

## Women's Peace and Humanitarian Fund

### ANNUAL PROGRESS REPORT 2024

(Regular Funding Cycle)

<b>Country</b> Pakistan Country Office	<b>Submitted by PUNO(s) UN Women or NUNO(s)<sup>1</sup></b> Name of Entity: UN Women Pakistan Name of Representative: Jacqui Ketunuti, Deputy Country Representative
<b>MPTF Project Number (s)</b> <a href="#">00133808</a>	<b>Reporting Period</b> January 1 - December 31, 2024
<b>Track</b> <i>Select all that apply</i> <input checked="" type="checkbox"/> Regular Funding Track <input type="checkbox"/> Emergency Funding Track	
<b>WPHF Outcomes<sup>2</sup> to which report contributes for reporting period</b> <i>Select all that apply</i> <input type="checkbox"/> Outcome 1: Enabling Environment for WPS <input type="checkbox"/> Outcome 2: Conflict prevention <input type="checkbox"/> Outcome 3: Humanitarian and Crisis Response <input type="checkbox"/> Outcome 4: Conflict Resolution <input type="checkbox"/> Outcome 5: Protection of Women & Girls <input checked="" type="checkbox"/> Outcome 6: Peacebuilding and Recovery	
<b>Programme Start Date</b>  October 26, 2022	<b>Total Approved Budget (USD)</b>  1,581,939
<b>Programme End Date</b>  November 7, 2025	<b>Amount Transferred to CSOs (USD)</b>  1,172,268.82

<sup>1</sup> Non-UN Organization. Applicable to Rapid Response Window for Peace Processes

<sup>2</sup> As per WPHF results framework nested model, WPHF outcome areas are equivalent to the impact level for grantees

## Executive Summary

*In 1 page, summarize the most important achievements of the Programme during the reporting period. The executive summary should be an analysis and consolidation of the achievements and should serve as a standalone summary of the WPHF country' results for the year. Please include:*

- a) Background on WPHF: overview of calls for proposals (CfPs) that were launched (date), and details on NSC meetings, how many CSOs were selected, and when implementation is estimated to begin/has begun*
- b) How WPHF funding has contributed to advancing WPS, gender equality and peacebuilding, gender-responsive humanitarian action in the country and explain if any linkages with national processes (NAPs, humanitarian response, peace processes, etc) or how it aligns with country priorities.*
- c) Overall/consolidated WPHF impact at the country level by Outcome*
- d) One sentence with the consolidated direct and indirect beneficiaries (disaggregated by sex).*
- e) Overall challenges (based on context)*
- f) If the CO has received additional funding for capacity strengthening (5%) and/or if CSOs received L-HUB grants for peer learning initiatives, please include one sentence on the results.*

During the reporting period, the WPHF project in Pakistan contributed towards advancing the women, peace, and security (WPS) agenda, gender equality, and peacebuilding, particularly in addressing the needs of displaced Afghan women and girls in Pakistan. Through the implementation of projects by UN Women Pakistan's eight partners, WPHF funding has fostered transformative change for this vulnerable population. The interventions have been anchored around two key pillars: economic empowerment and women's leadership and participation.

Through the provision of education, vocational training, psychosocial support, and the integration of host communities, over 6,683 women, including those in refugee camps and underserved areas, gained critical skills in mobile wallet literacy, digital marketing, and income-generating trades. These efforts have not only enhanced economic opportunities but also facilitated women's involvement in leadership roles, such as the establishment of Dispute Resolution Councils (DRCs), which successfully resolved 587 community conflicts, contributing to a shift in traditionally male-dominated decision-making structures. These outcomes are aligned with national priorities for advancing women's rights, economic development, and social cohesion.

A key achievement of these initiatives is the substantial progress in education for Afghan girls, with 557 children, including 445 girls, enrolled in informal community schools addressing barriers such as documentation challenges, socioeconomic constraints, and limited infrastructure. These schools provided opportunities for displaced youth who had no prior access to mainstream schools which required documentation, offering them economic and social opportunities while reducing caregiving burdens on women. In parallel, 42 mixed-gender Community Groups and 10 women-led Community Watch Groups fostered social cohesion and promoted rights awareness across host and Afghan communities, involving key stakeholders including local authorities, lawyers, and community leaders to ensure the sustainability of these efforts.

At the policy level, consultations with government institutions, civil society organizations (CSOs), and media led to dialogue, particularly with women parliamentarians, advocating for the rights of displaced Afghan women and girls. The "She Can Lead" Network, formed under these projects, continues to spearhead advocacy efforts, ensuring accountability and follow-up on commitments made to address the needs of this population.

The WPHF Global Learning Hub (L-HUB) Mentorship projects have also played a critical role in strengthening the institutional capacity of CSOs, particularly in program design, monitoring, evaluation, and fundraising. Two peer learning projects were implemented in 2024: each tandem involving one CSO from Pakistan and one from Afghanistan. The L-Hub initiative fostered cross-border collaboration, benefiting 38 staff members and resulting in enhanced organizational capacity and improved collaboration among partners working with forcibly displaced Afghan women and girls.

Despite such achievements, the operating context has seen many challenges. The rapidly evolving situation regarding Afghan refugees in Pakistan, especially in light of the Illegal Foreigner Repatriation Act of 2023, has created an environment of fear and uncertainty. With the surge in deportations, including 800,000 Afghan refugees since November 2023, and additional policy shifts, such as the requirement for a No Objection Certificate for Afghans to stay in Islamabad, Afghan women and girls face even greater barriers to integration and security. This complex and shifting context led to challenges such as program dropouts, heightened insecurity, and, in one case, the temporary suspension of activities to comply with local regulations. Despite these challenges, WPHF funding has played a critical role in the integration of Afghan women into decision-making processes within host communities and enhancing socioeconomic resilience.

## 1. Project Profile for Reporting Period

Use the following table for an overview by each project/organization. For each grant (programmatic, institutional, and L-HUB grants), please use a separate row. Refer to definitions in the footnotes.

Funding CFP <sup>3</sup>	Lead Organization Name	Type of Organization <sup>4</sup>	WPHF Outcome/ Impact Area <sup>5</sup>	Project Location (State, Province or Region)	Name of Implementing Partner(s) and type of Organisation <sup>6</sup>	Project Start and End Date as per Partner Agreements <sup>7</sup>	Total Approved Budget (USD)
CFP Afghan Regional Response (ARR)	Pakistan Alliance for Girls Education (PAGE)	Youth focused & women-led	Outcome 6	Balochistan, Punjab, Khyber Pakhtunkhwa (KP) & Sindh	N/A	25-Nov-2022 31-Mar-2025	199,779
CFP2/ARR	PAIMAN Alumni Trust	Women rights & women-led	Outcome 6	Punjab & KP	N/A	01-Dec-2022 15-Aug-2024	164,702
CFP2/ARR	Individual Land Pakistan (IL)	Women rights & women-led	Outcome 6	Balochistan & Punjab	BARGAD (women-led)	01-Dec-2022 28-Feb-2025	199,806
CFP2/ARR	Global Educational, Economic and Social Empowerment (GEESE)	Women rights & women-led	Outcome 6	KP	N/A	01-Dec-2022 30-Sep-2024	174,900
CFP2/ARR	Women Empowerment Organization (WEO)	Women rights & women-led	Outcome 6	KP	N/A	01-Jan-2023 30-Apr-2024	193,595
CFP2/ARR	Khwendo Kor (KK)	Women rights & women-led	Outcome 6	KP	N/A	01-Jan-2023 31-Dec-2024	198,572
CFP2/ARR	Pak Women	Women rights & women-led	Outcome 6	KP & Punjab	N/A	01-Jan-2023 30-Sep-2024	199,662
CFP2/ARR	UMEED Partnership in Pakistan (UPP)	Women rights & women-led	Outcome 6	Balochistan	N/A	21-Aug-2023 30-Sep-2024	147,472
CfP4 (peer learning)	Pakistan Alliance for Girls Education - PAGE	Women rights & women-led	Outcome 6		NOVE ONLUS (Afghanistan)	Closed May 30 2024	10,000
CfP4 (peer learning)	Individualland Pakistan	Women rights & women-led	Outcome 6		Navid Social Development Organization (NSDO)	Closes Feb 28 2025	9,968

<sup>3</sup> For each grant, indicate if it is Country Cfp 1; Cfp 2; Cfp 3, etc. Please also note if it is a Cfp for the Food Security Initiative, Climate Security Initiative, Forced Displacement Initiative, or Peer Learning Grant

<sup>4</sup> Type of organizations are: i) Women's Led; ii) Women's Rights; iii) Both Women-led and Women's Rights; iv) Youth Focused; v) young women led; vi) both youth focused/young women led; vii) LGBTQI+; viii) Other as identified by the CSO.

<sup>5</sup> WPHF Outcomes are Outcome 1: Enabling environment for the implementation of WPS commitments; Outcome 2: Conflict prevention; Outcome 3: Humanitarian and Crisis Response; Outcome 4: Conflict resolution; Outcome 5: Protection; Outcome 6: Peacebuilding and recovery. If the partner received institutional funding, please use this column to note this. As per WPHF results framework nested model, WPHF outcome areas are equivalent to the impact level for grantees

<sup>6</sup> For each co- implementing partner (those on cover page and who received a transfer), state if they are i) Women's Led; ii) Women's Rights; iii) Both Women-led and Women's Rights; iv) Youth-led/focused; or v) Other.

<sup>7</sup> Use the official start and end dates as per the partner agreement and/or amendment. If the project received an extension, please note this.

## 2. Beneficiaries and Reach (Consolidated)

a) Complete the Excel spreadsheet called “WPHF Beneficiary Template 2024” for each project and submit with your report. Instructions for this working sheet are found in the template. The excel sheet tracks beneficiaries by each CSO.

b) In the tables below, provide the consolidated number of direct beneficiaries reached for all projects during the reporting period and cumulative numbers.

Current Reporting Period (2024)					
Age Category	Women/Girls	Men/Boys	Other (LGBTQI+)	Total Direct	Indirect Beneficiaries
0-17 years	2965	384	0	3,349	13,396
18-29 years	8115	478	0	8,593	34,372
30 years +	2460	699	0	3159	12636
<b>Total</b>	<b>13540</b>	<b>1561</b>	<b>0</b>	<b>15,101</b>	<b>60,404</b>

**\*ATTACH WPHF Excel Beneficiary Template.**

Cumulative					
Age Category	Women/Girls	Men/Boys	Other (LGBTQI+)	Total Direct	Indirect Beneficiaries
0-17 years	8428	1654	0	10082	40328
18-29 years	13066	2127	0	15193	60772
30 years +	5961	2341	0	8302	33208
<b>Total</b>	<b>27,455</b>	<b>6122</b>	<b>0</b>	<b>33,577</b>	<b>134308</b>

### 3a. Context/New Developments

*Describe any relevant updates in the peace/security/humanitarian/political/human rights context experienced by the country during the reporting period. Specifically describe how it has impacted women and operations at the country level.*

The reporting period was marked by significant developments concerning Afghan refugees in Pakistan, primarily due to the rapidly evolving situation concerning their status, particularly the surge in departures due to fear of arrest, deportation, and increasing tensions related to the Illegal Foreigner Repatriation Act of 2023. Phase 2 of Pakistan's Foreigner Repatriation Act kicked off in April 2024, with the mapping of Afghan Citizenship Card Holders in different provinces. Due to international pressures, the government extended the deadline for Phase 3 of the plan to June 30, 2025, for Afghans who had UNHCR-issued Proof of Registration cards (around 1.45 million). However, in November 2024, a new policy required Afghan residents to obtain a No Objection Certificate by the end of 2024 in order to stay in Islamabad, which added significant pressure. Since November 2023, an estimated 800,000 Afghans have been repatriated,<sup>8</sup> with 54,652 (27,438 men and 27,214 women) receiving repatriation assistance from UNHCR in 2024. A concerning development also limited repatriates to carry only 50,000 PKR in cash, with reports of additional rupees and livestock being confiscated.

This increasingly precarious environment disproportionately impacted Afghan women and girls, heightening their vulnerabilities and creating significant barriers to integration and social cohesion with host communities. These external challenges, driven by shifting government policies, created a complex operational context. This led to programmatic dropouts, heightened insecurity, and, in certain cases, a pause in activities, such as those undertaken by partner organization Individual Land, to comply with local authority demands.

In response, UN Women adopted a 'do no harm' approach in all facets of its activities, with strict compliance to the laws and national interests of the host country, and continuous assessment of the dynamic peace and social cohesion situation in the most vulnerable communities to ensure that programmatic interventions had maximum positive impact.

Interventions included a focus on psychosocial support, to help deal with the trauma of possible repatriation to a crisis-stricken country. Additional beneficiaries were included in programs to make-up for the dropouts, and extra training sessions were facilitated. Expert psychologists were hired by partner civil-society organizations who conducted community, group, one-on-one, and telephonic sessions to offer support. Furthermore, community groups of Afghan women, such as the She Can Lead Network, were connected to women parliamentarians, members of the local administration, and relevant government departments working with Afghan refugees to advocate for the plight and needs of the displaced population. Women's community groups formed under the project were also connected to the Afghan Women Network, a global network of Afghan women human rights defenders displaced from Afghanistan, who have had extensive experience in creating safe spaces and aiding women during times of conflict.

Legal professionals and journalists were engaged to address legal issues, raise awareness of the rights of Afghan women, and ensure sensitive media reporting. Activities were modified to hold events in safe, community-controlled spaces and limit media

<sup>8</sup> [Anadolu Agency](#)

publications in sensitive regions, such as Balochistan. Awareness campaigns were initiated, which focused on sharing information and resources by IOM and UNHCR, the two lead UN organizations working with refugees in Pakistan, as well as inspiring stories of Afghan women, who were contributing to their communities.

While these steps helped mitigate some immediate challenges, the uncertainty regarding Afghan refugees' legal status remains a concern. The potential for recurrence of these challenges is high, given the ongoing and evolving political tensions. Moving forward, UN Women will continue to monitor the situation and adapt programming accordingly. Lessons learned from this experience highlight the importance of agility and continuous context reassessment in program design. A flexible approach will be prioritized, and maintenance of close coordination with IOM, UNHCR, local authorities and civil society to facilitate the societal integration and socio-economic resilience of Afghan women and girls.

### 3b. Coordination in Humanitarian/WPS

*Describe if your office has participated in any humanitarian/GBV in emergencies UN cluster meetings (CERF, UNFPA, IOM, UNHCR), or peace and security (PBF, UNDP, UNICEF) coordination meetings/efforts at the national level during the reporting period? What were the outcomes of these meetings, and have WPHF partners been invited to brief?*

UN Women Pakistan actively engaged in humanitarian working groups, given that clusters are not operational in Pakistan. As the lead agency of the Gender Task Force, UN Women facilitated coordination across all sectors to ensure a gender-responsive approach in humanitarian efforts. In particular, in gender-based violence (GBV) in emergencies and protection cluster meetings convened by UNFPA, National Disaster Management Authority and UNHCR. These engagements have been instrumental in strengthening coordination efforts, reporting and cross-sharing on GBV progress, fostering synergies in gender-responsive approaches and joint finalization of protection strategy. Further, we have been engaged with the protection cluster for potential CERF funding for monsoon emergency and joint plans have been shared with UNOCHA, however, in 2024 the scale of monsoon emergency remained largely localized therefore the CERF funding did not materialize.

Through the platform of gender task force (including Gender in Humanitarian Action - GiHA), consultations with women-led organizations (including our WPHF partners) have been organized. These consultation meetings focused on integrating gender perspectives in humanitarian action, resilience building and peacebuilding efforts, fostering women's leadership in conflict prevention, and enabling the inclusive and equitable humanitarian-development-peace nexus. WPHF partners were invited to share their experiences and capacity development needs, providing insights into grassroots efforts, sharing best practices, and advocating for increased support to women-led organizations in crisis settings. Their contributions were highly valued and helped shape recommendations for a humanitarian-development-nexus focused capacity development plan for women led and women-rights organizations.

### 4a. Overall Results (Impact and Outcomes) Achieved

#### Country Level Impact and Results:

*Provide a short, consolidated COUNTRY LEVEL description of the impact and results achieved for all projects (1-2 paragraphs maximum, drawing on the impact level indicators. DO NOT INCLUDE REACH NUMBERS.*

Across Pakistan, projects implemented by PAGE, PAIMAN, Individualland, GEESE, WEO, KK, Pak Women, and UPP have increased the economic agency of displaced Afghan women and girls as well as those from host communities. Through tailored vocational training, business development, and financial inclusion initiatives, these organizations have equipped women with marketable skills and practical tools, ranging from digital marketing and entrepreneurship to vocational trades, that have enabled them to generate sustainable income. For instance, PAIMAN has established self-help groups and linked women to local chambers, while GEESE and WEO report that a high proportion of trained women now exercise financial independence through income-generating activities. A total of 1,042 women and girls were reported to earning incomes through the various trades they were trained in, particularly from tailoring, embroidery and providing beautician services in their communities. These interventions have not only bolstered economic resilience but have also laid the foundation for greater social inclusion and peacebuilding by integrating displaced populations into local economies and strengthening their role as active economic contributors.

In parallel, efforts to enhance participation in decision-making have fostered stronger leadership and political engagement among displaced Afghan women and girls. Pak Women, KK, WEO, and others have provided comprehensive leadership and conflict resolution training, enabling beneficiaries to engage meaningfully in local governance and community advocacy. These efforts have resulted in a significant increase in women's participation in conflict resolution bodies, legal empowerment committees, and policy dialogues—thereby ensuring that their perspectives and rights are recognized at both community and higher administrative levels. By linking grassroots leadership with broader policy processes, these projects are contributing to an inclusive framework for peacebuilding and recovery, promoting gender equality and the social integration of displaced communities. Moreover, a significant number of women and others have accessed essential psychosocial support services, which have bolstered resilience and well-being amid the challenges of displacement. These collective initiatives have had impact on both the grassroot and provincial level to promote a more accepting image of the displaced Afghan community, especially at a time when political, national and as a byproduct, media priorities are focused on an intolerant narrative of Afghan refugees in Pakistan.

#### 4a. Overall Results (Impact and Outcomes) Achieved

##### CSO Impact and Results:

a) Report on the results achieved<sup>9</sup> or progress towards<sup>10</sup> results for EACH OUTCOME area and associated indicators for EACH project by WPHF impact area in the country. Also, use any relevant impact and outcome indicators from the CSO results framework (programmatic funding) to help illustrate the change, including the change from the previous year. Do not describe outputs or activities. Ensure that the linkages between the projects and building peace, gender equality and WPS are explained.

b) If an organization has received funding under two impact areas (e.g., Stream 1 (Impact Area 1) and another impact area), please report them separately.

d) For any Global L-HUB grants, please report this in Section 8.

For countries with 10 projects or more, you can consolidate the impact and results by WPHF impact area, rather than for each individual project. Complete the Table in **Annex A: Summary of Results** for a summary of all results, ensuring they align with what is reported in the narrative section.

##### WPHF Outcome 6: Peacebuilding and recovery

###### Pakistan Alliance for Girls Education (PAGE)

- *Impact Area 6: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts.*
- *6.1 Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)*

PAGE's interventions have increased the economic agency of displaced Afghan women and girls, with a total of 1,544 women and girls (1031 under the age of 18). Through non-formal schooling, tailored language programs, skill enhancement boot camps, and vocational training, PAGE has enabled participants to acquire marketable skills and improve their financial independence despite challenges such as migration.

- *6.2. Number of women participating in decision-making processes (disaggregated by type of displacement and age)*

PAGE's efforts have advanced the participation of 65 Afghan women and girls in decision-making processes in their communities. As part of the program, 49 women have been involved as members of community Village Education Committees (VECs) to promote the implementation of inclusive education; and capacity was built for 16 representatives from CSOs on social inclusion and gender-responsive education in emergencies and protracted crises for gender-responsive programming and strengthening community resilience.

- *Outcome 1: Improved economic opportunities for displaced Afghan women*

PAGE's work has improved economic opportunities for displaced Afghan women in targeted areas, a critical component of peacebuilding that contributes to the socioeconomic integration of the displaced Afghan population. To date, 611 girls and women have graduated from three rounds of the language program out of 621 enrolled. Although the initial target was to reach 960 Afghan girls and women through a language program for 600 women and a skill enhancement boot camp for 360 women, migration led to some dropouts. In response, a third phase was launched in Quetta to engage women with basic vocational skills who were particularly interested in marketing training. An accelerated boot camp course was also offered, with 30 women enrolled and attending classes regularly, strengthening their capacity to drive socio-economic recovery and contribute to a more inclusive society.

- *Outcome 2: Improved learning outcomes for Afghan refugee children*

Efforts to enhance learning outcomes for Afghan refugee children have also contributed to social inclusion and stability by creating opportunities for displaced youth who do not have access to formal education. Initially, 755 students were enrolled in 15 non-formal schools across target districts; migration and repatriation reduced the enrollment to 577 students. Additionally, remedial classes were provided at selected centers to support slow learners, ensuring that all students can meet academic expectations. Structured parent interviews showed that 88% were satisfied with their children's progress.

###### PAIMAN Alumni Trust

<sup>9</sup> Progress achieved of the impact level or of an outcome is defined as actual change in the value of indicators being tracked as well as other indications that the project has had an effect in contributing to the impact/outcome as stated.

<sup>10</sup> Progress towards an outcome means the target has not yet been met but there is evidence (through data) of meeting incremental milestones towards the eventual achievement of the outcome.



#### 4a. Overall Results (Impact and Outcomes) Achieved

- *Impact Area 6: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts. (see Outcome 1)*
- *6.1 Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)*

Through PAIMAN's interventions, 200 displaced Afghan women and 50 women from the host community have increased their economic agency in the reporting year. Through targeted vocational training in beautician services, embroidery, textile upcycling, and digital marketing, alongside business development support and access to microfinance, these women have made efforts to overcome economic marginalization and 80 Afghan women and 30 women from the host community have begun generating sustainable income to improve their financial independence.

- *6.2. Number of women participating in decision-making processes (disaggregated by type of displacement and age)*

Efforts to bolster leadership and civic engagement have resulted in increased participation of 1,151 Afghan women and girls at decision-making processes at local levels. By providing comprehensive leadership, conflict resolution, and peacebuilding training, and engaging them in women-led grassroots level taskforces, PAIMAN enabled these women to engage in community forums, legal empowerment committees, and advocacy platforms. This has fostered an inclusive environment where the perspectives of displaced populations have the potential to be integrated into broader socio-political recovery efforts.

- *Outcome 1: Reduced Economic marginalization of forcibly displaced Afghan women and girls as well as host communities*

The project aimed to improve the socio-economic resilience of Afghan women and contribute to their social inclusion. After the trainings, in 2024, 80 Afghan women and 30 host community women are now earning and generating income. Practical skills in beautician services, embroidery, textile waste up-cycling, detergent and soap making, digital marketing, and entrepreneurship have provided a sustainable basis for income generation, even as some participants migrated and continue to apply these skills abroad. In parallel, the savings target for self-help groups—set at PKR 10,000 per month—has been partially met with savings ranging between PKR 5,000 and PKR 7,000. The savings were reduced in 2024, with greater economic uncertainty due to Pakistan's foreigner repatriation plan. Nonetheless, these initiatives not only boost individual livelihoods but also enhance social inclusion and contribute to broader peacebuilding by integrating displaced populations into local economic activities.

- *Outcome 2: Improved Leadership skills of forcibly displaced Afghan women and girls as well as host communities to contribute to community decision-making*

The project has worked to improve the leadership skills of displaced Afghan women and girls and men allies, enabling them to contribute meaningfully to community decision-making. Through structured capacity-building and the formation of TOLANA task forces in each district, participants have begun to engage with local authorities and stakeholders. While the TOLANA task force was formed in 2023, meetings and local level conflict resolution activities continued to take place. Furthermore, five additional leadership trainings took place with 168 displaced women and girls. The topics covered during the training were concepts of leadership, how to access local de facto authorities/government or local power structures, the UN system, gender equality, rights of displaced women and girls, how to access justice (formal and informal) including legal/paralegal services. The trainings focused on these topics in light of the national and political uncertainty regarding the status of Afghan refugees, and to ensure that the displaced women were aware of their rights, legal status, and the process by which they could reach concerned authorities for themselves, families and communities.

- *Outcome 3: Forcibly displaced women and girls are provided with platforms and opportunities to jointly advocate for their issues/ rights*

In 2024, the project successfully provided platforms for displaced Afghan women and girls to advocate for their rights and promote a tolerant image of Afghan communities in Pakistan. Eighteen meetings held in Rawalpindi/ Islamabad and Mardan, supported by 14 mobilized volunteers, two radio programs, and the publication of a case study booklet, have enabled community members to discuss challenges, share success stories, and plan collective actions. These platforms have facilitated dialogue on access to legal, health, and educational services and have contributed to raising awareness about critical issues affecting displaced populations. By empowering marginalized voices and fostering a collaborative environment, this outcome strengthens social cohesion and supports inclusion efforts in the fragile context of the displaced Afghan population in Pakistan.

#### Individualland (IL)

- *Impact Area 6: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts.*

From December 2022 to October 2023, the originally planned project design included 4 phases: (1) Needs-based assessment; (2) Social Recovery; (3) Economic Recovery; and (4) Policy Intervention and Amplification. The needs assessment identified the social integration and economic empowerment needs of the Afghan women and girls. Overall,

#### 4a. Overall Results (Impact and Outcomes) Achieved

the implementation of activities under both the components i.e. social recovery and economic recovery resulted in increased awareness, empowerment, and tangible actions in addressing social and economic challenges.

However, it is pertinent reiterate that the implementation of these project components was interrupted and subsequently reprogrammed due to shifts in government policies concerning documented and undocumented Afghan immigrants in September 2023. The recalibrated project which continued in 2024 addressed immediate deportation concerns.

- *6.1 Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)*

Individualland's efforts empowered 239 Afghan women and girls to enhance their economic agency by providing them with practical entrepreneurial and business skills. Training workshops equipped participants with the knowledge and tools necessary for business planning, market analysis, and financial strategies, fostering their confidence and ability to generate sustainable income. Activities such as visioning exercises and personalized business idea development helped participants overcome financial challenges and strengthened their ability to recover economically. Despite external disruptions, the project laid the foundation for long-term economic resilience by addressing the specific needs of displaced women and facilitating their integration into local markets

- *6.2. Number of women participating in decision-making processes (disaggregated by type of displacement and age)*

Individualland enabled 905 Afghan women and girls to actively participate in decision-making processes through multifaceted approaches, including leadership development, psychosocial support, and media engagement. Psychosocial support sessions, conducted by trained psychologists, engaged 304 women and girls, providing a safe space for them to manage trauma and stress related to displacement and uncertain legal status. This mental health support directly contributed to building their confidence and capacity to advocate for themselves and their communities. The initiative engaged senior journalists on ethical reporting of Afghan displacement issues from a humanitarian perspective. These sessions amplified the voices of displaced women by promoting sensitive and accurate representation in the media. Platforms such as group counseling, policy discussions, and leadership training collectively enhanced the agency of these women, enabling them to navigate complex socio-political challenges and contribute meaningfully to community-level decision-making.

- *Outcome 1: Enhanced trust and relationship building between Afghan displaced women and host communities and the local police is established to ensure their rights as refugees/forcefully displaced women in Pakistan*

This component was reprogrammed during its implementation. The activities that were implemented were completed and reported and completed in 2023. The remaining activities, which were initially put on hold, were later reprogrammed.

- *Outcome 2: Enhanced capacity of displaced Afghan women and young women on entrepreneurship, social development, and connected with stakeholders to support their economic recovery*

This component was reprogrammed during its implementation. The activities that were implemented were completed and reported and completed in 2023. The remaining activities, which were initially put on hold, were later reprogrammed.

- *Outcome 3: Policy dialogues with civil society actors and stakeholders*

In the reporting year, two policy dialogues were held during the reporting period, engaging 42 civil society actors, law enforcement officials, and Afghan community representatives. These dialogues provided a crucial platform for discussing the immediate and long-term needs of Afghan refugees, and for developing actionable recommendations to ensure their dignified treatment throughout deportation and repatriation. By involving a diverse range of local stakeholders in these discussions, the initiative not only advocated for policy change across diverse stakeholders but also promoted social inclusion through giving a platform for the voices of marginalized communities to be heard and integrated into the decision-making process.

- *Outcome 4: Enhanced psychosocial support made accessible to Afghan women and girls*

During the reporting year, this outcome was integrated into the results framework, based on the needs of the displaced Afghan community who were facing the trauma of repatriation, political uncertainty and resultant breakdown of social integration. An eight-member team of psychologists conducted 16 field outreach sessions, engaging 311 Afghan women and girls across Pishin, Lahore, Attock, and Rawalpindi. These group counselling sessions provided a safe space for participants to share their experiences and learn coping strategies to manage the trauma of repatriation, political uncertainty, and social disruption. The sessions have made a tangible impact on participants' mental health, as evidenced by their active engagement and requests for further support.

#### **Global Educational, Economic and Social Empowerment (GEESE)**

- *Impact Area 6: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts. (See Outcome 1)*



#### 4a. Overall Results (Impact and Outcomes) Achieved

- *6.1 Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)*

A total of 292 Afghan women and girls gained increased agency through targeted interventions providing access to economic and productive resources. This was achieved through comprehensive vocational training programs in tailoring, hand embroidery, and beautician services, coupled with post-training support to establish income-generating activities. Over 60% of the total number of trained women have already applied their skills (over 300 displaced Afghan women and girls), leading to tangible improvements in their economic independence and household well-being. The formation of Common Interest Groups (CIGs) allowed women to share resources, collectively address challenges, and engage in joint income-generating activities. Success stories include women utilizing their earnings to support medical needs, acquire essential tools like sewing machines, and expand their business operations. The economic empowerment of these women reflects a meaningful shift in agency, resilience, and self-reliance within their communities.

- *6.2. Number of women participating in decision-making processes (disaggregated by type of displacement and age)*

A total of 570 Afghan women and girls actively participated in decision-making processes during the reporting period. Training programs in camp management, leadership, and community-driven peacebuilding initiatives enabled these women to assume leadership roles in addressing local issues. Through activities like the Afghan Peace Stars initiative, women were empowered to lead community projects fostering cross-cultural understanding and social cohesion. This engagement has helped strengthen their decision-making capacity and provided them with platforms to voice their concerns, influence community strategies, and build alliances.

- *Outcome 1: Socio-economic condition of targeted beneficiaries will be enhanced, and they are actively engaged in peace building initiatives*

Following the vocational skill training program initiated in the previous year, in 2024, women were supported to launch small-scale businesses to access improved income-generating opportunities. Additionally, capacity was strengthened in camp management, leadership, and decision-making, enabling them to assume key roles in managing local women's issues. Over 300 (60%) trained women have already applied their new skills to start income-generating activities, demonstrating a marked improvement in the economic conditions of their households and communities. Furthermore, the establishment of common interest groups (CIGs) among trained women has fostered access to resources, skill-sharing, and financial resilience, while also promoting understanding, trust, and collaboration among women from diverse backgrounds.

#### **Women's Economic Empowerment Organisation (WEO)**

- *Impact Area 6: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts.*

- *6.1 Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)*

A total of 399 Afghan women and girls have enhanced their agency through targeted economic interventions. Comprehensive vocational training in tailoring and beautician services initiated in the previous year enabled beneficiaries to initiate income-generating activities with earnings ranging from PKR 1,000 to PKR 51,000. The provision of toolkits and ongoing mentoring further strengthened their capacity to develop and scale small-scale businesses, reinforcing financial independence and socio-economic resilience amid displacement challenges.

- *6.2. Number of women participating in decision-making processes (disaggregated by type of displacement and age)*

- The participation of a total of 110 Afghan women and girls was increased in community activities and decision-making processed. This includes 40 beneficiaries who received psychosocial support through individual and group counseling and holistic techniques that helped manage stress and the fear of displacement, who reported sharing these ahead with other women and girls in their communities. Furthermore, 70 women contributed as members of 10 local gender protection community committees. These committees played a crucial role in addressing GBV, advocating for women's rights, and resolving community disputes, thereby elevating women's roles in local leadership and decision-making.

- *Outcome 1: Afghan women have increased access to and benefit from psychosocial support and livelihood opportunities*

During the reporting year, outcome-level progress was observed in enhancing both livelihood opportunities and psychosocial support for Afghan women. 220 women (100%) of women trained in tailoring skills and 174 (97%) of those trained in beautician skills commenced income-generating activities, with recorded incomes ranging from PKR 1,000 to PKR 51,000 within three months. These gains not only indicate economic independence but also contribute to social inclusion by enabling women to actively participate in the community and economy. Alongside vocational training, psychosocial support was provided to 100 beneficiaries (40 women and 60 men) through therapeutic sessions, individual

#### 4a. Overall Results (Impact and Outcomes) Achieved

and group counseling, and holistic techniques such as relaxation exercises and breathing practices, which helped women manage stress and fear of displacement amid government repatriation directives.

##### **Khwendo Kor (KK)**

- *Impact Area 6: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts.*
- *6.1 Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)*

KK's initiatives under this indicator engaged 784 women to enhance their economic agency and self-reliance, providing them with skills and resources to actively contribute to their communities' socio-economic recovery. This included 360 women trained in vocational skills at fully equipped centers, 269 identified trainees supported by trained Community Resource Persons (CRPs), 85 women entrepreneurs connected with service providers, and 70 participants who showcased their work at a Provincial Business Mela. Together, these efforts enabled women to develop sustainable businesses, access economic opportunities, and play an active role in building their own and their community's socio-economic resilience.

- *6.2. Number of women participating in decision-making processes (disaggregated by type of displacement and age)*

In the reporting year, the program supported 3,436 women in strengthening their leadership and decision-making capacities, focusing on emotional resilience and practical engagement in community processes. This included 3,149 women receiving one-on-one psychosocial support to address challenges related to displacement, 67 women benefiting from functional linkages established with five key stakeholders, and 220 women participating in sensitization sessions on legal rights, repatriation processes, and safety measures. These interventions equipped women with the confidence and knowledge to make informed decisions, advocate for their rights, and contribute to sustainable peacebuilding within their communities.

- *Outcome 1: Afghan Women and young women in KP participate in and benefit from socio-economic recovery and local integration towards sustainable social cohesion in Pakistan*

In 2024, this initiative has built capacity through the establishment of vocational skill development centers and the delivery of targeted training sessions on enterprise development, business management, and marketing strategies. These programs have not only provided women with practical skills to launch and sustain their own businesses but have also enhanced their ability to engage in economic activities that support peacebuilding and community resilience. Strategic partnerships with key stakeholders such as the Skill Development Council, Women Chambers of Commerce, SMEDA, IDEA organization, and Relief Rehabilitation Center have provided essential resources and support, further strengthening the project's socio-economic development plans. Awareness and sensitization sessions have empowered participants by deepening their understanding of women's rights and the importance of economic participation. In addition, the 42 social groups (21 women's and 21 men's groups) formed in 2023 were active in community engagement in the reporting year, through facilitating dialogue and collaboration between Afghan refugees and host communities.

##### **Pak Women**

- *Impact Area 6: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts. (See Outcome 2)*
- *6.1 Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)*

A total of 1,211 women increased their economic agency through comprehensive skill-building and financial empowerment programs by Pak Women in the reporting year. By providing targeted technical and vocational training (and follow-up sessions) to 500 displaced Afghan women, these initiatives equipped them with practical, marketable skills, enabling 90 beneficiaries to establish their own micro-enterprises or engage in sustainable income-generating activities. In addition, 4 TVET instructors were employed to deliver this training. The formation of 24 Informal Savings and Loan Groups (ISLGs) in KP and Punjab, with 100 active members, fostered financial independence and collective economic growth. Furthermore, 30 displaced Afghan women and girls gained specialized e-commerce training, with 17 successfully launching online businesses, demonstrating the program's profound impact on their economic autonomy and self-sufficiency.

- *6.2. Number of women participating in decision-making processes (disaggregated by type of displacement and age)*

A total of 660 displaced Afghan women and girls were directly engaged by Pak Women to participate in and influence decision-making processes. Through the establishment of seven Conflict Resolution Councils (CRCs), 10 women were actively engaged in resolving community conflicts, contributing to 17 disputes being effectively averted or mediated. Additionally, 117 displaced Afghan women were trained in conflict management, with 57 male allies participating in leadership development programs, strengthening community resilience. Legal empowerment initiatives reached 169

#### 4a. Overall Results (Impact and Outcomes) Achieved

women, providing them with free legal aid and counseling, while 187 women and girls participated in vital awareness-raising activities on their rights and protections against abuse. The She Can Lead Network, which now includes over 1,000 women, has been a powerful platform for advocacy, bringing displaced Afghan and host community women to the forefront of local decision-making and policy dialogue. Additionally, 383 men allies were also engaged in these various interventions. Through these interventions, women are not only contributing to but are shaping the policies and community structures that impact their lives, catalyzing long-term socio-political change.

- *Outcome 1: Improved leadership and participation of displaced Afghan women and girls in conflict resolution structures*

In the reporting year, under this outcome, critical gaps in representation and empowerment were addressed across targeted areas. In ten districts across KPK and Punjab, 575 women and girls received training in leadership, conflict management, and peace-building skills, with 74 of them actively joining local conflict resolution bodies and contributing to 387 resolutions on gender-specific issues, 17 of which were directly averted through mediation, while others were referred. Additionally, 66 participants became part of conflict resolution committees that efficiently resolved 217 cases ranging from domestic violence to property and family disputes. Pak Women also linked 169 Afghan refugee women and girls with District Legal Empowerment Committees to secure free legal aid, further strengthening their support network. A series of three training-of-trainers sessions and 30 community workshops, engaging 575 women and 158 men, increasing awareness of the importance of women's participation in community decision-making. Specifically, 78% of community members now acknowledge the importance of women's involvement in resolving conflicts, according to community feedback.

- *Outcome 2: The economic empowerment of displaced Afghan women/girls across 10 districts.*

In the reporting year, small grants, loans, and market linkages were provided to displaced Afghan women and girls, alongside essential skills training at Technical Vocational Education and Training Centers (TVETs). The program equipped 549 women and girls (349 in 2023, 200 in 2024) with marketable skills such as tailoring, embroidery, and beautician services. The program expanded economic opportunities by offering e-commerce training to 28 Afghan girls and digital skills training to 9, opening new income pathways. Additionally, 388 new members joined savings and loan groups after business and financial literacy sessions. Over 60% of participants launched income-generating activities, including 27 launching small online businesses. Participants reported increased confidence and engagement; one example is Saima\*, who bought a goat with her savings, started selling milk, and improved her standard of living.

- *Outcome 3: Improved networking, experience sharing and integration of displaced Afghan women and girls in selected districts of Pakistan.*

Under Outcome 3, the She Can Lead network has played a crucial role in raising awareness and advocating for humanitarian assistance and the rights of the displaced Afghan population in targeted districts across Pakistan. This platform enables active participation in decision-making at district, provincial, and national levels through its active WhatsApp group and in-person sessions, resulting in executive committees that reflect the community's voice. Through the network, innovative initiatives were implemented such as: facilitating the registration of 43 newborns and 29 minors for POR cards, enrolling 58 girls in primary and 15 in secondary schools, organizing health camps for 187 women, and coordinating the distribution of winter kits to 77 women, which have directly improved access to essential services and bolstered social inclusion. In addition, the network has promoted entrepreneurship through collaboration with local Chambers of Commerce and provided cash support to 50 families, while also supporting scholarship applications for two girls. Advocacy efforts have been strengthened by holding eight meetings with lawmakers and submitting policy recommendation papers on issues including gender-based violence.

#### Umeed Partnership Pakistan

- *Impact Area 6: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts.*

- *6.1 Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)*

A total of 705 displaced Afghan women were engaged to increase their economic agency through targeted interventions providing need-based, capacity-based, and interest-based technical and vocational skills training, and sharing of business packages in communities where they are marginalized for their ethnicity and displacement, and traditionally do not have access or finances to avail economic opportunities.

- *6.2. Number of women participating in decision-making processes (disaggregated by type of displacement and age)*

A focused initiative to enhance decision-making processes involved a total of 16 Afghan Women Human Rights Defenders (WHRDs) who were trained to become facilitators, delivering sessions on psychosocial support, self-care, and related topics to the project's beneficiaries. In addition, these trainers reached an extra 52 participants—comprising members from diverse Afghan communities and Hazara women—which further reinforced social cohesion by integrating voices from different community segments.

#### 4a. Overall Results (Impact and Outcomes) Achieved

- *Outcome 1: Increased access to economic recovery opportunities for Afghan women and girls (especially Hazara women) through life skills, entrepreneurship, psycho-social services in Quetta*

Over a seven-month period in 2024, 465 women and young women, aged 18 to 55, received training in embroidery, tailoring, cultural shoe, and decoration piece making, while 240 women and young women, aged 18 to 40, benefited from literacy and computer classes to foster their integration as active, responsible citizens. In addition, all 705 displaced Afghan women and girls received business packages to support their entrepreneurial ventures, although the quality of these packages is currently under investigation by UN Women. The project addressed several challenges: local teachers and trainers conducted door-to-door outreach to encourage participation, arranged to use their own homes for training centers with 25–30 participants per session, and managed local community tensions by promising future initiatives for host community members—a target that remains unmet. Furthermore, when government pressure led to the departure of some teachers, trainers, and students, the project staff successfully refilled the gaps by enrolling new participants.

#### 4b. New Resource Mobilization and Sustainability

*a) New Resource mobilization of CSO partners: For CSOs where new resources/funding has been mobilized (as indicated in the Beneficiary Excel File), share 1-2 examples of CSOs who have mobilized new funding during the reporting period, describing how much they accessed, from where and how their grant with WPHF/Country office has contributed to securing more funding, if relevant.*

*b) Sustainability: Share a couple of examples and strategies used by CSOs to ensure the sustainability of their project's impact*

- a) In 2024, the WPHF-supported CSO partner, Global Educational, Economic and Social Empowerment (GEESE), successfully mobilize additional funding and secure strategic opportunities that have enhanced its capacity and reach. Through a grant of PKR 3.6 million (approximately USD 13,000) from the UK Islamic Mission, GEESE implemented the project “Skill Enhancement of 60 Women on Tailoring and Distribution of Sewing Machines” in District Dadu, Sindh, Pakistan. Over three months, the initiative provided vocational skills training and enterprise development support, culminating in the distribution of sewing machines and kits to 60 women, fostering economic empowerment and self-reliance among participants.

Additionally, GEESE's partnership with WPHF and the Country Office significantly strengthened its institutional profile, contributing to its selection for inclusion in the Roster of UNHCR's Partners for the Livelihoods sector for the 2025-2027 period. This recognition highlights GEESE's demonstrated capacity to deliver impactful projects, build sustainable livelihoods, and support marginalized communities.

Additionally, Pakistan Alliance for Girls' Education (PAGE) also demonstrated significant resource mobilization in 2024, securing multiple streams of funding from various donors. These include:

- APNIC Foundation: USD 53,270 (approx.)
- Coles & Medlock Foundation: USD 9,300 (approx.)
- Zindgi by JS Bank (Technical Support by King's Trust International): USD 67,000 (approx.)
- Unifor Social Justice Fund: USD 17,500 (approx.)

PAGE also secured targeted funding to address the needs of Afghan refugees. In late 2023, PAGE received funding of approximately USD 37,300 from the Loreal Fund to support Afghan populations, and an application for renewal for 2024-2025 has been submitted for approximately USD 77,740. Moreover, PAGE has a funding application in the pipeline with UNHCR, seeking approximately USD 297,500 to further support Afghan refugees.

These achievements highlight the pivotal role of WPHF in enhancing the institutional capacities of its CSO partners, enabling them to expand their outreach, diversify funding sources, and deliver sustainable and impactful programming.

- b) WPHF-supported projects have built pathways to sustainability by integrating local stakeholders, leveraging partnerships, and fostering networks that empower beneficiaries after the program's conclusion. Two notable examples highlight these efforts:

**PAIMAN Trust:**

PAIMAN Trust has strategically collaborated with key government and private sector stakeholders to sustain the outcomes of its initiatives. By partnering with the Trade Development Authority of Pakistan (TDAP) under the WETDAP program, PAIMAN facilitated opportunities for women entrepreneurs through exhibitions, including three in London where WPHF products were showcased.

Additionally, PAIMAN's partnership with the Rawalpindi Chamber of Commerce has elevated the visibility of Afghan women entrepreneurs trained under WPHF. Their showcased work at a university exhibition garnered appreciation and ongoing discussions for further project funding. PAIMAN also established *TOLANA*, a group for all trained women to register and access a supportive network for mentorship and growth. Members of *TOLANA* actively participate in events and exhibitions, ensuring continuous opportunities for showcasing their skills and expanding their reach.

**Global Educational, Economic and Social Empowerment (GEESE):**

GEESE built a sustainable framework through its partnership with the Afghan Commissionerate Offices, leveraging their in-depth knowledge of refugee communities to target vulnerable populations effectively. This collaboration ensured accurate beneficiary identification and intervention prioritization, such as livelihood support for those with the most pressing needs. The Afghan Commissionerate's endorsement and direct involvement enhanced the transparency and long-term credibility of the initiative.

A significant outcome of this partnership was the distribution of 30 sewing machines (from temporary training centers set up during the WPHF project), enabling beneficiaries in additional camps where interventions had not taken place to gain access to livelihood tools. This approach underscored the alignment between local authorities and civil society to maximize resource utilization and sustain impact.

#### 4c. Outputs and Activities Completed

*Summarize the progress on OUTPUTS and key activities in narrative form by each project. Describe how these outputs were reached (or in progress) and explain if any variance in achieved versus planned results during the reporting period. Ensure all data is disaggregated if reporting on training, capacity building or other outputs. Please put organization names in the same order as Section 4a.*

*Please note that you **DO NOT** need to complete Annex A for the output level. For countries with 10 projects or more, you can consolidate the outputs by outcome area.*

**Pakistan Alliance for Girls Education (PAGE)**

- *Output Statement 1.1: 600 Afghan women complete language and cultural orientation programme*

A total of 621 Afghan women have completed language and culture program courses in 5 centres. An additional 21 women completed the course due to increased demand, despite the turnover due to the beneficiaries leaving for other countries, including those repatriated. After the training session, 77% of the Afghan women who were approached for feedback reported they felt confident and better oriented to settle in a new country.

- *Output Statement 1.2: 360 Afghan displaced women are provided vocational and business skills training to improve financial independence*

A total of 323 women successfully graduated from the two rounds of the Digital Marketing Bootcamps (167 in the 1st Round and 156 in the 2nd Round). 75% of the graduated women have reported to be earning from their small businesses. These bootcamps incorporated four separate modules: social media and marketing; product development; e-marketing and e-commerce modules. The first two sessions aim at providing the participants with basic of social media marketing, while the two final modules are focused on equipping the women to get products ready for marketing and utilising the e-marketing platforms for marketing services and products.

During the two planned rounds of the Bootcamp, significant dropouts were observed due to the migration and relocation of targeted Afghan refugees under the repatriation plan. To address this, PAGE initiated a third round of the Bootcamp in Quetta to mitigate the impact of these dropouts. This phase focused on a single batch of 25-30 women, ensuring continuity and support for the program's objectives. The third-round targeted women with basic vocational training who were more interested in marketing skills rather than the vocational component. An accelerated bootcamp course was provided, incorporating additional classes to complete the program more efficiently. The third round is in progress to cover the dropouts.

- *Output Statement 1.3: 15 Local CSOs have the capacity to undertake gender responsive programming / interventions in education*



#### 4c. Outputs and Activities Completed

PAGE organized an online training for local CSOs across Pakistan. The training titled, "*ToT on Social Inclusion & Gender-Responsive Education in Emergencies & Protracted Crises*," aimed to equip 15 selected CSOs with skills to promote social inclusion and gender-responsive education in emergencies. PAGE has previously developed training module on gender-responsive education which was used and adapted by the lead trainer. The selection process included advertising via social media and direct engagement, resulting in 137 applications. After analysis of the applicants' work scope and alignment with PAGE's program goals against the set criteria, the PAGE team shortlisted 17 organizations for capacity building initiatives, out of which 16 joined the training.

- *Output Statement 2.1: 600 Afghan children (400 girls, 200 boys) enrolled in non-formal ALP*

Throughout the project life 794 Afghan students have been enrolled in 15 non-formal schools (NFS) across target districts. Due to the unrest Afghan refugees status situation in Pakistan and changing Pakistani government policies, many families have migrated, leading to massive dropouts and leaving a current enrolment of 523 students.

Students participate in regular class-based and summative assessments. This approach enables the identification of students who can be fast-tracked for advanced learning while providing additional support and focus to those who need it. Additionally, at a few NFS centers, remedial classes were organized to support slow learners and late joiners, ensuring they could catch up with their peers and meet academic expectations effectively.

- *Output Statement 2.2.: 15 School village Committees are established to support Afghan women and girls' education*

This output was completed in 2024. As part of the process, each NFS has established a school/village education committee. The 15 committees that have been instrumental in ensuring enrolment and attendance of students in the school through close engagement with the communities and families. Additionally, 8 community mobilisers have played a pivotal role in addressing the sensitivities and bottlenecks through community engagement and awareness sessions with community members particularly the elders that young women and girls are allowed to attend the courses. Although a formal orientation was held once, however, close coordination between the mobilizer and program manager on daily basis is in practice to closely dedicate and monitor program activities at the field level.

- *Output Statement 3.1.: 15 staff members from PAGE and NOVE participating in peer learning activities*

Under the L-Hub component, NOVE (participating CSO from Afghanistan) & PAGE's employees were engaged in peer learning activities at multiple levels. Some selected staff members were part of the initial training need assessment process from both organizations. Then, the rest joined the workshop session to share a single platform for learning and information exchange. As a result of this, 10 people have been engaged from NOVE and 20 from PAGE under peer learning program. 8 staff members from NOVE were part of initial needs assessment session and 7 from PAGE. Whereas 10 (2 physical, 8 online) joined the 3 days' workshop from NOVE and 18 from PAGE. While this was initially planned to be a fully in-person training, due to visa restrictions, national NOVE staff from Afghanistan was unable to get a visa to visit Pakistan.

#### **PAIMAN Alumni Trust**

- *Output Statement 1.1: Training opportunities on entrepreneurship in Rawalpindi and Mardan provided to forcibly displaced women and women from host communities.*

During the reporting period, significant progress was made in providing entrepreneurship training opportunities for forcibly displaced women and host community women in Rawalpindi and Mardan. In 2024, consultative and reflective meetings in these locations engaged a total of 65 stakeholders—37 males and 28 females—with Rawalpindi hosting 19 males and 16 females and Mardan 18 males and 12 females—thereby exceeding the target of 40–50 participants, albeit with a 57% male participation ratio. In addition, in 2024, the project fully met its training target by continuing to equip 200 women (150 Afghan and 50 host community women) with marketable skills in areas such as beautician courses, soap and detergent making, and textile waste upcycling, delivered through multiple training batches over a three-month period. Preparatory community mobilization meetings, tailored training manuals, and IEC materials further supported these initiatives, collectively contributing to enhanced entrepreneurial capacity, economic self-reliance, and the overall empowerment of the targeted women.

- *Output Statement 1.2: Two vocational training centers for capacity building of 200 Afghan and host community women are established*

Two centers were established in 2023 that provided space for the livelihood trainings and convening the women trainees.

- *Output Statement 1.3: 200 forcibly displaced Afghan and host community women and girls have enhanced knowledge on digital literacy, entrepreneurship, business and Linkages development.*

40 Afghan women and 13 host community women trained on digital literacy and on entrepreneurship and business development in Rawalpindi and in Mardan in 2023. The training curriculum encompassed a comprehensive range of

#### 4c. Outputs and Activities Completed

topics, designed to provide the women with a well-rounded understanding of entrepreneurship and business development.

- *Output Statement 1.4: Improved knowledge and understanding of EVAWG to reduce violence risk*

During the reporting period, Output 1.4 was successfully achieved by fully training 200 women—100 in Rawalpindi and 100 in Mardan—on Ending Violence Against Women and Girls (EVAWG). A comprehensive training manual addressing gender-based violence, legal protections, and prevention strategies was developed to support the sessions. In Rawalpindi/Islamabad, four trainings and in Mardan, three trainings were conducted, engaging both Afghan and host community women. Facilitated by expert practitioners, these sessions fostered active participation and community cohesion, equipping participants with the necessary skills and knowledge to advocate for gender equality, particularly in the context of the legal rights of Afghans present in Pakistan and also many Afghan women's imminent resettlement abroad.

- *Output Statement 1.5: Forcibly displaced Afghan women and girls have improved access to financial institutions*

During the reporting period, PAIMAN had an active MOU with the Kashf Foundation in Mardan to facilitate access to microfinance services for host community women through their Self-Help Groups. However, no loan applications were received, while in Rawalpindi, no such agreement was reached due to local concerns regarding repayment risks. Additionally, 35 out of a targeted 50 bank accounts were successfully registered (21 in Rawalpindi and 14 in Mardan) with the shortfall attributed to 15 girls under 18 who were unable to register due to the absence of identity cards. To further support financial empowerment, PAIMAN provided seed funding of PKR 80,000 to each SHG, thereby bolstering the business initiatives and contributing to the overall objective of enhancing financial access and economic self-reliance among the target groups.

- *Output Statement 1.6: Self-Help-Groups established for strengthening of women's agency*

During the reporting period, 13 Self-Help Groups (SHGs) were successfully formed, bringing up the total number to 20, and meeting the project target with 10 groups established in Rawalpindi/Islamabad and 10 in Mardan. These SHGs have served as dynamic platforms for peer support, improved financial literacy, and joint management of savings and budgeting, thereby strengthening women's agency within their communities. Feedback indicates that SHG leads have begun organizing collective activities and exploring opportunities for scaling initiatives and partnering with local businesses, underscoring the potential for these groups to contribute to long-term sustainable economic resilience among both Afghan and host community women.

- *Output Statement 2.1: Capacity of 300 women and girls is enhanced through leadership skills for effective participation in community decision-making*

During the reporting period, the project successfully enhanced the leadership capacity of 300 women, girls, and key stakeholders through a series of 11 leadership training sessions—slightly below the planned 12 sessions—and the development of one comprehensive training manual. A Training of Trainers (ToT) was conducted, engaging eight trainers to prepare for the delivery of tailored one-day sessions across Rawalpindi/Islamabad and Mardan. Although only one expert trainer was engaged instead of the planned four due to language constraints, the sessions effectively improved participants' abilities in community advocacy, strategic communication, and engagement with local authorities, particularly benefiting Afghan women seeking residency. Feedback from post-training assessments indicated that approximately 38% of participants have begun applying these skills in their households and communities, with 22% taking on leadership roles within their Self-Help Groups.

- *Output Statement 2.2: Developed linkages of beneficiary women with local presence of de facto authorities, Afghan Commissionerate, local power structures, UN system and legal/para-legal services*

TOLANA, a coordination task force, was established in 2023 that includes 7 members in each district.

- *Output Statement 3.1: Forcibly displaced women and girls are able to assemble*

Formed as a direct outcome of the leadership and EVAWG training sessions, TOLANA has been instrumental in enhancing advocacy and coordination efforts for both Afghan and host community women. In 2024, in Rawalpindi/Islamabad, the task force engaged in grassroots advocacy by holding two meetings with local authorities to improve access to justice and essential services for displaced Afghan women facing legal challenges. During the reporting period in Mardan, the TOLANA group organized discussions with local leaders to raise awareness about the legal residency challenges of Afghan women, with 25% of its members continuing their advocacy efforts beyond the project's scope.

- *Output Statement 3.2: Displaced population and host communities have access to relevant authorities and service provides to advocate for women's rights*

During the reporting period, the project made strides in providing platforms for forcibly displaced women and girls to jointly advocate for their rights, although the target of 30% service access was not fully achieved, with only 10% of

#### 4c. Outputs and Activities Completed

women accessing new services such as legal aid, health, education, and government facilitation. This shortfall was primarily due to many beneficiaries in Rawalpindi relocating to Western countries, while in Mardan, nearly all women—save for six or seven—demonstrated the confidence to engage with government officials regarding their rights. A key milestone was the development of a comprehensive policy brief that encapsulated recommendations based on the lived experiences and challenges of the women, thereby laying the groundwork for systemic advocacy and future initiatives. The initial establishment of advocacy platforms and leadership training has empowered these women to voice their concerns, even as further efforts are required to bridge the gap in service access.

- *Output Statement 3.3: Training on 'Marketing Strategies conducted for 40 Selected Afghan women.*

During the reporting period, due to popular demand, a training session on marketing strategies was organized for all 40 SHG leads at PAIMAN House, with 20 women from Mardan traveling to Rawalpindi for the session led by Saima the Vice Chairperson of the Rawalpindi Chamber of Commerce. The training covered key areas including understanding product features, target market identification, developing strong value propositions, and setting competitive pricing, alongside effective sales techniques such as brand storytelling, leveraging digital sales channels, and forming strategic partnerships with affiliates and influencers.

- *Output Statement 3.4: Afghan women network with AWN and collective action*

In 2024, two meet-ups were successfully organized with SHG leads and representatives from the Afghan Women Network (AWN). AWN is a global non-profit organization which has supported Afghan women and women human rights defenders across the world, particularly during times of conflict. This was done in collaboration with the lead for AWN's Pakistan chapter, Ms. Noor Marjan. Known for her pivotal role in supporting Afghan women during the war, Mrs. Marjan shared her experiences and inspired participants with stories of resilience and empowerment. The meet-ups facilitated connections between SHG leads and AWN, enabling an exchange of personal success stories and exploring collaborative initiatives, including proposals for a skill development institute, a women-only café, and a Women Mart in Mardan. Discussions also highlighted the importance of awareness programs on women's rights, fostering a strong commitment to community empowerment and financial independence.

- *Output Statement 3.5: Production of project documentary*

During the reporting period, PAIMAN created a project documentary highlighting the lived experiences of select Afghan refugee women involved in the project, giving voice to their stories and emphasizing their resilience.

#### Individualland

- *Output Statement 1.1: The needs of 200 Afghan women are assessed and they have platform available to interact with local police officers (150) through 10 engagement sessions*

This output activity was completed in 2023. The need assessment with regards to a) social integration, b) interest-based skills, and c) economic opportunities was conducted through surveys that reached total of 1,530 women and girls. A key finding showed that mere 1% has lodged a complaint with local police. To address this, six police - Afghan women engagement sessions were held with the aim to build trust between the displaced Afghans and local police while creating awareness on the rights of the displaced populations and women. The sessions reached a total of 245 participants including 172 Afghans (161 women and 11 men) and 73 police personnel (20 women and 53 men) and provided a platform for Afghan women and communities to voice their challenges and issues as well as a space to collect solutions how the issues may be addressed.

- *Output Statement 1.2: 10 Watch Groups are established within refugee communities and trained to ensure an enabling and safe environment for women to overcome gender-based violence (including sexual harassment, physical and mental abuse, etc.) within their communities.*

Following the police-community engagement sessions, 10 Community Watch Groups (CWGs) comprising of 65 displaced Afghan women were established in Lahore, Quetta, Pishin, Attock and Rawalpindi in 2023. In the reporting period, the CWGs continued to act as community support mechanisms to create a safe environment for displaced women and girls and communities and, inter alia, support women to seek assistance from police and other relevant institutions.

- *Output Statement 2.1: 60 Afghan women and girls provided entrepreneurial/business skills*

Total of 68 Afghan women provided with entrepreneurial and business skills. The economic training program include 3-days entrepreneurial training services workshop; 3-days employment service training workshop and initial orientation workshops on economic recovery. The entrepreneurial trainings gathered total of 68 participants and the employment service trainings gathered 22 participants in Quetta and Rawalpindi. The orientation sessions in each of the five districts engaged total of 103 participants. The orientation was instrumental in fostering trust, confidence and sense of empowerment and enthusiasm of the participants. This was done through, inter alia, visioning exercises. The key component of the entrepreneurial trainings has been drafting an initial business ideas and planning implementation of the ideas including financial planning and marketing. The employment trainings have focused on exploring individuals'

#### 4c. Outputs and Activities Completed

skills and experiences towards building their self-confidence and professional profile towards employment. The trainings have also engaged external experts who have inspired and motivated the Afghan women in their endeavours.

- *Output Statement 2.2: Opportunities and platforms are provided to Afghan women and girls to connect with relevant stakeholders for economic recovery*

In 2023, the economic recovery phase engaged 103 participants in orientation workshops across five districts and 68 participants in Entrepreneurial Training workshops in Rawalpindi, Pishin, and Quetta. These sessions covered business planning, market analysis, and financial strategies, with notable enthusiasm for ventures like chicken farming despite financial challenges. Additionally, a 3-day Employment Service Training workshop in Rawalpindi equipped 22 participants with skills such as CV writing and interview techniques. However, after the announcement and aftermath of the Illegal Foreigner Repatriation Plan, this component was reprogrammed to focus on social and community cohesion and psychosocial support activities.

- *Output Statement 3.1: Civil society is engaged to draft a policy paper with recommendations for a more dignified repatriation process for Afghan refugees*

In 2024, policy dialogues were conducted, one in Quetta and one in Pishin, engaging 42 stakeholders to draft recommendations for a dignified repatriation process for Afghan refugees. The dialogues included Afghan refugees, legal experts, law enforcement, media persons, youth representatives, CSOs, and academics. Key discussions centered on refugee challenges, with diverse representation ensuring a holistic perspective. Recommendations gathered from these sessions will inform a policy brief to be finalized.

- *Output 4.1: 8-member psychologists' team is trained to provide psychosocial support to 100 Afghan women and girls through field outreach.*

During the reporting period, a total of 304 Afghan women and girls (93 from Balochistan and 211 from Punjab) participated in group counseling sessions across Pishin, Lahore, Attock, and Rawalpindi. These sessions had a tangible impact on the beneficiaries' mental health and well-being, as they openly discussed stressors at home and the effects of government policies on their mental state. Additionally, 40 Afghan women engaged through follow-up telephonic sessions in Quetta and Pishin reported improvements in coping with their psychosomatic issues during regular counseling.

- *Output 4.2: A helpline number established to offer psychosocial support for Afghan women and girls through telephonic sessions with psychologists.*

The telephonic sessions were conducted over the personal phones (official numbers) of the trained psychologists in Pishin and Quetta. The telephonic sessions in Punjab districts have been on-hold due to halt on project activities in August 2024, and restarted in December 2024, after the necessary permissions were obtained from the provincial authorities and UN Women.

- *Output 5.1: Senior women journalists are capacitated to report on Afghan repatriations through a humanitarian lens.*

In 2024, a total of 61 female senior women journalists were trained on ethical and sensitive reporting of the displaced Afghan community, and women and girls in particular, from a humanitarian lens.

- *Output 5.2: 200 local journalists are trained to ethically report on marginalized and displaced populations.*

In 2024, a total of 178 local journalists (46 from Quetta, 48 from Pishin, 44 from Lahore, and 40 from Rawalpindi) including 61 female and 117 male journalists were trained on ethical and sensitive reporting of the displaced Afghan community, and women and girls, in particular, from a humanitarian lens. After additional protocols on reviewing of media products, a total of 148 story ideas acquired from the engaged journalists.

Due to concerns raised by the SAFRON Ministry in Balochistan, due to current political sensitivities with regards to Afghan refugees, once the project restarted in late 2024, it was decided to not continue this training and publish articles in Balochistan (Quetta and Pishin), as per the national and provincial sensitivities.

- *Output 6.1: CSO partner is capacitated in developing and implementing awareness-raising digital campaign on legal documentation*

Under the L-Hub grant, NSDO from Afghanistan and IL were engaged in peer-mentorship and learning, and the development of an awareness-raising digital campaign on legal documentation and rights of the displaced Afghan population. Due to visa restrictions for Afghan nationals, three virtual peer-learning sessions were organized with 10 staff members (3 from NSDO and 7 from IL, including 5 women and men). Furthermore, 3 digital posters were developed in local languages to raise awareness of the rights of the displaced Afghan population in Pakistan and shared on Meta's platforms. Additionally, radio campaign with Public Service Announcements in Pashto, Dari, and Urdu were aired on three local stations.

### **Global Educational, Economic and Social Empowerment (GEESE)**

- *Output Statement 1.1: 500 Afghan women are identified and finalized for selected trades*

This was completed in 2023. A total of 500 Afghan women (aged 18 – 45 years) were initially identified for individual livelihood investments plans that guided the training curriculums.

- *Output Statement 1.2: 500 Afghan women are trained on selected trades and have opportunities of employability*

In 2024, a total of 292 Afghan women (total 560) received three-month skill training in selected trades (tailoring, hand embroidery, and beautician services) in aimed at enhancing their self-employability and promoting sustainable livelihoods. Comprehensive training manuals, developed by GEESE, standardized instruction across key areas including beautician services, tailoring, hand embroidery, business management, enterprise development, and financial literacy. Dedicated training centers were established at Afghan camps in Mansehra and Haripur, and, in consultation with Afghan Masharaan (men leaders of the tribes and camps), the initial plan of two centers was expanded to nine strategically located centers to maximize accessibility. Following the training, beneficiaries were supported in establishing their own businesses through the formation of Common Interest Groups (CIGs) and participation in exhibitions, which provided platforms to showcase their skills and products. Partnerships were established with businesses, shopkeepers, and wholesalers in sectors related to the training, thereby bridging the gap between training and real-world application. Additionally, as part of the livelihood support initiative, Livelihood Investment Plans (LIPs) were developed in collaboration with each potential household. To ensure comprehensive engagement and sustainability, all family members were oriented on these plans, including 228 men and boys.

Some salient successes from this initiative in the reporting period include:

- A single mother who had been struggling to pay for the medical bills of her daughter with thalassemia has now become financially independent. She received around 80 orders for clothes for Eid.
- The beneficiaries have formed 'common interest groups' to share orders among themselves – some women specialize in tailoring, others in sewing. For some outfits, they work together to create complete dresses. One leader of this group saved up her earnings and purchased a sewing machine for PKR 35,000. The group works together to use this machine to fulfil orders.
- Some beneficiaries have started to rent out sewing machines from other women in the community – the standard decided rent is PKR 100 per outfit sold. Additionally, another woman reported that she rented a sewing machine through barter – she stitches the clothes for the owner of the sewing machine and their family for free, in exchange for use of the sewing machine.
- After attending the three-month training, two girls from the same camp have finally gotten permission to attend school, after months of convincing their families. They have enrolled in the 9th grade and are very excited to begin their educational journeys in Pakistan.
- Another beneficiary has enrolled in a madrassa and is paying for her madrassa fees through the income she is earning through stitching and selling clothes.
- *Output Statement 1.3: Afghan women are capacitated to promote social cohesion and tolerance amongst communities*

A total of twenty 2-day training sessions were held on social cohesion and the promotion of acceptance and diversity, which engaged 500 women. Additionally, GEESE facilitated 14 targeted activities—7 in Mansehra and 7 in Haripur—led by Afghan Peace Stars, who were selected by their peers for their leadership potential. These initiatives provided a structured platform where Afghan refugee women and girls engaged in interactive group exercises, role-playing, and community-based projects designed to foster cross-cultural understanding and trust between refugees and local communities. Participants shared personal experiences, discussed common challenges, and collaboratively developed community-driven solutions, thereby strengthening interpersonal bonds and building robust support networks. The activities not only enhanced conflict resolution and communication skills but also empowered Afghan girls to assume leadership roles in peacebuilding. As a result, many participants reported a significant increase in emotional resilience, mutual respect, and a deeper sense of collective responsibility—key factors that are expected to contribute to long-term social cohesion and the creation of more inclusive, peaceful communities amid ongoing displacement challenges.

- *Output Statement 1.4: Local CSOs are capacitated to support Afghan women in Pakistan*

Under this output, a total of 70 Afghan women members from 10 local CSOs (36 from Mansehra and 34 from Haripur) were capacitated to support Afghan women in Pakistan through targeted capacity-building initiatives. These women participated in two-day training sessions on basic human and women's rights, leadership, and the management of training centers, which equipped them with essential skills to advocate for and assist their communities. Following the training, dedicated advocacy sessions enabled them to develop one work/advocacy plan in each district—thereby meeting the target of two plans—and facilitated enhanced coordination through meetings with the Commissionerate Afghan Refugee Offices and community male elders (Masharaan).



### **Women Economic Empowerment Organisation (WEO)**

- *Output Statement 1: Afghan women and girls at risk of GBV/survivors of GBV have access to counselling and psychosocial support.*

This output was completed in 2023, whereby a total of 300 Afghan women benefited from psychosocial services including individual and small group counselling sessions through women centers and referral mechanisms. During the reporting year, 100 new mental health and psychosocial support cases were identified, including 60 men. These individuals faced psychological issues, many related to repatriation, including post-traumatic stress disorder, depression, anxiety, traumatic grief, intergenerational trauma, social stigma, discrimination, and experiences of gender-based violence (GBV). Ten gender protection committees were also formed and trained on women's rights and GBV prevention, actively resolving community issues and promoting women's rights. Additionally, ten community dialogues were held with 150 participants including religious leaders, community influentials, teachers and students on raising awareness on GBV, promote social cohesion and acceptance of the Afghan community during the phases of repatriation, and promote tolerance and harmony within the community. These coordinated efforts provided necessary support and laid the groundwork for sustained community-based GBV prevention and awareness.

- *Output Statement 2: Afghan women and young women are provided with vocational skills training and employment support.*

In 2023, a total of 400 Afghan women benefited from vocational skills trainings. and 174 women were identified for the second phase of business development and were provided with toolkits to launch their small-scale businesses. In 2024, 225 more tool kits were distributed to support socio-economic reliance, leading to income generation opportunities. Follow-up sessions discovered that 168 out of 175 beneficiaries from the 2<sup>nd</sup> training batch were earning from their trades, with a minimum earning of PKR 1000 to a maximum of PKR 45,000. Mentoring sessions were also conducted with 399 beneficiaries of livelihood services, who were briefed on how to keep a record of their earnings, how to scale up, and maximize profits.

- *Output Statement 3: Afghan refugee's community structure improved through formation of CSOs and protection committees*

Ten community level protection committees were formed in 2023, who continued to be involved in the prevention of GBV, domestic violence and gender discrimination in the communities. In 2024, WEO continued to work with the protection committees through frequent meetings and sessions. The committees were also registered with the Refugee Village Administration, who played a crucial role in connecting them with various Civil Society Organizations (CSOs) operating in the camp. This collaboration aimed to formalize women's participation in community decision-making and conflict resolution.

The district committee members are well respected by the community and supported by the Masharaan and administration members. Some salient successes from 2024 include:

- They replicated the GBV training sessions with many other community members.
- There was a case where a woman was married to a drug addict. The wife had suicidal ideations and had tried to take her own life. The committee intervened and sent the husband to rehab.
- Many cases were shared where the committee members had intervened in domestic issues and even stopped cases of abuse between the mother and daughter in law.
- To address the issue of early marriages within the Afghan community, committee members have had frequent sessions with parents to discourage them from marrying their children before the age of 18.
- There was an instance where parents stopped sending their children to school due to security risks involved with girls walking along a path with overgrown shrubs where people could hide. The committee members got the path cleared so that the girls could have a safe path to walk to their school.

### **Khwendo Kor (KK)**

- *Output Statement 1.1: Displaced Afghan women have increased capacities and access to participate in promotion of social cohesion together with Afghan men and members of the host communities in the camps and in the host communities*

In 2023, 42 social groups, 21 women groups and 21 men groups, have been established and are working in the communities to raise awareness and support the implementation around women's economic empowerment and social cohesion. In 2024, activities enhanced the capacities and engagement of displaced Afghan women and their communities, promoting social cohesion, economic empowerment, and improved access to essential services. The community social groups were crucial in identifying safe spaces for conducting training, encouraging participants to attend awareness and psychosocial support sessions, and sharing details of radio programs on Afghan refugees with the wider community. Additionally, 42 awareness sessions (under guidance from SHARP), 22 sensitization sessions, and 165 psychosocial support sessions reached over 5,000 beneficiaries.

#### 4c. Outputs and Activities Completed

A Cultural Day was also celebrated in Peshawar, at its head office in Peshawar. The event highlighted the success of 360 women graduates from vocational training programs, showcased products created by displaced Afghan women, and featured inspiring personal stories of transformation with the wider community. Representatives from the Commissionerate of Afghan Refugees and the district administration praised the project.

- *Output Statement 1.2: Displaced Afghan women and young women have strengthened and increased economic skills and capacities to lead the socio-economic recovery of Afghan women in the camps and in the host communities*

During the reporting period, three Training of Trainers sessions were successfully conducted across Peshawar, Mardan, and Haripur, training 63 Community Resource Persons (CRPs) on enterprise development, business management, and marketing; these CRPs, each tasked with training five women, delivered career counseling and business development training to 570 displaced Afghan women. Khwendo Kor also established 12 fully equipped vocational skill development centers across three regions, offering courses in jewelry making, decoration, tailoring, beautician services, embroidery, and Afghan cultural dress making; a total of 360 women have completed these courses and received skill proficiency certificates from the Skill Development Council, with 108 of them provided with business tools to support their entrepreneurial endeavors. Additionally, four specialized training sessions on innovative marketing strategies and IT for business management were organized for these 108 women entrepreneurs.

- *Output Statement 1.3: Displaced Afghan women and young women have increased access to economic opportunities, assets and partnerships to establish business and increase income.*

In 2024, The KK team formalized collaborations with four key stakeholders—Skill Development Councils, the Women Chamber of Commerce, Small and Medium Enterprise Development Authority, and Re-Life Foundation—which have provided essential support for vocational training, trade certifications, and rehabilitation services. In the third quarter, Khwendo Kor organized 11 introductory gatherings across Peshawar, Mardan, Nowshera, and Haripur, connecting over 235 Afghan women entrepreneurs with local service providers, fostering valuable business linkages and market opportunities, with additional sessions planned for the fourth quarter. Concurrently, 11 socio-economic action plans were executed by the CSO, with assistance from the community women and men organizations: in Wahid Garhi (Peshawar), they improved water sanitation through effectively mobilizing community members to raise awareness and engage local government officials, leading to funding for the cleaning and filling of stagnant water collection points. In Qutab Garh (Mardan), they facilitated approval for a Rs. 3.5 million water supply scheme that benefited approximately 3,000 residents; in Meelum Camp 12 (Haripur), they installed a 250-foot bore well providing clean water to 50 households (around 300 individuals). In Haripur, 90% of the 18,000 residents had lacked access to safe water. Through collaboration with local stakeholders, the team engaged an Afghan national residing in Saudi Arabia, who funded the installation of a 250-foot bore well through his family. Furthermore, in Peshawar, their partnership with Re-Life Rehabilitation Center offered free detoxification and reintegration services; and, in collaboration with the 'Enhancing Access to Quality Education' project funded by UNHCR, they helped enrolled 77 out-of-school Afghan refugee children into formal schools and Accelerated Learning Program centers.

#### **Pak Women**

- *Output Statement 1.1: Enhanced leadership, conflict resolution, and peacebuilding capacity of displaced Afghan women and girls and their male allies across 10 selected districts.*

Continuing from 2023, 10 field level trainings on social cohesion, peacebuilding and conflict management were conducted, bringing the total number of beneficiaries trained to 575 women and girls, along with 158 male allies, with critical skills. Post-training assessments revealed that 85% of participants gained confidence in their leadership abilities, while community surveys showed a rise in support for women's involvement in conflict resolution, increasing to 76%. Trained women have since played active roles in mediating local conflicts, promoting collaborative resolutions within their communities.

Success stories highlight the impact of these efforts. For example, in Nowshera, a domestic violence survivor, approached the Community Resource Council (CRC) formed under the project in August 2023. Through mediation, the council resolved the matter peacefully, with her husband acknowledging his wrongdoing and committing to change. Similarly, in January 2024, a girl from Mardan sought CRC's intervention to prevent her early marriage. The council educated the parties involved on the legal and social implications of child marriage, ultimately delaying the union until Seema turns 18, with the consent of all parties.

- *Output Statement 1.2: Enhanced knowledge and skills of and cash support for forcibly displaced Afghan women and girls and Afghan male allies to create and implement innovative ideas after three types of trainings*

During the field level trainings in 2023, innovative initiatives for community campaigns were developed. During the reporting year, 263 innovative action plans were developed and tailored to address pressing community needs. A total of 102 selected initiatives were supported with cash assistance of USD 263 (PKR 80,000) to ensure effective implementation.

Key examples of successful initiatives include:

#### 4c. Outputs and Activities Completed

- In Rawalpindi, a group addressed police harassment targeting the refugee community by forming a committee and conducting two coordination meetings with police officials, resulting in the resolution of the issue.
- Another group in Rawalpindi raised awareness about available health facilities for undocumented Afghan refugees, reaching 40 women and girls.
- A group organized community meetings to sensitize families about school enrolment for newly arrived refugee children, leading to 13 children starting school.
- In Chakwal, a seminar on the importance of girls' education, attended by 30 women and girls and 10 Afghan men and boys, addressed barriers to girls attending school in the Afghan community.
- In Abbottabad, a group tackled a drinking water shortage by engaging tehsil municipal administration officials in two meetings, successfully resolving the issue.

These action plans collectively expanded the program's outreach to an additional 5,750 women and girls during implementation. Notably, 75% of participants successfully executed their action plans, achieving their intended outcomes and demonstrating sustainable, community-driven change. The remaining 25% were unable to implement their plans due to migration to other areas.

- *Output Statement 1.3: Promotion of gender equality and the rights of forcibly displaced Afghan women and girls with key stakeholders and the development of concrete policy recommendations*

During the reporting year, a series of five consultative workshops were conducted to promote gender equality and protect the rights of forcibly displaced Afghan women and girls. These workshops engaged 142 out of the targeted 150 key stakeholders, including government representatives, media personnel, NGOs, and community leaders. The discussions focused on raising awareness of gender issues, identifying critical barriers such as limited access to education and healthcare, insufficient protections against gender-based violence, and the absence of relevant legislation. Key policy recommendations emerged, including enhancing access to essential services, implementing stronger protections against gender-based violence, and increasing women's representation in decision-making processes. These recommendations were later submitted to lawmakers in both provinces through meetings organized by the She Can Lead Network, laying the groundwork for inclusive policies and practices. However, challenges were faced during the workshops in Attock and Chakwal. In Attock, an Afghan woman social mobilizer was abducted and taken to the Torkham border (later recovered), creating a tense environment that discouraged Afghan and host community women from participating. In Chakwal, despite efforts to engage women leaders, participation remained limited due to the political atmosphere.

- *Output Statement 1.4: The provision of free legal aid and counselling services, along with legal rights awareness by a lawyers council for displaced Afghan women/girls.*

During the reporting year, the Pro-Bono lawyers council successfully provided free legal aid and counseling services to an additional number of 358 women and girls. The team of lawyers offered personalized consultations and support, helping participants navigate complex legal issues such as police harassment and detention, tenant agreement, family law, and protection against gender-based violence in Pakistan. In addition to individual legal aid, law council conducted workshops and informational sessions aimed at raising awareness about legal rights and resources available to displaced women and girls. These sessions reached over 1,000 participants equipping them with essential knowledge to advocate for themselves and access necessary services. The lawyers visited communities to conduct legal assistance camps and also visited police stations and designated detention areas for Afghan refugees. They negotiated cases with the police, facilitated connections between detained individuals and their families, and assisted in providing proof of registration, Afghan Citizenship Cards, and asylum documents.

- *Output Statement 2.1: Technical and vocational skills needs and capacity assessment of displaced Afghan women/girls completed, and report developed.*

This was reported and completed in 2023.

- *Output Statement 2.2: 20 Temporary technical and vocational skills spaces established to build the capacity of 500 displaced Afghan women/ girls.*

Under the reporting period, 7 additional temporary technical and vocational skills centers were established (total 20 centers) across ten districts to build the capacity of an additional 180 (total 549 displaced Afghan women and girls), providing them with practical skills to enhance their livelihoods. These centers offered training in high-demand areas such as tailoring, embroidery, and beautician services, with a majority of participants opting for tailoring. To ensure cultural relevance and accessibility, the project employed vocational instructors from local communities, simultaneously creating employment opportunities within these areas. These centers also served as safe community spaces for the women, who otherwise had challenges towards mobility.

#### 4c. Outputs and Activities Completed

Additionally, three of these centers—located in Rawalpindi, Attock, and Abbottabad—were upgraded to serve as ‘Cohesion Hubs,’ delivering advanced training to an additional number of 117 Afghan beneficiaries which were not initially included in the training phases. Furthermore, additional sessions at the Cohesion Hubs included:

- Advanced training in stitching and beautician services to 90 Afghan women and girls.
- Twelve sessions were organized on climate change and disaster preparedness, attended by 280 women and girls.
- 621 displaced Afghan women who approached the center were referred to service providers relevant to reproductive health, education, legal aid.
- 56 Afghan women and girls attended English and Urdu language courses.
- 302 women and girls attended twelve health and hygiene sessions.

- *Output Statement 2.3: Facilitate displaced Afghan women and girls’ access to credit and cash through 25 – 50 informal savings and loan groups formed, with 500 displaced Afghan women and girls as members.*

In 2024, under this project, 26 Informal Savings and Loan Groups (ISLGs) were active, with 388 displaced Afghan women and girls as members. These groups empowered women and girls to take control of their finances, engage in savings and loan practices and entrepreneurship within their communities. Members actively contributed to collective savings pools, which provided them with access to loans for various purposes, including starting or expanding small businesses. By the end of the project, the total savings of ISLGs amounted to approximately USD 3,000 (PKR 842,100). The targeted number of 500 could not be reached because of drop-outs due to reassessment, and increased fear of repatriation among the beneficiaries.

- *Output Statement 2.4: Supported displaced Afghan women’s and girls’ access to economic resources and networks, mentorship, professional and vocational training, business development services and business counselling.*

Pak Women engaged a woman entrepreneur and trainer who offered telephonic and in-person business counselling and mentorship to 109 displaced Afghan women and girls to help them navigate business challenges and expand their businesses reach.

- *Output Statement 2.5: 30 displaced Afghan women and girls supported with e-commerce training and infrastructure.*

In 2023, 26 participants were trained, and five successfully established small online businesses. By 2024, two more participants completed training, bringing the total to 28, all of whom launched e-commerce platforms on Instagram, TikTok, and WhatsApp. These online shops primarily cater to Afghan refugees and migrants in Europe, the USA, and Australia, along with some Pakistani customers from host communities. Despite challenges such as internet connectivity and load-shedding, particularly in refugee villages, participants managed to adapt their work schedules to the circumstances.

In addition to running their businesses, some participants conducted field-level sessions at local academies, sharing their e-commerce expertise with Afghan youth. This multiplier effect empowered others in the community to explore digital income opportunities while boosting the confidence and skills of the trainers themselves.

Additionally, nine Afghan girls received specialized digital training in collaboration with NiftySphere, an arts and design training institute. The training focused on photography, graphic design, and digital marketing.

- *Output Statement 2.6: Awareness raise among displaced women and girls about their economic rights and risk of abuse exploitation and human trafficking for protection and prevention*

280 displaced Afghan women and girls participated in 12 sessions focused on health, hygiene, and climate change and disaster risk reduction. The sessions covered topics such as nutrition, sanitation, and disaster preparedness, encouraging open discussion and personal sharing. Participants not only gained practical skills to improve their well-being but also developed community action plans to enhance community resilience.

- *Output Statement 2.8: Displaced Afghan women and girls learn coping strategies to manage stress, trauma, and emotional distress resulting from conflict, displacement, and gender-based violence.*

This output was added in 2024. 12 psychosocial support sessions were conducted in three districts, reaching 213 displaced Afghan women and girls. These sessions provided a safe space to discuss mental health, share experiences, and learn coping strategies for managing trauma and stress. Additionally, 20 participants with acute vulnerabilities received individual counselling, focusing on tailored interventions such as mindfulness, relaxation techniques, and family psychoeducation.

Six follow-up sessions reinforced coping mechanisms and monitored progress, with participants reporting improved emotional resilience. However, challenges included severe cases requiring psychiatric intervention, which could not be addressed due to the lack of psychiatry services.

#### 4c. Outputs and Activities Completed

- *Output Statement 3.1: She can lead network of displaced Afghan and host communities' women/girls and men/boys has been formed working on innovative initiatives for displaced Afghan and host communities women and girls social, economic and political empowerment*

In 2024, the She Can Lead network expanded its outreach and impact. The network now comprises 1,437 members, including 1,139 women and girls and 298 men and boys in ten districts.

The network coordinated with key stakeholders, including UNHCR and IOM, to ensure sustainability for vocational training centers through self-financing and the introduction of additional courses such as language and computer skills. Members engaged in initiatives promoting girls' education, community health, entrepreneurship, and awareness of women's rights. They also engaged marginalized groups such as the Hazara community, widows, and single mothers in decision-making and community-building efforts. Additionally, through the project, the network has established linkages with parliamentarians, policy makers, and ministers. Selected network leaders from different regions have participated in advocacy meetings with high-level officials and relevant government departments. These meetings have resulted in the submission of policy recommendation papers aimed at addressing the challenges faced by displaced Afghan women and girls.

Other independent key achievements included:

- Supporting the economic empowerment of women and girls, with success stories highlighting increased incomes and financial stability.
  - Establishing connections to essential services via the UNHCR-CBP helpline and other channels.
  - Collaborating with WF-AID to distribute winter kits to 350 displaced Afghan women and girls in Attock, protecting vulnerable families from extreme cold.
  - Securing financial support of approximately 640 USD (PKR 180,000) for 50 families to cover groceries, medical expenses, and rent with UNHCR assistance.
  - Hosting a three-day free medical camp in Attock, serving 187 patients with OPD services and free medication provided by a team of doctors and nurses.
- *Output Statement 3.2: Afghan displaced and host communities' women and girls' voices raised through publishing of 12 case studies/ success stories of displaced Afghan women & girls and 12 case studies/ success stories of host communities' women and girls in local and national newspapers.*

In 2023, 12 case studies and success stories were documented from both displaced Afghan women and girls and from host community women and girls. In 2024, due to fear of repatriation and political sensitivities, these stories were not published in newspapers at the participants' request, and were instead shared on the initiative's website and in internal reports.

#### **Umeed Partnership Pakistan**

- *Output Statement 1.1: 600 women are trained on identified skills to pursue economic opportunities.*

The project provided livelihood opportunities to displaced Afghan and Hazara women in Quetta through ToT-training modality. 600 women were targeted for training on identified skills to pursue economic opportunities, with the project exceeding its goal by training 705 displaced Afghan and Hazara women in Quetta across five trades. These included embroidery (141), cultural shoe and decoration making (141), computer training (141), sewing (141), and adult literacy (141) through 30 centers.

Additionally, 3-day ToT session was conducted for 16 Women Human Rights Defenders (WHRDs) from 8 organizations, along with 3 project staff and 1 resource person. The training enhanced their skills in business management, psychosocial support, and self-care. These WHRDs, as trained facilitators, replicated the training with the 705 project trainees, conducting sessions at shared venues for two centers each, ensuring effective dissemination and skill-building.

- *Output Statement 1.2: 465 trained women / girls are supported to generate income.*

During the reporting period, a total of 465 Afghan women and girls trained in sewing, embroidery, and cultural shoe/decoration making were supported to generate income through targeted interventions. These women, from 18 training centers, participated in market exposure visits, engaging with shopkeepers who showed interest in their products and expressed willingness to place orders. Additionally, three interactions were held with institutions such as the Women's Chamber of Commerce, to deepen understanding for the women regarding businesses development. Business packages, including tools and materials, were distributed to the successful trainees to help them launch their small enterprises. While these efforts enabled the establishment of businesses, concerns were raised regarding the quality of the toolkits and products provided.



#### 4c. Outputs and Activities Completed

- *Output Statement 1.3:* 705 women are capacitated on business management and leadership skills to pursue economic opportunities.

In 2024, the 705 women project beneficiaries were trained on business management and leadership skills to help them pursue economic opportunities. Men in the community played a crucial role by supporting women's participation, often taking part in beneficiary selection processes. Their appreciation for women's contributions grew as some trainees began earning income by fulfilling product orders, providing extra financial support to their families.

To further support the trainees, 465 women received humanitarian assistance in the form of dry food packages. This intervention, initiated due to the country's challenging economic conditions and high inflation, aimed to address immediate household needs while encouraging women to start their businesses. However, concerns regarding the quality and quantity of the food packages have been raised and communicated with the partner.

#### 5. Impact Story (1/2 page maximum)

*Include an impact story focused on either an individual beneficiary or CSO partner which demonstrates the change that has occurred during the reporting period as a result of the implementation of a partner grant. The story should:*

- capture the change that has occurred*
- illustrate the main objective of the project (WPHF impact area).*
- include a high quality photo with caption close-up photo portraits of individual beneficiaries and CSO partners being profiled, and include quotes if available.*

*\*Please ensure that consent has been obtained from the individual beneficiary or CSO partner to use the story and photo in the WPHF global annual report, website, community of practice and/or social media. Also, consider using a **pseudonym** (not the person's real name) to ensure protection/security. If obtaining a story could cause an individual harm/emotional stress, please consider doing a story on an organization instead.*

##### **Advancing Community Cohesion and Women's Engagement in Local Peacebuilding Contexts**

In Pakistan, Afghan refugees face immense challenges rooted in restrictive policies, cultural norms, and limited access to education and employment. For women and girls, these challenges are particularly pronounced, with barriers to socio-economic independence and heightened vulnerability to gender-based violence. Despite these obstacles, initiatives supported by WPHF have been pivotal in advancing the socio-economic recovery and leadership of displaced Afghan women and girls.

Irham<sup>11\*</sup>, an Afghan refugee and a master trainer embodies the resilience and leadership fostered through these initiatives. Having overcome significant barriers to her own education, Irham became an advocate for girls' education within her community. Through her advocacy and grassroots efforts, 42 girls who were previously out of school were enrolled, and three child marriages were prevented. Her success underscores the importance of investing in women leaders who can drive change from within their communities.

Irham's impact extends beyond education. After attending leadership training sessions, she mobilized displaced women to join the women-led Dispute Resolution Councils (DRCs), established under the project, to foster inclusive and equitable conflict resolution. These DRCs, led entirely by Afghan women, have resolved over 587 community disputes over two years, addressing issues such as gender-based violence, ethnic and religious discrimination, and early child marriage. This has empowered displaced Afghan women to take active roles in their communities and has challenged traditional male-dominated decision-making structures, demonstrating the power of women's leadership in peacebuilding and community cohesion.

<sup>11</sup> Name has been changed for protection/security



*Irham\* leads sessions to engage women in community-level conflict resolution and peace processes in displaced Afghan communities.*

#### 6a. Knowledge Products and Communications/Visibility of Management Entity

*a) Report on any new knowledge products and communication materials produced by UN/ ME during the reporting period. This can include case studies, major surveys/research, evaluations, or assessments conducted during the reporting period. This section should also include a list and description of any new products (websites, policy briefs, social media, case studies, photos, videos, etc.) developed to increase visibility of the projects and programme, and of WPHF.*

*\* Please attach a copy of the study/evaluation/research/survey/assessment as an Annex and include the weblinks in this section, if available.*

During the reporting period, UN Women adapted its approach to knowledge products and communication materials in response to the evolving and sensitive context surrounding displaced Afghan refugees in Pakistan. Due to shifting government policies and heightened tensions, particularly in Balochistan, UN Women and its partners took a precautionary stance in managing visibility. The Ministry of States and Frontier Regions (SAFRON) in Balochistan expressed concerns over the publication of articles related to Afghan refugees, leading to a decision to avoid publishing such materials in the region. This approach was aligned with national priorities and the principle of 'do no harm', ensuring that both UN Women and its partners could maintain effective and positive relationships with local authorities.

As a result of this context, UN Women refrained from producing or disseminating prominent communication materials, including social media promotions, articles, or other public-facing publications during the reporting period. Despite these limitations, the strategic focus was on maintaining low-profile, yet effective, program implementation, without compromising the safety of those involved or the integrity of the projects. Going forward, communication strategies will continue to be responsive to the dynamic political environment, balancing the need for visibility with the imperative of safeguarding displaced communities.

#### 6b. Knowledge Products and Communications/Visibility of Implementing Partners

*a) List a few examples of high-quality knowledge products and communication materials produced by an implementing partner during the reporting period. This can include case studies, major surveys/research, evaluations, or assessments conducted during the reporting period. This section should also include a list and description of any new products (websites, policy briefs, social media, case studies, etc.) developed to increase visibility of the projects and programme, and of WPHF.*

*\* Please attach a copy or link of the study/evaluation/research/ assessment as an Annex and include the weblinks in this section, if available. For photos, kindly share these (along with a caption) to the WPHF communications team.*

During the reporting period, project partners produced diverse knowledge products and communication materials to enhanced project visibility and facilitated knowledge transfer to beneficiaries. Key examples include:

1. **Posters on Economic Rights and GBV Prevention (Pak Women):**

## 6b. Knowledge Products and Communications/Visibility of Implementing Partners

Pak Women developed visually impactful posters focused on economic rights, gender-based violence (GBV) prevention, and abuse awareness. These materials aimed to raise awareness among communities and empower women by disseminating critical information in an accessible format.

### 2. Documentary Highlighting Afghan Refugee Women's Stories (PAIMAN):

PAIMAN Trust produced a documentary capturing the lived experiences of Afghan refugee women participating in the project. This documentary not only amplified their voices but also highlighted their resilience and the transformative impact of the program on their lives. By sharing personal narratives, the documentary effectively engaged broader audiences and stakeholders, strengthening advocacy for gender-responsive humanitarian action. However, this documentary is not intended for public dissemination, and will be limited to sharing at conferences and other relevant events etc.

### 3. Awareness-Raising Digital Campaign on Legal Documentation (IL and NSDO):

Under the L-Hub peer learning project, IL and NSDO developed and implemented a digital awareness campaign on promoting the rights of the Afghan community with legal documentation. The campaign utilized Meta platforms such as Facebook and Instagram and included Public Service Audios (PSAs) in Pashto and Urdu broadcast on three radio channels in Punjab. This multi-channel approach ensured widespread dissemination through both digital media and radio. Feedback from NSDO prompted revisions to enhance clarity and ensure dialect accuracy, reflecting a commitment to inclusivity and local context relevance.

## 7. Capacity Strengthening Activities by UN Country Office/Management Entity

### a) For Countries that have implemented Capacity Strengthening Projects with WPHF funding

- i) If your country has received funds for capacity strengthening initiatives, report against your results framework and ProDoc, including the results/changes in capacity, skills, or practices of CSO partners and their organization.
- ii) Describe any results from pre and/or post training surveys that may have been completed (e.g. OCATs) or if any capacity strengthening materials were produced using this funding and share these with WPHF.

N/A

### b) Other countries' capacity strengthening initiatives that have benefited WPHF Partners

If your country (those who have not received funds for capacity strengthening initiatives) has carried out any capacity strengthening sessions (webinars, in-person training sessions, workshops, etc.) that were conducted by the Country Office, Management Entity or other external agencies with CSO partners, please describe. Include i) the topic/subject; ii) who conducted the capacity strengthening; iii) where (virtual/in person); iv) number of CSOs and CSO representatives that participated. Describe any results from pre and/or post training surveys that may have been completed. Finally, if any capacity building materials were produced and would benefit other CSOs, please share these with WPHF.

Continuing the practice of previous years, monthly calls with CSO grantees were established as a critical practice. These calls served as a dual-purpose mechanism: monitoring project progress and providing tailored support and mentorship.

The monthly discussions facilitated real-time tracking of project implementation, enabling the early identification of potential challenges and opportunities for improvement. Additionally, these calls provided a platform for CSO partners to exchange experiences, share best practices, and collaboratively address challenges. Specific guidance on areas such as monitoring and reporting, communication, and financial management was provided, ensuring that partners were equipped with the tools and knowledge needed to navigate complex operational environments effectively.

In May 2024, the Social Inclusion and Cohesion team of UN Women organized a three-day capacity-building retreat from May 29–31 in Bhurban, Pakistan. This retreat brought together 32 focal points for programs and finance from eight Pakistani CSO partners supported by the Women, Peace, and Humanitarian Fund (WPHF). Focal points from two Afghan CSOs, NOVE and NSDO, who co-receive L-Hub peer learning grants alongside their Pakistani counterparts, also virtually participated.

The retreat aimed to enhance the collective capacity of CSO partners through reflective discussions on project implementation and interventions targeted at displaced Afghan populations and host communities. Participants shared insights on their approaches, best practices, and challenges, with a particular focus on supporting women and girls. The sessions also covered key coordination mechanisms, monitoring and evaluation frameworks, and project communication strategies.

Facilitated by UN Women focal points and representatives from WPHF and L-Hub who joined virtually, the workshop adopted a collaborative approach. Plenary discussions, Q&A sessions, and co-creation methods enabled active engagement, fostering a dynamic and practical learning environment. CSO partners were encouraged to act as facilitators and resource persons, enhancing peer-to-peer knowledge exchange.

Key results from the past year's activities were discussed, aligned with the WPHF outcomes and set results frameworks, and lessons learned were documented to inform future interventions. The retreat also identified areas for potential collaboration among CSO partners

## 7. Capacity Strengthening Activities by UN Country Office/Management Entity

and with UN Women, addressing changes in strategic priorities and resource needs. Discussions on the preparation of the prospective project's closing event, tentatively scheduled for 2025, also formed a part of the agenda.

## 8. L-HUB Grants (Peer Learning, Mentorship or Joint Advocacy Actions)<sup>12</sup>

*If CSO partners have implemented a L-HUB grants during the year, please summarize the key initiatives and results from these grants. This should include results related to skills, coalition building/networking, etc. as aligned with the CSOs' project document. Also include the number of CSO representatives (disaggregated by sex and age group) that have benefited from these grants. Please share the completed peer learning/mentorship grant reporting template with your annual report submission.*

*\*Partners who received these grants must also be included in the CSO Profile (Section 1) and WPHF Beneficiary Template 2024 as a separate row*

The WPHF L-HUB Mentorship Scheme grants in 2024 engaged four CSOs – Individualland Trust (IL) from Pakistan partnered with Navid Social Development Organization (NSDO) from Afghanistan and Pakistan Alliance for Girls Education (PAGE) from Pakistan, partnered with NOVE Caring Humans from Afghanistan – to strengthen organizational capacities of CSOs working with displaced women and girls to address critical challenges, particularly those around regional contexts and cross-border collaboration

Individualland Trust and NSDO collaborated on a project focusing on the needs of displaced Afghan women and girls in Pakistan, particularly those lacking legal documentation. Through three-phased learning exchange sessions, they shared best practices and lessons in designing a strategic framework for assessing access to legal aid and support services. IL emphasized tailoring media campaigns to accommodate regional language and dialect variations, ensuring target audience safety, and overcoming cultural barriers. A digital campaign, including posters on Facebook and Instagram and Public Service Audios (PSAs) in Pashto and Urdu on local radio channels, was developed and rolled out. NSDO provided technical insights into the challenges faced by Afghan women refugees and returnees, including their accessibility to education, training, and employment. NSDO also contributed to the development of IL's awareness campaign through workshops and policy dialogues. Despite challenges such as visa issues for in-person meetings and delays in project rollout due to the lack of authorization from authorities, the collaboration strengthened both organizations' capacities. IL gained expertise in designing culturally sensitive needs assessments and adopting strategies for regional dialects, while NSDO benefited from IL's findings and enhanced its understanding of interventions for Afghan refugees in Pakistan. The collaboration also resulted in capacity-building for ten CSO staff, with disaggregated participation for IL including two women and two men above 30 years and one man aged 18-29, and for NSDO including one man above 30 years.

The partnership between PAGE and NOVE focused on building organizational capacity in program development, monitoring, evaluation, and fundraising. Following a thorough needs assessment conducted through online sessions, a three-day Mentorship and Peer Learning workshop was held in Islamabad, engaging 28 participants from both organizations. The workshop covered areas such as logical framework analysis, theory of change, budgeting basics, and team management skills. A field visit to PAGE's Star School enabled NOVE representatives to observe PAGE's work with displaced Afghan youth and gain practical insights into promoting girls' education. The collaboration culminated in the development of organizational roadmaps by each CSO, outlining strategies for capacity enhancement and potential collaboration. NOVE applied newly acquired skills in logical framework analysis to develop an improved proposal for a women's entrepreneurship program, securing funding to expand the initiative. Joint efforts also led to a proposal submission for UNESCO's Radio Education Project. Despite visa challenges that limited the participation of NOVE's Afghan staff, the collaboration strengthened networking and knowledge exchange. Disaggregated participation from PAGE included nine women and four men aged 18-29, while NOVE's participation included five women and ten men aged 18-29.

Both PAGE and NOVE emphasized the importance of addressing visa-related issues during the project design phase and recommended involving donor organizations for additional support and perspectives. Moving forward, all four CSOs expressed commitment to continued collaboration, exploring joint funding opportunities, knowledge exchange, and capacity-building activities to sustain and amplify the impact of their initiatives.

<sup>12</sup> For partners that have also been engaged in the Women Have Wings Awards, please use this section to report on the main results and activities completed as aligned with the Project Document.



## 9. Risks and Mitigation

Using the table below, identify any risks that occurred during the reporting period and assess their i) risk level; ii) likelihood of it occurring; and iii) the impact this risk would have on the project, programme, or country. What are the mitigation measures to minimize the risk to prevent it or respond to it if it occurs? Consider risks related to new or escalating conflict/tensions, climate change, programmatic or institutional risks, monitoring and evaluation and Do No Harm

<b>Risk Area</b> (contextual, programmatic, institutionally, briefly describe)	<b>Risk Level</b> 4=Very High 3=High 2=Medium 1=Low	<b>Likelihood</b> 5=Very High 4=Likely 3=Possible 2=Unlikely 1=Rare	<b>Impact</b> 5=Extreme 4=Major 3=Moderate 2=Minor 1=Insignificant	<b>Mitigation</b> Mitigating measures undertaken during the reporting period to address the risk
Heightened security concerns in Khyber Pakhtunkhwa and Balochistan.	2	3	3	UN Women maintains a security tracker to keep abreast of Afghan relevant news in Pakistan. Additionally, coordination with the partners takes place and 'do no harm' principles are applied to all events, which depending on the context, may limit IEC material, and have smaller gatherings in public spaces etc.
Government restriction on working with Afghan population	2	3	3	The Lahore High Court Order of 2024 overturned the federal ruling which required CSOs to receive clearance from security agencies if they were receiving funding. However, our partners have updated their clearances to mitigate any further issues. Additionally, relationship management with relevant stakeholders.
Increasingly tight control of Afghan populations and repatriation of undocumented individuals	3	4	4	All partners have ensured that all beneficiaries have relevant documentation i.e. Proof of Registration cards (POR) or Afghan Citizen Cards (ACC).
Decreased social cohesion due to political atmosphere and media propaganda against the Afghan population, particularly in Balochistan and Islamabad/Rawalpindi.	2	4	3	Coordination with partners and sharing of IOM and UNHCR resources with beneficiaries. Committees formed under the Lawyer's Council have also intervened and assisted in cases of arbitrary detention and others. This atmosphere heightens the need of social cohesion programming.

## 10. Delays and Adaptations/Revisions

If there were delays at the country level, please explain the delays and reasons/factors for contributing to the delay, actions taken to mitigate future delays, and adaptations made to account for the delays. Indicate any major adjustments in strategies, targets or key outcomes that took place. This section should also include information on contracting and programmatic delays related to escalating crisis or other factors.

During the reporting period, delays and adaptations were encountered due to the rapidly evolving political and security context concerning displaced Afghan refugees in Pakistan. The announcement of the Illegal Foreigner Repatriation Plan 2023 created an environment of heightened uncertainty for both documented and undocumented Afghan refugees. This situation required adjustments to project strategies to ensure alignment with national priorities and minimize risks to the target population and partners.

To address these challenges, programmatic activities were paused briefly in 2023, and partners were encouraged to add psychosocial support components, provide awareness of legal aid and rights, and efforts to engage host communities to foster social cohesion. Budget revisions under the allowable 20% threshold were implemented to accommodate these additions and ensure a holistic response to the evolving needs of displaced populations. These components were implemented in 2024.

In Balochistan, project delays occurred due to concerns raised by the SAFRON Ministry regarding the publication of articles by trained journalists related to Afghan refugees in the case of one project activity related to the partner Individualland. This led to a temporary suspension of activities to ensure compliance with government directives and uphold the principle of 'do no harm' in the case of one project partner. UN Women and the partner ensured that all necessary permissions were secured from the Economic Affairs Division (EAD), and it was decided to not publish articles in Balochistan. The adjustments allowed for the continuation of activities without jeopardizing relationships with local authorities. It is also of note that the Lahore High Court order of 2024 deemed that EAD permission is no longer required for projects requiring foreign funding, but this permission was still obtained to minimize risk.

Additionally, UN Women coordinated closely with partners to strengthen documentation processes and link cases of displaced individuals to civil society and relevant support mechanisms. Helpline numbers provided by IOM were disseminated to enhance access to services for affected populations. No-cost amendments were implemented in almost all project cases to make-up for the time lost during activity suspensions.



## 11. Lessons Learned<sup>13</sup>

*What challenges and lessons were learned during the reporting period at both the project and country level? Include those lessons that can benefit other WPHF countries and of the fund overall. For each challenge, identify and describe the challenge, provide details on what are the factors that may have contributed to it occurring, describe how the challenge was addressed in the reporting period, or will be addressed in the future, and summarize the key lesson that can help inform the project, or improve in the future. These should include both programmatic and operational challenges. Add rows as required.*

<b>Identify Challenge/Describe</b> <i>Challenges can be programmatic or operational affecting the country program and/or of projects.</i>	<b>What are the factors/reasons contributing to this challenge?</b>	<b>How was the challenge addressed? What was done differently, or what will be done to address the challenge?</b>	<b>Key Lesson Learned</b> <i>As a result of the challenge what did you (and partners) learn from the situation that has helped to inform the project, or improve how the project is implemented or for future interventions?</i>
Advanced psychosocial support over a longer period is necessary component for project.	Trauma of displacement, fear of repatriation, lack of acceptance for the Afghan community are just a few factors that contribute to the need for mental health and psychosocial support.	In 2024, components of psychosocial support were added to the different projects.	Group counselling and even one-on-one psychosocial support sessions are not enough over 2-3 months. In fact, projects reported need to hire a psychiatrist as well. As this was beyond the project scope, partners referred beneficiaries with advanced needs to other organizations offering Pro-Bono MHPSS support. For future interventions, longer-term and more individualized support is recommended.
Partners had to rely on cash transfers to ensure participants received their payments on time.	Partners had to rely on cash transfers due to the lack of a proper money transfer system. Afghan participants couldn't access online wallets or open bank accounts because they didn't have valid CNICs, which prevented them from obtaining SIMs needed for verification.	Some organizations worked with policy implementers to push banks to introduce supportive policies for Afghan participants. While a few banks did implement changes, the processes remained too lengthy and complex, leading many Afghans to avoid using these services.	One key lesson learned is that relying on cash payments created a lot of challenges, especially since there weren't proper money transfer systems in place. Afghan participants struggled without valid CNICs or SIM cards for verification. Moving forward, we need to push for simpler banking processes and more accessible financial services to avoid these issues.
Political tensions and interference by security agencies resulted in temporary suspension of project activities of one partner.	National priorities and agenda are intolerant to Afghan refugees.	Activities were temporarily paused, and in one case, it was decided to not implement further activities in Balochistan in case further issues arose.	In the future, having a formal relationship with the Commiserate of Afghan Refugees at the federal level would mitigate issues by its provincial departments.
Economic gains by project beneficiaries did not translate to all districts.	Each district and refugee camp has unique needs. For example, in Balochistan, wool weaving is more popular which requires different machines. Additionally, electricity and space are big issues for certain districts, where women, even with tool-kits do not have electricity to make products. Additionally, partners and even vocational skill trainers are	Some partners encouraged women to come their own spaces at any time if they needed space/electricity to work. Others linked their beneficiaries to successful designers and entrepreneurs to give suggestions on aesthetics, marketing and sales.	Tailored programming for each district with unique needs; toolkits may include solar-powered lights. For marketing and sales, hiring experts can be inbuilt into projects.

<sup>13</sup> A lesson learned is a systematic reflection of challenges (or successes) that have occurred during the reporting period which has resulted in a change, adaption, or improvement as a result of the challenge, or a planned change or adaptation in the future.

## 11. Lessons Learned<sup>13</sup>

	not experts in marketing and sales.		
Low-quality tool-kits distributed to beneficiaries by partner.	The partner's capacity is a big factor. Additionally, as the projects are spread across Pakistan, the UN Women team could not frequently implement in person monitoring.	After field monitoring and meetings with the partner, it has been decided to re-evaluate the cost of the toolkits, recover the additional cost, and re-program it elsewhere.	Background checks/feedback before selection of partners is recommended. Additionally, a higher in-built budget for monitoring and evaluation.

## 12. Innovations and Best Practices<sup>14</sup>

*Please include information on any innovative practices (programmatic and operational) that emerged during the reporting period, especially those that can be beneficial for other WPHF countries, expand the body of knowledge on women, peace, and security and humanitarian action. Innovations and best practices can be from projects or country level. Please provide details such as CSO name, location, etc.*

### a) Innovations:

#### GEESE (Mansehra)

- Developed a 'practical notebook' with visual guides to help illiterate Afghan women learn skills.
- Introduced a formal attendance system for better accountability and engagement.
- Employed refugee community members as trainers and established temporary skill centers in homes to solve mobility challenges.

#### Khwendo Kor (Peshawar)

- Used messaging on radio stations to promote acceptance of diversity and social cohesion, reaching 40,000 listeners.
- Provided IT training and business toolkits to help students promote and sell products online.
- Held awareness sessions to guide Afghan refugees through the repatriation process.
- Connected psychosocial support cases that needed further interventions to Malteser International and other service providers.

#### PAKWOMEN (Attock, Rawalpindi, Peshawar)

- Launched the She Can Lead network which operates through social media and WhatsApp groups to connect Afghan women, share resources, and foster empowerment through networking, through which members resolved community conflicts and worked with the district administration to provide access to essential services.

#### PAIMAN (Rawalpindi)

- Established childcare spaces to enable women's participation in training and work.
- Offered counselling and social activities to provide emotional support for displaced women.

### b) Best Practices:

#### WEO (Rawalpindi)

- Provided vocational kits like sewing machines and beauty tools to help beneficiaries start earning quickly.
- Involved Refugee Village Administrators (RVAs) and community influential leaders in trainee selection to build trust.
- Regular check-ins and mentorship visits kept beneficiaries engaged and supported long-term success.

#### GEESE (Mansehra)

- Set up home based training centers to address mobility issues and increase women's participation.

<sup>14</sup> A best practice is strategy, approach, technique, or process that has proven to work well and deemed to be effective or appropriate for addressing a problem based on experience, evaluation or in comparison to other practices, and is therefore recommended as a model. It is also a practice that has been tested and validated and has potential to be replicated and there is value in sharing with others working in similar contexts, sectors, or with similar target groups.

## 12. Innovations and Best Practices<sup>14</sup>

*Please include information on any innovative practices (programmatic and operational) that emerged during the reporting period, especially those that can be beneficial for other WPHF countries, expand the body of knowledge on women, peace, and security and humanitarian action. Innovations and best practices can be from projects or country level. Please provide details such as CSO name, location, etc.*

- Created Common Interest Groups (CIGs) for Afghan women to collaborate and support each other's growth.
- Ensured that no men from the team ever entered the refugee camps to build trust with the local men Afghan leaders, which was highly appreciated.
- Relationship building with the provincial Commiserate of Afghan Refugees which ensured there were no political issues raised with their implementation and now GEESE has been requested to convene more projects.

### PAIMAN (Rawalpindi)

- Combined vocational training with gender-based violence (GBV) awareness to provide women with essential skills and protection knowledge.
- Introduced home-based upcycling projects for women to create sellable items within cultural boundaries.
- Distributed self-learning materials to promote confidence and leadership.
- Encouraged home-based product displays for easier marketing and sales.
- Provided access to business tools at PAIMAN's centre to overcome space and resource limitations.

### PAGE (Rawalpindi, Quetta, Peshawar, Haripur, Mansehra)

- Flexible training schedules allowed women to balance cultural and personal commitments, improving participation.
- Hosted and participated in diverse exhibitions and shows to showcase women's work and create networking opportunities.
- Collaborated with Education Departments in Balochistan and Sindh to improve exam transparency and educational outcomes.

## 13. Auditing and Financial Management

*Mention if any projects were audited during the reporting period and provide a brief summary of results. Do not include detailed findings of the audit as reports are public. Alternatively, you can share an audit report with your programme lead, if relevant.*

In 2024, a total of six WPHF partners were audited by UN Women for the year 2023, covering the period from January to December 2023. All these partners managed to receive unqualified reports, owing to their well-maintained documentation and excellent performance. No significant issues identified by the audit teams. Some of the partners received high praise for their financial management and documentation quality, while others received minor queries, which were addressed and resolved promptly.

The successful audit clearance also highlighted the rigorous monitoring and capacity building support to the partners by UN Women Pakistan team. The partners were provided with regular support and mentoring on financial management, procurement processes and financial reporting by the CO team.

## 14. Next Steps and Priority Actions

*In bullet form, please list the priority actions for the coming year including onboarding of new partners, monitoring missions or other planned initiatives related to WPHF.*

- Utilizing unspent funds received from partners through either a targeted call for proposal, or cost amendment for ongoing partner grants.
- Expression of interest for the Pakistan Country Office to become a WPHF eligible country outside the regional response.
- Referrals of humanitarian cases to the WPHF WHRD window.

## ANNEX A: Summary of WPHF Results (by Indicator)

For each WPHF Outcome which is relevant to CSOs supported during the reporting year, report against the Impact Level (WPHF Outcome) Indicator.

Note for how many CSOs this is relevant (Column 2) and provide a very brief summary the results (Column 3), presenting both the numeric value and summary. If an outcome is not relevant to your country, enter N/A in both CSO and summary columns.

WPHF Indicator	Relevant for How Many CSOs (number)	Summary Result (1 short paragraph)
<b>Outcome 6: Peacebuilding and Recovery</b>		
6.1 Number/Types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations	03	<p>During the reporting period, <b>four key policies and frameworks</b> were influenced by women-led initiatives and civil society organizations in peacebuilding contexts:</p> <ol style="list-style-type: none"> <li><b>Political Participation &amp; Legal Rights Policies</b> – Advocacy efforts by <b>TOLANA task forces</b> and the <b>She Can Lead Network</b> influenced policies on <b>justice access, legal documentation, and refugee protection</b>, engaging local authorities and parliamentarians.</li> <li><b>Economic Inclusion Policies</b> – <b>PAIMAN, GEESE, WEO, and PAGE</b> contributed to <b>vocational training, financial access, and entrepreneurship policies</b>, ensuring economic opportunities for displaced Afghan women.</li> <li><b>Legal Protection &amp; Media Guidelines</b> – Civil society organizations mobilized <b>legal professionals and journalists</b> to influence <b>media sensitivity, legal aid policies, and documentation processes</b> for Afghan women.</li> <li><b>Peacebuilding &amp; Women's Leadership Policies</b> – <b>Pak Women, KK, and WEO</b> trained Afghan women for <b>leadership in governance, legal committees, and conflict resolution</b>, ensuring their participation in decision-making.</li> </ol>
6.2 Number/Percentage of women with increased agency as a result of economic productive resources	04	<p>Overall, 4,656 Afghan women have gained increased agency through access to economic resources, vocational training, and income-generating activities.</p> <p>Women's economic empowerment initiatives have significantly enhanced financial independence and decision-making power. WEO reported that 400 Afghan women have gained greater agency through vocational training, microfinance, and income-generating activities. PAIMAN Trust trained over 3,500 women in Khyber Pakhtunkhwa and 150 Afghan displaced women in 2022-2023, equipping them with digital literacy, online marketing, and financial management skills. As a result, women have become self-sufficient, established 25 self-help groups, and launched 15 women-led businesses linked to Women's Chambers of Commerce in Charsadda and Karachi. PAGE's assessment of 156 beneficiaries revealed that all actively participate in household decision-making, 87% contribute to community decisions, and 86% have initiated income-generating activities. Similarly, GEESE reported that 450 out of 560 trained Afghan women, including 70 CSO members, have gained financial independence, with over 60% engaging in income-generating activities. Their earnings range from PKR 1,000 to PKR 51,000 within three months, while self-help groups collectively save PKR 5,000 to PKR 7,000 per month. Despite policy challenges, these initiatives have strengthened household incomes, financial resilience, and community participation.</p>



6.3 Number/Percentage of women participating in political and decision-making processes	02	<p>A total of 4,610 women have been empowered to participate in decision-making and leadership roles.</p> <p>WEO noted that exact data is unavailable, but significant progress has been made in increasing women's participation in decision-making. PAIMAN Trust, in collaboration with local organizations, has trained over 3,600 women in Sindh and Khyber Pakhtunkhwa since 2016, empowering them to engage in political leadership and decision-making at various levels. This has led to more women running for office and voting, especially in districts like Mohmand, Bajaur, and Kohistan. Additionally, through the Skill Enhancement Project, 560 Afghan refugee women were trained, and 450 (80%) are now actively involved in household and community decisions, gaining financial independence and impacting their families and communities.</p>
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