

Staff Self and Collective Care

- Provided **Health and Life Insurance, Provident Fund and Employees Old Age Benefits** to Staff.
- Facilitated **Psychosocial Well-being, Annual Retreats, and Flexible Working Hours** for Parents.
- Implemented Mandatory **Signing of 'Code of Conduct'** for All Employees.
- Ensured **Safe Transportation** for Staff.
- Established a **Complaint Mechanism** via the Introduction of a Grievance Settlement Policy.

Catalyst of Change - WVL-P's Impact on People's Lives

- Empowered **267** women on 'Safeguarding' including journalists, teachers, and young girls, who further reached out to the **1156** students and young girls.
- Sensitized **Over 2000** Women and Girls on Women's Rights Promotion and Protection.
- Enabled Voter Registration for **1500** Women through NIC Facilitation.
- Empowered **27** Young Feminists through 4-Day Gender Just School Monitored & compiled data on **74** incidents of violence against domestic workers in Punjab.
- Connected **275** women through Aurat Akaths, advancing the promotion and protection of women's rights agenda in their respective areas.
- Amplified Voices via **Youth-Led Virtual Cafés**, uniting young girls digitally to discuss women's rights in Pakistan.
- Empowered Public Space Reclamation & Inspired Females through '**Girls on Wheels**' by training **4** young girls in bike riding and providing them with scooters.
- Nurtured & Transformed **4** Young Females through the **Gender and Leadership Program (GLP)**.
- Executed a Gender and **Equity-Based COVID Response**, supporting **280** Households of women domestic workers, women sanitary workers, and lady health workers, benefitting **1644** Individuals.
- Developed **IEC Material** promoting workplace dignity, safeguarding, women's political participation and feminist principles, including flyers, mugs, key chains, phone holders, water bottles, bookmarks and stallers, enhancing community engagement and empowerment.

Women's Voice and Leadership-Pakistan

2020-2024

Four-Year Transformative Journey towards Gender Just Organization



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Women's Voice and Leadership Pakistan (WVL-P)

This project is part of Women's Voice and Leadership (WVL) Program by Global Affairs Canada (GAC) and Oxfam in Pakistan (OiP), which supports local and regional women's organizations and networks that are working to promote women's rights, and advance women's empowerment and gender equality in developing countries.

Under WVL, WISE entered into partnership with Oxfam and Global Affairs Canada from 2020 to 2024. After four years partnership, WISE made significant progress, boosted its structures and procedures and at the end line, self-assessing achieved a score of 77 out of 88, showing a substantial progress, advancing from 48.86% to 87.6% in its total projected scoring.

Through strategic initiatives, WISE has embarked on, a comprehensive journey that not only aligns with feminist principles but also integrates them into every operational facet. From inclusive Board representation to program design and staff empowerment, every endeavor undertaken by the organization echoes a firm dedication to achieving gender justice society, where human beings especially women enjoy equity and equal rights.

Under WVL-P's core funding WISE strengthened its grassroots efforts in advancing the women's rights agenda. This vital program stands as a catalyst for transformative change, leaving an indelible mark on communities.

The milestones achieved under the project are as follows:

Transformative journey towards a Gender Just Organization

- **100%** women in WISE Board and welcomed 3 young feminists into its fold.
- **80%** female staff.
- Allocated **80-85%** of salary's budget for female staff.
- Offered Internship & Employment to **30** young girls.
- Strengthened **inclusivity** by employing **4** young girls from minority groups, **5** from marginalized communities, and hiring **10** female staff members from the local community where WISE operates.
- Established **female-led Admin, Finance and MEAL Departments**, empowering women in leadership roles.

- Institutionalized **Gender-Responsive Budgeting and Planning**.
- Incorporated **Feminist Principles** into Programs and Operations.
- Strengthened Women's Rights and Gender Justice Focused **Advocacy and Campaigning**.

Institutional Strengthening

- **Acquired Certification** from Pakistan Center for Philanthropy and Punjab Charity Commission and signed MoU with EAD.
- Upgraded **Organizational Policies and Strategic Plan**.
- Enhanced **Resource Mobilization** by acquisition of **7** projects, including **4** new, along with the extension of **3** project renewals.
- Strengthened **Internal Audit and Financial Systems**.
- Institutionalized **Gender Responsive Financial Management** and engaged **5 female vendors**.
- Built **E-Archive** focusing on Decade-long Feminist Struggles and available for Academic.
- Documented and showcased **WISE's Decade Journey**.
- **Enhanced Networking** with National, Regional, and Global Networks & Alliances, Government Entities, Educational Institutions, Parliamentarians, and Media.

Creating Women Friendly Spaces & Transforming Young Leadership

- Championed transformative change by creating women-friendly spaces and fostering young leadership.
- Provided **30** young girls with paid internships; **9** were subsequently promoted to middle-level positions.
- Incorporated Youth Empowerment as a thematic area, bridging generational gaps and creating collaborative learning spaces among staff.
- Organized interactions for young girls with Board members and activists for diverse learning experiences.
- Actively engaged young female staff with Global, Regional and national Networks, enhancing their professional growth.
- Supported young girls' leadership through the Safeguarding Club, fostering transformative leaders.