel	2	30
VO Nor Khwaten	3	48
VO Benazir Khwaten	3	54
Sitara Khwaten	3	40
Phool Khwaten	2	33
Gul Khanad	2	32
Shama Khwaten	2	33
 <b>7 VOs</b>	 <b>17 COs</b>	 <b>270 members</b>

The members of this Network are trained in Community Management Skills Training (CMST), Leadership Management Skills Training (LMST), Gender sensitisation and mainstreaming and Community Awareness Toolkit (CAT). The women of Roshan Network are planning and implementing development activities both on self-help basis as well as in collaboration with government agencies private sector organisations. The EU-funded BRACE programme is empowering rural women in Balochistan by realising the power they gain from collective action to improve their lives.



**57%** of W-VO-Network members have NIC and are registered as voters



**41%** of CO members in the W-VO-Network have NIC and are registered as voters



**320** children enrolled in schools



**173** children vaccinated



**85** Birth certificates made



**81** people provided food packages during floods



**75** animals vaccinated during the recent floods



# The Structural Failures

## Sursan, President of VO Network Shaista

Sursan is the president and Jodana is the general secretary of the Shaista women VO network of UC Nasarabad 1 of district Loralai. Both the women were unable to tell their age but were easily above the age of 40 years. Despite the data indicating that the average age of the network is 35 years, the members who regularly attend meetings include older women, most of them mother in laws. These women do not bring their daughter in laws in the meetings since younger women in the union council are not permitted to attend social gatherings outside their households by their husbands. None of the members of the network were educated due to financial constraints. The women did not show any interest in educating younger girls.

One of the member had four daughters and one son and shared that her husband can only afford to enrol one child in school and they have enrolled their son. She further shared that she supports this decision and her daughters also want their brother to be educated. Two young girls of age 13 and 20 are designated to serve tea during these meetings and get the chance to sit in the meetings. The 13 year old Zahida shared that she aspires to study and dreams to

become a doctor but does not express it to her father because it is impossible to attend school. The 20 year old girl has also never attended school and is of the view that it is a man's job to discuss issues and challenges and resolve them. The women should not be bothered by these things. She also said that she does not envision a different future for her and is content to have the same life as her mother and grand mother.

The lack of education, non-inclusion of educated and young members in the network and strict restrictions on women mobility are the structural inequalities that inhibit women empowerment. The hegemony among these women is evident. Structural adjustments in the network are required. Young and educated females should be capacitated that have a potential to envision a better future for themselves and other women in their community, should be included and lead this network.



## Section 4. Observations from the Field

This section interprets and discusses factors that affect political participation of women under the VO Networks in BRACE Programme. It was observed that the performance of VO Networks does not vary significantly within one district but the variation increases across different districts. The cultural and religious influences significantly impact the inclusion and participation of women in each district.

In districts Khuzdar, Jhal Magsi and Zhob, young women have taken leadership roles and have found creative ways of networking. In districts Pishin and Loralai, young women are not allowed to participate in these networks and older women do not share a similar vision to push for change. In district Killa Abdullah/Chaman the women networks have potential but due to lack of material benefits (programme interventions) in the district, the community members including females are demotivated.

It is interesting to note that most women reported social benefits of the VO Network that include inclusion in household decision making, improved levels of confidence and self-respect, improved social support system and willingness to address issues without direct involvement of men. Women also reported that their financial contribution results in a more equitable household dynamic. These women seek the networks support in finding employment opportunities. The women from VO Networks in districts Zhob and Khuzdar also reported that they often come together to collectively resolve issues reported by female members and will continue to do so, after the programme ends.

Factors that influence the performance of the VO Networks include the following.

### **a. Support from Male Members**

It is observed that the patriarchal norms are prominent across BRSP districts under the BRACE Programme. The mobility of women and their participation in any activity outside the household depends on permission from a male member of the household that is father, husband or father-in-law. All the women who emerged as leaders of the Women Networks had a strong support from a male member and reported that it is unimaginable to envision their future without the support of these men. Women leaders who are related to LSO members were able to share the

needs of women and advocate for them at the LSO level. These allies, the male LSO members, included the women needs in the UCDP but did not advocate for women participation at the higher level that is JDDCs. Thus, sensitising men on gender mainstreaming as well as structural reform at the LSO level is pertinent to achieve women participation in the context of the target districts.

## **b. Awareness on Health and Education**

The community awareness sessions conducted in the women meeting contributes to improved access to information on health, education and economic opportunities among women. When women share this information in their households, the husbands respond by including them in household level decision making. These include the choice of school the child should be enrolled in, the choice of lady doctors and basic health unit for pre-natal check-ups and delivery as well as mutual decisions on food expenditures.

## **c. Economic Opportunities for Women**

According to observation and detailed discussions during the field visits, it was found that women are mostly restricted to households with limited to no power in decision making within and outside households. In some areas, including Khuzdar, Zhob, and Jhal Magsi, the impact of social mobilisation is emerging and women feel that they are included in household level decision making. The change is a result of women participation in income generating activities. The women across all districts reported that when they are involved in income generating activities and contribute financially to household expenses, they gain respect from their husbands and in-laws and are allowed to participate in meetings. The financial contribution by female members also leads to a more equitable dynamic within the household.

The women networks are visibly weaker in districts where BRACE Programme interventions have not been initiated or have been discontinued. The women of VO Network Lawangeen in Purana Chaman<sup>2</sup> report that they have not received any intervention and were not aware about community investment fund. The women of VO Network Aman Passand reported that they only

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2. As Purana Chaman UC was focused UC in PPAF Programme for Poverty Reduction (PPR) and they got benefits in PPR prgram in Lihvlihood, Health, Education, Physical infrastructure and capacity building therefore to avoid the duplication the financial services are not carried out in this UC under BRACE programme.



received technical and vocational skills training. The beneficiaries of TVET were first provided sewing machines which were later taken from them. The women of VO Network Rukhsana also reported that they did not receive any intervention other than ALNS. Since there is no monetary benefit involved, the women are less interested to regularly attend meeting. The men also do not see the benefit of women organising and investing their time outside of households since no financial benefit is involved. The VO network Aman Pasand in Chaman also appeared weak because the leaders and women members were not fully capacitated to manage the network independently. The social organisers and community resource person(s) contracts have ended and these are not involved in capacity building anymore.

#### **d. Young Leadership**

Young leadership is a key factor contributing to the success of women networks. It was observed that networks where the leaders are below 30 years of age were more vibrant, active, and had a clear vision compared with women networks where the leaders were above the age of 30. The networks were found inactive as the age of leaders increased. The young leaders also had a deeper understanding of women as a collective and were willing to push boundaries and step into different roles. The young leaders also conducted meetings and represented the network more enthusiastically and gauged more attention. Compared with leaders above the age of 30, these leaders also articulated and documented the needs of their members much more coherently and with precision. The reason for better performance of young leaders is that they were able to dedicate more time since they were either unmarried or did not have children as well as their enthusiasm, literacy and youth's general idealism, eagerness to experiment, to learn and to change the unfavourable situations. The older women had more household responsibilities and were unable to dedicate as much time as the younger women.

#### **e. Level of Education of the VO Network Leaders and its Members**

The level of education had a significant impact on the strength and weakness of the VO Network. It was interesting to note that in networks where the president was not educated, she collaborated with an educated women of the union council to effectively manage the VO Network. The inclusion of educated women in leadership positions and as members of the network resulted in overall better documentation and articulation of their needs. The VO Networks with educated females were able to develop more linkages, were more flexible to engage with male LSO representatives, had attainable goals and were able to put a plan in place to achieve them. These women were also able to push boundaries by approaching the issues more creatively

and advocate more effectively. An example of this the leadership of VO Network Pasta Rahim where the women have formed a Tehsil level network. The women leaders recognised that they are not allowed to travel beyond their union council alone but with the support of women from multiple union councils, they are able to gain the trust of men and travel to the city. Each time one man chaperones the group. The females of this network have directly written letters to the education and health department representatives and went to their offices to submit the letters. These women collectively advocate for one issue at a time and regularly follow up on it. These are educated members and have access to mobile phones. They coordinate through a WhatsApp group.

In VO Networks where the leaders and members were not educated, the women easily gave up their demands. The constantly shared that they hesitated interacting with the male members of the LSO and do not have the capacity to advocate for themselves. These networks also lacked clarity on the objective of organising and were unable to identify or articulate their needs. An example of this is the VO Network Shaista in Loralai. The overall age of the leaders was above 30 years and no female member was educated. One of the members upon probing shared that they do not want to change their circumstances and want the same lives as their mothers and grand-mothers. They said it was of no use to advocate and push for their needs. “The men are responsible to take care and provide for us and that they do not wish to concern themselves with these matters”, she added.

## **f. Capacity Building and Exposure of VO Network Leadership**

The number of visits from BRSP staff and external partners had a direct impact on the performance of the networks. The members and leaders of the networks that are closer to the city and had the opportunity to interact with BRSP staff, RSPN team and External Monitoring Mission visibly improved over time. The leaders and members were more confident and prepared. They also knew how to present in front of an external audience and did not shy away from seeking help and putting forward their demands. An example of this are the leaders of VO Networks in Khuzdar that are fully capacitated to present their needs at the district and national level. The leaders from Ideal Women VO Network in Jhal Magsi, Bright Women and Future Star Networks in Khuzdar attended the JDDC meeting on 11th October 2022 and 31st March 2022 respectively. They report that this was a difficult experience but they have learnt a lot from it and it has elevated their level of confidence.

## Section 5. Recommendations

Below are recommendations to optimally utilise the potential of these VO Networks and ensure political participation of women in the future.

### 1. Training and Capacity Building

- The VO Networks in Khuzdar are fully independent and have strong leadership. In future, funds should be allocated for the VO Networks in district Khuzdar to function as female LSOs. This network should work on expanding its coverage and including 100% of the female VOs in the union council.
- The VO Networks in Jhal Magsi and Zhob have strong leadership and clear vision. The leaders of VO Network Ideal Women of Jhal Magsi participated in a JDDC meeting which shows acceptance for women participation at the district level. In Zhob, the women are active and able to clearly identify and plan to resolve their issues. These women are articulate and have found alternate pathways to advocate for their needs directly with the government departments. For the remainder of the programme, the VO Networks in Zhob and Jhal Magsi should be trained and capacitated to independently function as LSOs including management of CIF in the future. The training should include exposure visits to VO Networks in Khuzdar, and women LSOs in Kech and Sindh to motivate these women.
- The VO Networks in districts Pishin and Killa Abdullah/Chaman are weak and not prepared to function as independent networks or LSOs. The structure and leadership of these networks should be revamped. Training and capacity building of these networks is important in the future.

### 2. Role of Male and Female LSOs

- Females in districts Khuzdar, Jhal Magsi and Zhob are prepared and willing to form female LSOs. These networks are capacitated to plan and implement development plans and programme interventions. Separate funds should be allocated for these potential women LSOs of future programmes.

- Male LSOs are important to avoid tribal conflicts in the context of these districts. Thus male community members should be included in some capacity in the future. Since the interaction of males and females at the community level is difficult and not permissible. The female LSOs can optimally function if all direct programme beneficiaries are women.
- The females also face a restriction on mobility due to which opening of bank accounts may be an issue. To resolve all these concerns, the future programmes should allocate funds for two LSOs in each union council in the future. The male LSOs should be focused on resolution of tribal conflicts, registering of LSOs and opening of bank accounts. The female LSOs should directly be involved development planning and implementation of programme interventions.
- The main functions of the programme interventions including beneficiary selection, procurement and management should be led directly by women LSOs and the male LSOs should take a supportive role. The leaders of female LSOs should be directly involved in managing CIF and become co-signatories for the LSO bank accounts for future programmes.

### **3. Participation of Women at the JDDC Level**

- In the context of Balochistan, policy level reforms are the agents for change. Once a policy is in place, it caters as a conducive environment for social change. Specially pertaining to vulnerable members of the society including women. Therefore, it is crucial to mandate women participation at the JDDC forum. The ToRs should include two representatives, one male and one female from each union council. The implementation of this is critical to push for political participation of women in Balochistan.
- It is observed that women are willing to participate and have proved themselves when provided the opportunity to present at the JDDC forum as well as collaborate with Government Line Departments. Institutional changes and policy reforms at the JDDC level will push the male members to include women to represent their union council.
- The objective of the VO Networks is to work in collaboration with the LSO but also improve political participation of women by directly engaging with the government departments. On the supply side, the JDC platform is established in all nine BRSP BRACE Programme districts. On the demand side, the women are prepared to participate in these meetings



and present needs of women in their community. There is a need to bridge this gap through policy changes as well sensitising men to ensure women participation at this platform.

#### **4. Structure of the Network/Female LSOs**

- At present, the coverage of VO Networks is limited. The VO Networks should be capacitated to expand their coverage and ensure 100% inclusion of all female VOs in the union council.
- The structure of the VO Networks is flexible at present. Some Networks have been formed at the VO level consolidating the needs of multiple VOs whereas some Networks have been formed at a Tehsil level where women from multiple union councils collectively identify and resolve their issues. It is critical for this structure to remain flexible. This allows women to find the model that best fits their needs in the given context.
- The characteristics of the women leaders in the VO Networks is a critical factor in strengthening them and should be adhered, where possible. The structure of these networks may be flexible but the objective of these networks that is improving political participation of women at the JDDC platforms and advocating directly with the Government Line Departments should be standardised across all districts.
- Improved programme design that includes female LSOs and allocate a subsequent budget should be included in future programmes.



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