A COMPASSIONATE Society

Where WOMEN AND GIRLS Live

With DIGNITY And SELF-RELIANCE.
Recognitions

1. KK’s Chief Executive appointed as member of National Commission on the Status of Women (NCSW) - 2017
2. KK ranked one of the 300 top NGOs worldwide by NGO Advisor - 2016.
3. KK’s Chief Executive awarded a recognition certificate and medal under the category of "Social Activism" at "Hunar-E-Hawwa" festival organized by Tourism Corporation, Government of KP April-2016.
4. I am the change' Award by Engro Foundation - 2013
5. Named one of 'One Hundred (Unseen) Powerful Women' by One World Action (UK) - 2011
6. Human Rights Award from President of Pakistan – 2011
11. Nominated for Nobel Peace Prize among one of the '1000 Women' – 2005
12. Fatima Jinnah Award – 2003
13. Human Rights Award from International Labor Organization (ILO) – 2001
14. The PNC Sitara-e-Imtiaz 2001, a National Presidential Award
15. UN Recognition Awards 2000 for its services in developing and promoting women’s and children’s rights.
To all those women who cast their vote in the General Election 2018 in Pakistan especially in the areas where they faced threats and intimidation for using their right to vote.

Acknowledgments

Many people have contributed to the development of this Annual Report. All programme managers, section heads and the director have input their specific information. UK Friends of Khwendo Kor (FROK) member Elspeth Crawford edited the report for general English readability.
**Acronyms/ Abbreviation**

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
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<tbody>
<tr>
<td>BEE</td>
<td>Business for Equality &amp; Empowerment</td>
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<td>BoD</td>
<td>Board of Directors</td>
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<td>CBO</td>
<td>Community Based Organization</td>
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<td>CCH</td>
<td>Council of Communal Harmony</td>
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<td>CDs</td>
<td>Centre for Developments</td>
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<td>CE</td>
<td>Chief Executive</td>
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<td>CI</td>
<td>Community Institutions</td>
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<td>CNIC</td>
<td>Computerized National Identity Card</td>
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<td>CRPs</td>
<td>Community Resource Persons</td>
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<td>CSO</td>
<td>Civil Society Organization</td>
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<td>DHHID</td>
<td>Director Human and Institutional Development</td>
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<td>DIL</td>
<td>Development in Literacy</td>
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<td>DP</td>
<td>Director Programme</td>
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<tr>
<td>EAD</td>
<td>Economic Affair Division</td>
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<td>ECP</td>
<td>Election Commission of Pakistan</td>
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<tr>
<td>EVAW/G</td>
<td>End Violence against Women/ Girls</td>
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<td>FATA</td>
<td>Federally Administered Tribal Areas</td>
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<td>GBO</td>
<td>Gender Based Organization</td>
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<td>GBV</td>
<td>Gender Based Violence</td>
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<td>GDEWG</td>
<td>Gender and Disability Electoral Working Group</td>
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<td>HBS</td>
<td>Heinrich Boll Stiftung</td>
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<td>HMC</td>
<td>Health Management Committees</td>
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<td>IEC</td>
<td>Information, Education &amp; Communication</td>
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<td>IT</td>
<td>Information Technology</td>
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<td>KKACC</td>
<td>Khwendo Kor Area Coordination Committee</td>
</tr>
<tr>
<td>KK</td>
<td>Khwendo Kor</td>
</tr>
<tr>
<td>KP</td>
<td>Khyber Pakhtunkhwa</td>
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<td>LAC</td>
<td>Legal Aid Chamber</td>
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<tr>
<td>MF</td>
<td>Micro Finance</td>
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<tr>
<td>MoU</td>
<td>Memorandum of Understanding</td>
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<tr>
<td>MRV</td>
<td>Mobile Registration Van</td>
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<tr>
<td>NA</td>
<td>National Assembly</td>
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<td>NADRA</td>
<td>National Database &amp; Registration Authority</td>
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<td>NED</td>
<td>National Endowment for Democracy</td>
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<td>NOC</td>
<td>No Objection Certificate</td>
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<td>PARD</td>
<td>Pakistan Academy for Rural Development</td>
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<td>PM</td>
<td>Programme Manager</td>
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<td>PMER</td>
<td>Planning, Monitoring, Evaluation and Reporting</td>
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<tr>
<td>PPAF</td>
<td>Pakistan Poverty Alleviation Fund</td>
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<td>PTC</td>
<td>Parent Teacher Council</td>
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<td>Pvt</td>
<td>Private</td>
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<tr>
<td>SECP</td>
<td>Securities &amp; Exchange Commission of Pakistan</td>
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<td>SP</td>
<td>Strategic Planning</td>
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<td>UC</td>
<td>Union Council</td>
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<td>USIP</td>
<td>United States Institute for Peace</td>
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<td>VAW/G</td>
<td>Violence against Women/ Girls</td>
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<td>VDP</td>
<td>Village Development Plan</td>
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<tr>
<td>WCC</td>
<td>Women Complaint Cells</td>
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<td>UN</td>
<td>United Nations</td>
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Chairperson’s Message

I would like to commend the team of professional and general staff of Khwendo Kor (KK) for another successful year of Programme and financial implementation. The team has continued to work with commitment and dedication under the patient and encouraging leadership of Dr. Maryam Bibi, founder and Chief Executive (CE) of KK, especially in the increasingly difficult environment surrounding civil society organizations (CSOs) working for women’s rights and peace.

Khwendo Kor has created a credible name for itself among leading national civil society organizations and has also become internationally known mainly due to the strong advocacy and networking efforts of Dr. Maryam Bibi and her transparent and welcoming approach. Under her leadership the professional team of KK implements a variety of programmes and projects for women's civil and political rights, health and education, combating gender based violence, and promoting peace. Worthy of mention in the reporting year is the work done to encourage women to participate in the General Election of 2018 especially in some conservative districts of the province where women have always been deterred from exercising their right to vote.

Since KK began more than twenty years ago it has built substantial social capital that helps in tackling the multiple strands of bureaucracy, for example to obtain No Objection Certificates [NOCs] and to comply with the varied requirements of donors. This has taken many hours of work that could have been used to strengthen internal systems and enhance the capacity of staff. KK bravely faces challenges of high turnover of staff, competing for diminishing donor funding, and surviving in difficult situations.

I pray and hope that Khwendo Kor will continue to go from strength to strength and will maintain its quite unique and remarkable quality of openness and friendliness as it expands. I have found my association with it personally satisfying.

Zubaida Khatoon
Chairperson
Board of Directors Khwendo Kor
Contents

Khwendo Kor

Annual Report 2018
1. About Khwendo kor

Khwendo Kor (KK) is a non-profit, non-partisan organization set up in response to an urgent need expressed by women for a forum to address their issues. Khwendo Kor means “Sisters' Home” in Pashto. It is a participatory development initiative which focuses on the active involvement of the communities, especially women and children. KK also has two overseas support groups, 1) UK Friends of Khwendo Kor (FROK) and 2) Friends of Khwendo Kor US (FOKUS). FROK and FOKUS's members and volunteers assist KK in various activities such as consultancy, fundraising and help in establishing strategic contacts.

KK works in different parts of Khyber Pakhtunkhwa (KP), including the Federally Administered Tribal Areas (FATA) now merged with KP, and Sindh/Karachi. They work in areas where health, education and income generation facilities are either non-existent or dysfunctional and women and the poor are marginalized. Since its establishment, KK has evolved into an internationally-recognized NGO devoted to development and is one of the oldest and biggest women-led and women-managed NGOs in this region. KK works very closely with communities and considers the people in them to be partners who help define both the “change” that is needed and the means for bringing it about. Communities are not just simply “beneficiaries” as all, especially women, own and take a lead in their own development. KK calls this the “Viable Village” approach.

At present KK has around 45 staff members. It implements programmes on Women's Civil and Political Rights, Health, Social Cohesion and Livelihoods Improvement. Based in Peshawar, KK currently works in over 98 villages through 5 regional/project offices (Peshawar, Dir Lower & Upper, Mansehra and Karachi). These strategic office locations enable KK to cover various geographic areas of KP, merged FATA and Karachi, and are each fully-fledged administrative units, well equipped and managed by competent and experienced teams.

KK is registered with;
- Government of Pakistan under the Societies Act XXI of 1860
- Government of Pakistan under the Social Welfare Act of FATA
- Government of Pakistan Economic Affairs Division (EAD) through a Memorandum of Understanding (MOU)

KK has International Chapters in UK and USA;
- UK Friends of Khwendo Kor (FROK) - registered with the Charity Commission for England and Wales, Regn No. 1095857
- Friends of KK USA (FOKUS) - registered under IRS - 501C3

KK has Membership with National & International Networks and Alliances;
- Core Humanitarian Standard (CHS) Alliance, hps://www.chsalliance.org
- Beijing +10 Violence against Women (VAW)
- The Asian South Pacific Bureau of Adult Education (ASPBAE), hp://www.aspbae.org/
- Islamic Microfinance Network (IMFN)
- Pakistan Forum for Democratic Policing (PFDP)
- Pakistan Coalition of CSOs for Health and Immunization (PCCHI)
- Rehnuma- Family Planning Association of Pakistan (FPAP)
- Women Chamber of Commerce Khyber Pakhtunkhwa (WCC-KP)
- Women Business Development Centre (WBDC)-KP
- National Humanitarian Network (NHN)
- END Violence against Women/Girls (EVAW/G Alliance) KP & FATA
- Aman Iehad (a peace movement).
- Human Resource Development Network (HRDN)
- Pakistan Centre of Philanthropy (PCP)
- Pakhtunkhwa Civil Society Network (PCSN)
- Pakistan Coalition for Education (PCE)
- Child Rights Movement (CRM)
- Pakistan Forum for Democratic Policing (PFDP)
- CSO committee in Provincial Commission on the Status of Women (PCSW)
Khwendo Kor Strategic Framework 2017-26

**KK Vision:**
A compassionate society where women live with dignity and self-reliance.

**KK Mission:**
A learning and value based organization striving for resilient communities and empowered women.

**Values**
Commitment, Accountability, Mutual Respect, Integrity

**Outcome 1:** National/International recognized influential org
**Outcome 2:** Steady diversified funding streams
**Outcome 3:** Viable models, with demonstrated impact W/W, SE (Education etc.)
**Outcome 4:** Improved condition & status for empowered women in more resilient communities with a focus on marginalized areas.
Highlights of KK’s work in 2018

- KK conducted its 50th Board of Directors (BoD) meeting on December 15, 2018 in which performance in the reporting year was presented to the members. BoD members then set the directions for KK for the upcoming year.
- Financial software QUICK BOOKS was upgraded
- 3 days training on the financial software was conducted to train both financial and programme staff on basic understanding of accounting and bookkeeping and also how to operate financial software practically.
- Despite funding constraints KK is supporting the education of 2,467 children who would not otherwise have education available to them.
- KK supported 15 government schools not only through renovation and rehabilitation but also enrolled 3,781 ‘out of school’ children into these schools through enrollment campaigns and sessions at community level.
- In order to implement one of its sustainability strategies under its Strategic Framework for 2017-2021, KK successfully registered a separate business development company “Business for Equality and Empowerment” in the name BEE Services (Pvt) Limited. The company was registered with the Securities and Exchange Commission (SECP) of Pakistan under Company’s Ordinance 2017. BEE Services aims to sell its products and services with the beneficiary of the company profits being KK. BEE Services is itself a social development.
- KK reviewed its performance in 2018 in its annual review workshop and developed plans for 2019.
- KK renewed its Memorandum of Understanding (MOU) with the Police Department in Mansehra for two more years, that is until 2020, to facilitate implementation of the GBV Programme.
- KK signed an MoU with the Regional Ombudsperson to combat harassment in the work place.
- KK became a member of the “Gender and Disability Electoral Working Group (GDEWG)” formed by the Election Commission of Pakistan KP. This group issued a letter of support for KK’s implementation of the project “Enhancing women’s participation in the electoral processes”.
- One of the Community Based Organizations formed by KK in Dir Upper has registered with the Social Welfare Department with the name Barawal Area Development Organization (BADO).
- With the support of Development in Literacy, an IT lab was established at the Community Model School, Zarbaig.
- Un-restricted funds of PKR 15 million were invested in fixed term deposits. Returns from this investment were used to sustain the KK Education Programme.
- TQK (a network initiated by KK) became independent of KK and established a separate office. Its steering committee is in the process of registering TQK as a separate entity.
- In District Mansehra, three Women Complaint Cells (WCCs) at three police stations have continued to function.
- The legal aid chamber and WCCs facilitated 1,160 cases through free legal advice, mediation, counselling and court proceedings.
- 664 women were helped to register for Computerized National Identity Cards (CNICs).
- KK established a district level network called Council of Communal Harmony; its stakeholders include government, Civil Society Organizations (CSOs), media, transgender persons, religious leaders, academia and representatives from non-Muslim groups. The network actively coordinates service providers and government departments to bring collaboration on social cohesion.
- KK established a vocational centre in Dir Upper which was then taken over and sustained by the government. One learner who completed her course from KK’s centre has now been hired by the government for the same centre as a vocational teacher.
- After technical and vocational trainings, 59 women received assets from KK and established their small businesses including shops, tailoring and livestock.
- In Dir Upper KK’s community health centre was sustained as a social enterprise and helped 436 patients during the year.
- KK partners in community women and men organizations were supported by government and provided about PKR 15 millions for schemes at community level.
- In Dir Upper KK got a No Objection Certificate (NOC) to implement the Livelihood Support & Promotion of Small Community Infrastructure Programme known as LACIP.
Details of Field Interventions 2018

In 2018 KK reached out to around 11,138 individuals directly and 77,966 indirectly through its interventions addressing Women's Civil and Political Rights, Health, Social Cohesion and Poverty Reduction. The highlight of the year was that in the General Election 2018, KK contributed a lot to ensure women's participation in the electoral process. The following are the details of interventions:

- **Women's Civil and Political Rights- In the course of General Election 2018**
  
  KK, being a rights based organization, was very active during the election year 2018. Due to the recent population census and passing of the Election Act 2017, the elections in 2018 were both different and of great importance. KK was involved in pre-election mobilization and awareness raising and also played an active role in election observation. The Election Commission of Pakistan formed a Gender & Disability Electoral Working Group (GDEWG), in which KK was an active member. KK is also an active member of the Civil Society Working Group of KP Commission on the Status of Women and the National Commission on the Status of Women. This enables KK to take up different advocacy issues in the right forums with the right people.

  KK took the following initiatives to ensure women's full participation in the General Election 2018 in all of its working areas in general, and in Dir Lower, Karachi and two newly merged FATA districts (Khyber and Mohmand) in particular. The US Institute of Peace, the Heinrich Böll Foundation and the National Endowment for Democracy joined hands with KK and sponsored its initiatives.

  - Awareness sessions with men's and women's groups were arranged to mobilize women and girls to cast their votes and with men and boys to sensitize them to women's right to vote.
  - Press conferences were held, especially in tribal districts, to demand that the Government, political parties and the community facilitate the participation of women in the electoral process.
  - Meetings/sessions with women and girls were arranged to orient them to the electoral process in upcoming elections.
  - Information, Education & Communication (IEC) material was developed and disseminated among participants so that they could further disseminate it to others.
  - Polling agents of Dir Lower were trained regarding rights and responsibilities under the new Election Act 2017.
  - Radio messages to increase awareness were developed and disseminated through local radio stations.
  - Election day was observed by volunteers trained by KK who reported discrepancies in time.

Issues identified during Election 2018 and taken up with Election Commission of Pakistan, Khyber Pakhtunkhwa (ECP-KP) through advocacy were:

- There was a lack of women's polling stations and difficulty in accessing available polling stations as they were far away.
- The presence of male security staff in a polling station created problems for most of the women and, for some, led to their male relatives refusing to allow them to go to the polling station to vote.
- There was a lack of facilities in polling stations for women, including non-availability of water, washrooms, shade and boundary walls.
- Awareness campaigns before the election were needed as most women were not aware of the polling process.
- The non-availability of ramps caused problems for some people with disabilities.

Key reforms of Election Act 2017: a) Empowerment and autonomy of Election Commission of Pakistan, b) Election rules are more transparent, c) Simplified voter registration process, d) Ensuring women participation through rules such as nullifying the results in constituencies where women's turn out is less than 10% and a requirement for political parties to have women candidates on at least 5% of general seats of national and provincial assembly.
TIMELY ACTION
RESTORED THE RIGHT TO VOTE

In the Government Girls Primary School Haji Abad Dir Lower Women Polling Station No 5 (NA-7), the presence of male security personnel in the polling booth created panic among the women voters and the polling process stopped in the morning. This issue was communicated by KK election observers to the District Election Commissioner who visited the polling station but it was not resolved. Ultimately the district management approached the Army to intervene in the matter. After they visited the polling station the security personnel were removed from the polling booths and the polling process then started at 1pm. The KK team informed the Women and Men Organizations’ members to mobilize women when the polling started and women then came to cast their vote.

a. Education

In the year 2018 KK continued to provide education directly to 2,447 children (of whom more than 80% were girls) through its 25 community based schools at Dir Lower, Dir Upper, Bannu and Peshawar. 274 children (205 primary and 69 secondary) graduated from KK community based schools.

Since KK’s inception around 25,229 children have acquired primary/ middle level education in KK supported community based schools.

Social enterprise in schools
The Zarbaig school (Dir Lower) teachers decided to open a tuck shop in school and use the profits to help meet the various needs of their poorest students. They borrowed Rs. 2000/- from school and in March the shop’s profits were Rs. 600/-.

Besides providing education to children who do not otherwise have access to quality education, KK is promoting the cause of education through a number of interventions such as:

- 15 Government schools in Dir Upper were repaired and renovated, libraries were set up, sports items provided and teachers trained. This has improved the quality of education for at least 2,009 girls and 1,772 boys.
- KK has formed a 32-members District & UC Level Advocacy Forum for promoting education in Dir Upper. The forum meets regularly and in one initiative successfully coordinated with the Education Department for the allocation of a budget for repairs and furniture in schools. They also helped the students of community schools to attend the annual examinations in Government schools and enabled community schools to obtain free books from the Education Department.
- As a result of Awareness Sessions and Enrolment Campaigns through Community Resource Persons (CRPs), Community Institutions (CIs) and Parent Teacher Councils (PTCs) of schools in Dir Upper, enrolment has increased from 1,414 boys & 1,393 girls in 2015 to 1,772 boys & 2,009 girls in 2018. There is an increase in awareness in the community and the community has developed links with the Education Department and other important stakeholders for future collaboration and resolution of issues.
Community School engagement

KK considers the child as part of the family and community and engages with the community at different levels. A few examples of community engagement from 2018 are as follows:

- In Saifabad, Dir Lower, the local community visited the school, collected funds and bought mats and a water container for it. In Dar us Salam the community members are paying for one teacher's salary on a regular basis.

- KK, being aware of the importance of literacy, decided to run a mother's literacy campaign. The students of grade 4th and 5th were assigned to teach their mothers if they are illiterate. Various schools reported on progress. Many students brought their mother's written work to school for inspiration. These mothers are now able to read and write their names and dial phone numbers.

- In Tootko School, Dir Lower, the Principal mobilized the community to collect Rs. 25,000/- to build a shelter for the students, using CGI sheets. The community also helped by donating CGI sheets as well as other materials. They negotiated with the welder who at first asked for Rs. 20,000 for the installation. After negotiation in which it was clarified that the shelter would be used by children for educational purposes, he charged Rs. 6,000/-. Three classes are accommodated.

a. Combating Gender Based Violence

KK has been implementing its programme to combat GBV for more than a decade. As well as enabling community awareness, and providing services to GBV survivors, KK also advocates at district and provincial levels to create greater impact.

KK has established a Regional Legal Aid Centre (LAC) near the District Courts in Mansehra where two lawyers are engaged to facilitate and pursue GBV cases. The address of the LAC and information is disseminated among the community members through UC groups and Khwendo Kor Area Coordination Committee (KKACC).

In the reporting period KK facilitated 1,160 GBV cases through its legal aid chamber and Women Complaint Cells (WCCs). From these 1,160 cases, 554 cases were decided by the honorable court and 448 were solved through counselling & mediation, while 158 cases are still in process. The KK team also provided legal counselling, mediation and para-counselling support to survivors. At the Legal Aid Centre KK's team took part in 13 counselling sessions.

As a result of the renewal of KK's MOU with the Police Department KK was able to continue running the three Women's Complaint Cells in police stations of District Mansehra i.e. in:

- City police station: Mansehra
- Police station: Shankiyari
- Police station: Khaki

For the prevention of GBV, KK also regularly focuses on raising community awareness, using radio being an important strategy. During the reporting period the radio campaign aired live talk shows and 480 public service messages. Two Public Service messages were on-aired on a daily basis and live talk shows.
were conducted periodically. Religious leaders, lawyers and journalists participated and answered live calls from listeners regarding Gender Based Violence.

Khyber Pakhtunkhwa Commission on the Status of Women (KP-CSW) and Khwendo Kor (KK) arranged a seminar on “Gender Mainstreaming and Strengthening Government Institutions for Ending VAWG” at Peshawar. The seminar was aimed at resolving issues observed during GBV response services by organizations. About 50 participants from different sectors including parliamentarians, government officials (Social Welfare department, Education department, Auqaf department, and Police department), CSOs, a donor agency (NCA-Norad), community members and University students attended the seminar and gave input on the mainstreaming of GBV response services.

a. Social Cohesion
The North-West part of Pakistan is one of the most fragile and conflict hit regions in the world. KK is an active civil society member in the region. Aware of its role and responsibilities, KK decided to actively contribute to social cohesion and coexistence initiatives. KK began with meetings with different social groups who already contribute to cohesiveness. They formed a network called the Council of Communal Harmony (CCH) with 33 members from all faiths, religious leaders, government officials, media, women and other networks. Its objective was to jointly advocate for the rights of non-Muslim communities, for increased budgetary allocation by the government for peace building and for the engagement of youth and women in social cohesion and coexistence.

To improve relations and interaction among different faith groups and to develop the sense of unity, harmony and religious tolerance among all segments of society and faith groups, KK in collaboration with the Auqaf and Religious Affairs Department organized different religious events and invited communities from all faith groups. Events included: Eid Millan party, Christmas, Human Rights Day, Voice of Minorities music competition, and cultural sports events for minorities.

The CCH, with the support of KK, held meetings with the Auqaf department and elected representatives, and aired 6 radio programmes and 4 television shows to promote harmony & social cohesion. KK also organized training on shared values, social cohesion, and co-existence strategies to build the capacity of civil society representatives.

b. Health
KK’s health programme 2018 included both service delivery and strengthening coordination. Under service delivery KK established and ran two Community Health Centres in remote areas of Dir Upper which facilitated 1,600 individuals (360 men, 496 children and 744 women). Besides providing direct services KK also established different District, UC and community level forums to coordinate and collaborate with the government for better health facilities in each area. As a result of coordination of the District Development Forum with the Health Department, needed facilities were provided to local hospital and vaccination teams who visited the selected areas. Besides this, Health Management Committees (HMCs) successfully advocated for funds allocation with the health department.

In order to decrease the prevalence of disease, KK involved 40 Female Community Resource Persons (CRPs) and 20 Male CRPs who conducted eight Community Awareness sessions on Disease Prevention and Health Seeking Behavior.

c. Viable Village
All of the above successes were possible because of the 227 women’s and men’s organizations across Pakistan which have 3,757 members (1,925 women and 1,832 men).

KK implements all of its programmes following the basic principles of the Viable Village approach in which communities, especially women, are enabled and engaged in taking the lead in their own development. Viable Village is implemented as a programme in Karachi (Sultan Abad, Hijrat Colony and Pathan Colony) and Dir Upper (Barawal, Wari & Akhgram).

In Dir Upper, Village Development Plans (VDPs) were developed. Exercises identified developmental needs and the actions required for implementing them at the levels of community, government and non-government institutions. To mobilize the communities in Dir Upper around their own communal development, KK organized a variety of events such as a Sports Gala and an Attan dance festival (a traditional Pashtun dance). The aim was to provide a healthy environment for young people and to promote peace and harmony.
EXPOSURE IS KEY TO LEARNING

KK nominated eight participants (Including 6 Community women) from Dir Upper for the 9th National Kisan Convention, organized by the Pakistan Academy for Rural Development (PARD), Peshawar. The thematic focus of the convention was “Food Security through Water Management”. The purpose of nominating community members was to enhance their interpersonal skills for agri-businesses and to motivate them to face challenges related to agriculture and livestock. It was the women's first time for interaction and exposure to PARD.

Some of the achievements in Karachi;

- 44 out of school children were enrolled in a government school in Chanesar Goth and with social activist support a library was established within the school. An MoU was signed between KK and The Asia Foundation, who provided 161 books to the school on general knowledge, specific subjects and teaching methodologies.
- Different communal issues in KK working areas, such as the low pressure of Sui gas, the collection of garbage and the non-availability of clean drinking water, were taken up by the community groups with relevant departments and were to a great extent resolved.
- Community members initiated a process with the District Health Officer to upgrade the available dispensary to a maternity home in Hijrat Colony. He has committed to look into the matter. The KK team and community members were following this up and not only the dispensary is upgraded but also a laboratory was established.
- Seven CBOs including 2 WOs, 2 MOs and 3 Gender Based Community Organizations (GBOs) were formed in Hijrat Colony, Zarobi Colony, Sultanabad, Chanesar Goth and 100 Quarters. After applying institutional maturity indicators, four of these CBOs fall under category A and have therefore initiated the process of registration with Social Welfare.
- Karachi Metropolitan Corporation have provided dustbins to KK working areas & scheduled garbage collection on a weekly basis.
- Unscheduled electricity load shedding in practice led to mental stress and frustration among the community, especially among women. This issue was brought by individuals to the UC chairman many times, without positive response. The issue was then raised by partner organizations collectively and discussed with the UC chairman, bringing it to his attention. Electricity load shedding has now been scheduled and formally announced by the Electric department.
- WOs and MOs also approached the UC Chairman and discussed the issue of unhygienic drinking water and shared VDPs with him. The chairman allocated 500,000 PKR for clean drinking water and pipes were repaired so that clean drinking water is now available to the community.
- Drug addiction is a widespread major issue in Karachi. Community organizations have met with religious leaders so that the issue can be highlighted in Friday sermons. Religious leaders in Zarobi colony have initiated sessions on addiction.

People have also realized the importance of education, and believe that collective efforts and community participation is the best tool to improve the situation. For this purpose, the COs of Chaneser Goth (working area), ensure teachers’ attendance in their area. Teacher absenteeism was previously at a high level but is now minimal since community members have been monitoring teacher attendance on a regular basis.
- In Sultanabad, the partner organization did not have space or office for meetings. They brought this problem to the UC Chairman, and he allocated one room in his office space for the GBO to conduct their meetings. He also attends the meetings regularly.
- A youth centre was established and 50 youth leaders including 25 girls and 25 boys were identified. They are engaged in project activities e.g. peace events, plantation etc.
- Linkages with partner organizations, WOs & MOs, have been built to address environmental issues and have received and planted 350 plants.
- To promote women’s rights and women’s participation in the democratic process, an awareness campaign with the theme of women's rights and the importance of women's participation in the electoral process was organized before the general election, followed by awareness raising, voter registration, and women’s mobilization to contest the election. As a result, community organizations realized the importance of women’s participation in the process. NADRA arranged a mobile registration van (MRV) and facilitated 397 individuals, men and women, to
a. KK contribution to different networks and alliances

KK is an active member, of both international and national networks, contributing in different ways. Such memberships not only add value to KK’s work but also strengthen and enhance civil society space in the country.

International networks:
- Core Humanitarian Standard Alliance
  KK is the founding member of the alliance and follows its standards in both letter and spirit through incorporating them in its programme guidelines and standard operational procedures. These principles are displayed in all KK offices and facilities.
- The Asian South Pacific Bureau of Adult Education (ASPBAE)
  KK has been an active member of the ASPBAE and Ms. Nuzhat Ameen (KK Programme Manager) participated in its Basic Leadership Development Course (BLDC) in 2017 in Magnolia. The course was framed to build capacities of emerging leadership from ASPBAE’s member organizations and national education coalitions in the Asia Pacific region; to advance the new education and development agenda as articulated in the SDGs and the Education 2030 Framework for Action; and to inform public policy and provisioning on inclusive, equitable, and quality education and lifelong learning over the next 15 years.

International Union for Conservation of Nature
- (IUCN)
  The Chief Executive of KK, Maryam Bibi, was elected as a member of IUCN Pakistan National Committee in 2017.
  An active member of IUCN, Mr. Khalid Usman represented Khwendo Kor at IUCN in the World Congress held at Hawaii, USA at which the president and congress of the IUCN were elected. This was a very good opportunity for networking with organizations around the world and learning/understanding development on environmental challenges and the importance of focusing on nature conservation in future courses of action. KK has developed two proposals for dealing with environment issues in its working areas and submitted them.

a. Institutional and Organizational Development

A Governance
- At the 50th Board of Directors (BoD) meeting in December 15, 2018 compliance with the previous year’s meeting was discussed and KK’s performance in the reporting year was presented to the members. The BoD members then set the direction for KK for the upcoming year.

B Financial position
The financial position for the year ended at December 2018 shows that KK continues to have the capacity to discharge its liabilities as per the audited financial statement (see Annex 2). The audited financial statement also states that the income for the period was sufficient to implement its annual plan. Income from donor funded projects reduced as compared to previous years due to the prevailing global and local situations which include financial crunches at international level and civil society focus on compliance with new regulations including No Objection Certificates (NOC).
Approximately PKR 9.3 million unrestricted funds was generated from various sources including UK Friends of Khwendo Kor (FROK) and other philanthropist support which can help KK to continue its work particularly girls education on a sustainable basis.

C Human Resources
By the end of 2018, there were 45 employees working in all KK offices while around 150 teachers and trainers were serving in KK schools and skills training centres. A total of 39 staff members left the organization while 21 joined as new employees.
In the year 2018, all staff appraisals have been done and compared to previous records, this is the first time that these have been completed in time.
Challenges

KK faced the following challenges during the reporting period:
- Increasing number of regulations on NGOs and the non-issuance of “no objection certificates” (NOCs), registration certificates and MOUs without any information about the reasons for non-issuance.
- The non-issuance of NOCs leading to funding constraints which ultimately led to high staff turnover.
- Lack of funds for staff capacity building on a regular basis.
- Limitations on KK being able to pursue its women’s rights agenda as a result of the shrinking space of Civil Society together with the increase in human rights defenders and staff working within civil society being subject to acts of violence, threat and murder.

Aspiration

The successes and challenges encourage KK to continue to build upon its existing interventions focusing on the following outcomes as identified in its Strategic Framework 2017-2026:
- Outcome 1: KK’s influence is increasingly recognized at national and international level by 2021
- Outcome 2: KK has steady and diversified resources by 2021
- Outcome 3: KK’s implementation models are viable and demonstrate impact
- Outcome 4: Improved condition and status for empowered women and girls in more resilient communities, with a focus on the marginalized.

Annex 1: KK projects and partners in 2018

<table>
<thead>
<tr>
<th>S#</th>
<th>Intervention</th>
<th>Project and donor name</th>
<th>Region</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Resilient Communities for Inclusive Societies</td>
<td>Norwegian Church Aid (NCA)</td>
<td>Peshawar</td>
<td>May-Dec 2018</td>
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<tr>
<td>2</td>
<td>Strengthening Public Institutions in Khyber Pakhtunkhwa (KP) for improved GBV response</td>
<td>Norwegian Church Aid</td>
<td>Mansehra</td>
<td>Jan-Dec 2018</td>
</tr>
<tr>
<td>3</td>
<td>Livelihood Support &amp; Promotion of Small Community Infrastructure Programme</td>
<td>LACIP- Pakistan Poverty Alleviation Fund [PPAF]</td>
<td>Dir Upper</td>
<td>Oct 2018 to June 2019</td>
</tr>
<tr>
<td></td>
<td>Programme for Poverty Reduction</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Girls Education</td>
<td>Developments in Literacy [DIL]</td>
<td>Dir Lower</td>
<td>Jan-Dec 2018</td>
</tr>
<tr>
<td></td>
<td>KK Education System</td>
<td>KK Education Fund (contributions by Zoe Bibi, Carlite Pym, Engro Foundation, and Rock Spring Church)</td>
<td>Peshawar (Mathra) and Bannu</td>
<td>Jan-Dec 2018</td>
</tr>
<tr>
<td></td>
<td>Mainstreaming FATA Women in Democratic Processes</td>
<td>Heinrich Boll Stiftung [HBS]</td>
<td>Peshawar</td>
<td>March-Dec 2018</td>
</tr>
<tr>
<td></td>
<td>TQK fellowship</td>
<td>Sharnti Trust</td>
<td>Peshawar</td>
<td>July 2018</td>
</tr>
<tr>
<td></td>
<td>Enhancing Women Participation in Electoral Process</td>
<td>United States Institute of Peace [USIP]</td>
<td>Dir Lower</td>
<td>June-Dec 2018</td>
</tr>
<tr>
<td></td>
<td>Ujala</td>
<td>Awaz Centre for Developments (CDs)</td>
<td>Peshawar</td>
<td>Ended in October 2018</td>
</tr>
</tbody>
</table>