Profile

www.hashoofoundation.org
Hashoo Foundation with its commitment to be the leading development player in the country aspires to continue its work with more focus on building strategic partnerships with public and private sector organizations in order to better serve the vulnerable communities across Pakistan. In the changing development context of our country we recognize the need to consider the broader economic, social and environmental issues to better formulate our programmes and activities.

HF will continue to prioritize poverty alleviation through not only economic empowerment and social development but also through climate change and environmental promotion interventions. As the Foundation moves forward to respond to the external opportunities and challenges, we will continue with our cherished legacy of social protection and humanitarian programs designed to help people out of the crippling effects of chronic poverty. We will further expand our entrepreneurship and skills development programmes to help facilitate inclusive growth and self-reliance among the communities. In the next five years Hashoo Foundation will focus on youth development and supporting marginalized women. HF also believes that the most valuable resources are human and knowledge capital, therefore Hashoo Foundation invests in people and knowledge sharing for positive impact of development interventions. We invite all caring citizens to continue this mission of creating change with us.
About Us

Hashoo Foundation (HF) is a not for profit organization committed to working with multiple stakeholders and communities irrespective of race, caste, gender, faith or creed. Established under a single vision and unified structure, the Foundation is a progressive, accountable, and impact oriented institution, managed by a team of professionals and governed by a group of independent trustees.

Our development interventions cover a wide geographical area across Pakistan with the objective to improve the socio-economic conditions of vulnerable communities. The Foundation has a functioning governance structure in the UK and USA. HF aspires to extend its development work in collaboration with strategic partners for the achievement of Sustainable Development Goals (SDGs) around the globe.

We cater to the socio-economic needs of vulnerable communities from both urban and rural areas through our offices in Islamabad, Rawalpindi, Lahore, Peshawar, Karachi, Gwadar, Gilgit, Chitral and Muzaffarabad. These offices also serve as points of collaboration and partnership with other development agencies.

At the heart of the Foundation’s operations is the core belief that, a focus on human capital development approach leads to development at both the individual and community level. The Foundation aspires to become a platform to improve socio-economic opportunities by enhancing employable skills and entrepreneurial capabilities as viable options for self growth and societal transformation.

Our VISION

We envisage an ethical, equitable, inclusive and progressive society in which people live with dignity and have power over their own lives.

OUR MISSION

To enable and empower communities to be independent, by facilitating equitable access to opportunities.

What We Do?

Our development interventions cover a wide geographical area across Pakistan with the objective to improve the socio-economic conditions of vulnerable communities. The Foundation has a functioning governance structure in the UK and USA. HF aspires to extend its development work in collaboration with strategic partners for the achievement of Sustainable Development Goals (SDGs) around the globe.

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Our Guiding Principles:
We aim to work in partnership with stakeholders for sustainable development of the society based on justice, equality, transparency, accountability and respect for human rights.
- We are not aligned or affiliated to any political party.
- Our activities are carried out without discrimination on the basis of nationality, political affiliation, ideologies, race, age, religion, gender, or disability.
- We respect the values, dignity, culture, and faith of all the communities we serve.
- Our cooperation with other organizations is based on equality, dialogue and mutual respect.
- Our relationships with funding agencies are based on transparency and accountability.
- We are committed to cooperation with all stakeholders, i.e., government, civil society, private sector, the general public in order to improve the well-being and quality of life of everyone concerned.

Our Standards:
Following the guiding principles, the Foundation has instituted a set of standards for itself to adhere to at all times and across all operations:
- We believe in internalizing the mission and values.
- We are not for profit organization with a clearly defined mission statement and set of organizational values.
- Our staff is fully aware of the organization’s mission and conform to its values.
- Our activities are consistent with the stated mission and vision.

Human Resources:
- HF has clearly defined and well documented staff policies and procedures that are periodically updated as may be required.
- The Foundation’s HR policies and procedures clearly articulate and promote gender equity across the organization and its programmes.
- The HF HR policy has a well-defined and documented grievance policy and procedures that protect the interests and rights of all staff members.
- The Foundation has a written contract of interest policy that applies to all Board and staff members.

Governance:
Hashoo Foundation is registered with the following national and international regulatory entities:
- Trust Act 1882 vide Registration No 661 Sub-Registrar T’ Div II Karachi dated 16/07/1988
- Pakistan Centre for Philanthropy No: PCP-RI/2006/17
- Exempted from Taxes with approval by CBR under SPD 1691/2005 notified (published in Gazette of Pakistan dated 15/02/2005 under clause 15 of clause 158 to be updated in 2017)
- 501(c)(3) of the US Internal Revenue Service (IRS) code
- Charity Commission in the UK

The Foundation has functioning governing bodies by the name of Board of Trustees in Pakistan and Board of Directors in case of its UK and USA chapters. HF develops all organizational policies, procedures and guidelines based on a participatory approach with staff members, reviewed and approved by the governing bodies. The Foundation’s governing bodies adhere to clear written statutes and bylaws.

Accountability and Transparency:
- We provide members of the public, the target population, donors and government with accurate information about our activities, finances and other relevant information.

Quality:
For our work to make the greatest possible contribution to development, the programmes we deliver aim to be the highest quality and based on rigorous research and analysis. HF programmes adhere to global policies and subject themselves to thorough measurement.
- HF programmes use robust processes and practices to manage every aspect of its programme works. These include processes that not only examines how we work but also determines what.

Communication:
- The Foundation conducts and documents regular information-sharing meetings.
- The Foundation actively networks with other stakeholders in the development sector through networking, dissemination of publications, experiences and good practices with partners through various platforms.

Finance and Compliance:
- HF has an annual financial audit by qualified and recognized auditors.
- The Foundation implements clear and written financial management policies, procedures and systems.

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Governance

Board of Trustees – Hashoo Foundation Pakistan

1. Mr. Sadruddin Hashwani Patron-in-Chief
2. Mr. Murtaza Hashwani Chairman
3. Dr. Aliya Sarwar Director
4. Mr. Barbara Akasmit Director
5. Ms. Hilary Orr Director
6. Ms. Cristal Montañéz Baylor Executive Director

Board of Directors – Hashoo Foundation USA

1. Mr. Sadruddin Hashwani Patron-in-Chief
2. Mr. Murtaza Hashwani Chairman
3. Dr. Aliya Sarwar Director
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5. Ms. Hilary Orr Director
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Board of Directors – Hashoo Foundation UK

1. Mr. Sadruddin Hashwani Patron-in-Chief
2. Mr. Murtaza Hashwani Chairman
3. Mr. Karim Virji Treasurer/ Director
4. Dr. Abdullah Hoodboy Board Secretary/ Director
5. Roshni Subedar Director

Our endeavors to achieve this goal include:
- Women Empowerment Programmes, e.g Honey Bee Farming Project
- Value Chain Development Strategies, e.g Expanded Dairy Development Project
- Occupational Skills Development Projects, e.g Marble Shine Associates
- Humanitarian Assistance and Relief Programmes, e.g Disaster Risk Reduction Project in Chitral
- Employment and Placement Bureau

Our endeavors to achieve this goal include:
- Support to Basic Health Centers across the Country
- Specialize Health Programmes, e.g Spinal Cord Injury Project for Pakistan Earthquake Rehabilitation
- Financial Donations to Partners Working in Health Sectors e.g DJH Jan Foundation, Shifa Eye Trust Hospital
- Seminar and Trainings on Nutrition
- Awareness Raising on HIV/AIDS and Other Communicable Diseases

Our endeavors to achieve this goal include:
- Hashoo Foundation Schools
- Early Childhood Development Trainings of Teachers
- Child Education Support Programme
- Tertiary Education Scholarships for Needy Students
- Policy Advocacy for Quality Education in Partnership with other Organizations

Our endeavors to achieve this goal include:
- Human Development Resource Centers
- Professional Skills Development
- Youth Development Centers
- Women Economic Empowerment Programmes

Our endeavors to achieve this goal include:
- Disaster Risk Reduction
- Emergency Relief Initiatives
- Policy Advocacy in Collaboration with Partner Organizations, e.g ICIMOD
- Sustainable Villages Project in Northern Areas

Our endeavors to achieve this goal include:
- Harnessing of Indigenous Cultures

Our endeavors to achieve this goal include:
- Partnering with Lead Development Agencies, Nationally and Internationally
- UNDP
- ICIMOD
- PPHI
- Plan International

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With the strategic repositioning in June 2016, HF has identified three main priority areas, Economic Empowerment, Social Development and Environment & Climate Change. Human capital development is the key approach that cuts across all the priority areas.

**Economic Empowerment**

As the leading thematic area of the Foundation, the Programmes under this theme have been designed to improve the economic conditions of targeted communities with the holistic view to improving their quality of life. HF drives business models that are sustainable, so they operate successfully even after HF’s exit. Some projects and programmes of this thematic area includes

- Honey Bee Farming (Winner of 2008 BBC Global Award Challenge)
- Dairy Development
- Agribusiness
- Marble Shine Associates (MSA)
- Harnessing Indigenous Cultures for Economic Empowerment of Artisans and Sectarian Harmony
Social Development

This area comprises of health/nutrition, education programmes, skills development and social protection programmes. Programmes and projects within the social development area are designed to prioritize quality education for all, equipping youth with employable skills and assisting vulnerable and marginalized segments of society who face acute financial difficulties due to multiple factors like disasters, accidents, and sudden loss of income source etc. The social protection programme helps vulnerable groups to recover from the economic shocks. The overall goal of social development thematic area is to contribute towards the development of adequate social infrastructure for the poor and facilitate its access to under privileged communities across Pakistan. Some key interventions under this priority area are:

• Skill Development Programmes
• Youth Development Centers
• Early Childhood Development (ECD)
• Child Education Support Programme (CESP)
• Scholarships-Internship
• Social Protection Programme - Sahara Fund
• Health/Nutrition
The aim of this area is to create awareness and strengthen institutional capacities for the promotion and protection of our environment and to reduce the negative effects of climate change. HF seeks green solutions and environment friendly practices in all aspects of its work. This component aims to work on the following key areas:

- Disaster Risk Reduction (DRR) and Emergency Relief Initiatives
- Water tied to poor peoples’ livelihoods – Work on Glacier Lake Outburst Floods (GLOF)
- Renewable Energy
- Solid Waste Management – Reduce, Reuse, Recycle
- Promotion of Equitable Distribution of Benefits in Biodiversity Services/Products
Hashoo Foundation’s Foot Print

**Gilgit-Baltistan**
1. Gilgit
2. Ghizer
3. Skardu
4. Ghanche
5. Astore
6. Diamar
7. Hunza
8. Kharmang
9. Shigar
10. Nagar

**Punjab**
11. Attock
12. Bahawalnagar
13. Bahawalpur
14. Bhakkar
15. Chakwal
16. Chiniot
17. Dera Ghazi Khan
18. Faisalabad
19. Gujranwala
20. Gujrat
21. Hafizabad
22. Jhang
23. Jhelum
24. Kasur
25. Khanewal
26. Khushab
27. Lahore
28. Layyah
29. Lodhran
30. Mandi Bahauddin
31. Mianwali
32. Multan
33. Muzaffargarh
34. Narowal
35. Nankana Sahib
36. Okara
37. Pakpattan
38. Rahim Yar Khan
39. Rajanpur
40. Rawalpindi
41. Sahiwal
42. Sargodha
43. Sheikhupura
44. Sialkot
45. Toba Tek Singh
46. Vehari

**Khyber Pakhtunkhwa**
47. Battagram
48. Buner
49. Charsadda
50. Chitral
51. Kohat
52. Lower Dir
53. Malakand
54. Mansehra
55. Mardan
56. Nowshera
57. Peshawar
58. Shangla
59. Swabi
60. Swat
61. Upper Dir

**Bolochistan**
62. Quetta
63. Ziarat
64. Gwadar

**Sindh**
65. Karachi
66. Matiari
67. Sanghar
68. Tando Allah Yar
69. Tharparkar

**Azad Jammu & Kashmir**
70. Bagh
71. Neelum

**FATA**
- Bajaur Agency
- Khyber Agency
- Kurram Agency
- Mohmand Agency
- North Waziristan
- Orakzai
- South Waziristan
Our Programmes and Projects

Economic Empowerment

Hashoo Entrepreneurship Development Programme
- Honey Bee Farming
- Expanded Dairy Development Project
- Improving Micro Enterprises in Dairy
- Marble Shine Associates
- Harnessing Indigenous Cultures for Economic Empowerment of Artisans and Sectarian Harmony

Hashoo Hunar Programme
- Skills Training and Income Generation for Afghan Refugees
- Skills Development and Income Generation Programme
- Life Skills Training and Career Monitoring
- Hospitality Management and Training Programme
- PSDF Funded Skills for Employability and Skills for Jobs
- Handicraft Development Programme

Social Development

Hashoo Education Programme
- Child Education Support Programme
- Hashoo Foundation Schools
- Scholarship Programme
- Early Childhood Development Programme
- Rotary Books for the World Programme

Hashoo Social Protection Programme
- Social Welfare and Sahara Fund
- Emergency Relief to Earthquake Affected People in District Chitral
- Basic Health Centers
- Spinal Cord Injury Project for Pakistan Earthquake Rehabilitation

Environment and Climate Change

Hashoo Environment and Climate Change Programme
- Disaster Risk Reduction (DRR) and Emergency Relief Initiatives
- Water Tied to Poor Peoples’ Livelihoods - Work on Glacier Lake Outburst Floods (GLOF)
- Renewable Energy
- Solid Waste Management – Reduce, Reuse, Recycle
- Promotion of Equitable Distribution of Benefits in Biodiversity Services/Products
Honey Bee Farming

Women’s economic empowerment was initiated through the Honey Bee Farming Project in the northern and other areas of Pakistan. This project expanded employment opportunities for vulnerable women and has been generating a stable source of income through the sale of high-quality honey. The project addresses the discrepancy between the income earned by women and men beekeepers by educating the women in beekeeping and linking them to profitable markets. Furthermore, the project improves the status of women in their communities, as they become more integrated in the decision-making process within male dominated societies.

The project is based on a value chain approach and leverages the inherent resourcefulness and entrepreneurship of the local women, designed to promote social change. HF has helped establish women beekeepers associations and successfully links them to the lucrative markets of 5-star hotels in Pakistan. As a result the women agreed to send their children to quality schools, have regular health check-ups and improved nutrition at home. Overall the honey bee project has helped and continues to help the beneficiaries in generating higher income resulting in improved standard of living.
Hospitality Management Training Programme

Hospitality Management Training Programme (HMTP) is one of the flagship programmes of Hashoo Foundation. It is focused on imparting knowledge and skills to young women and men, by providing them opportunities to learn and practice the skills required by the hospitality industry in Pakistan and abroad. HMTP was initiated in 1999 by introducing a hands-on training at Marriott and Pearl Continental Hotels across the Pakistan.

HMTP has now been expanded to Peshawar and Karachi as well as Lahore and Rawalpindi. The qualifications acquired under this programme offers training on food preparation, culinary art, front office management, operational services, food and beverage services, and accommodation operations. Other technical and vocational trainings include beauty and grooming, tailoring, plumbing, electrical fitting and other professional skills training.

Following international vocational qualifications ranging from basic to advanced diploma levels are being offered under this programme:

- Food Preparation and Culinary Arts
- Front Office and Reception Operation Services
- Food and Beverage Services
- Accommodation Operations and Services
- Associate Engineering in Hotel Industry
- Basic Housekeeping (certified by City and Guild)
Marble Shine Associates (MSA)

Marble Shine Associates is a unique income generating project of Hashoo Foundation, that offers high quality floor polishing services (marble, granite and chips) to commercial, government and private clients. Operating since 1999, MSA works with 5-star hotel chains, private hospitals and governmental facilities, as well as commercial buildings. The project has trained several thousand of semi-literate youth from remote areas from all-over Pakistan. It currently employs more than 150 of the best trained staff. Excelling in the art of stone restoration and obtaining the best quality of workmanship, MSA uses the latest technology in its equipment and the finest diamond abrasives to restore the natural beauty of stone. The MSA project team also plans to diversifying and expand the range of services that they provide to hotels, governments and other commercial institutions.
Socio Economic Empowerment of Kalash Women through Making of Traditional Products using Contemporary Approach

The Hashoo Foundation has been working with the artisans in the Kalash Valley in collaboration with UNESCO to develop a range of products aimed at restoring the cultural heritage and craftsmanship of the artisans. This initiative allowed the artisans to work together, showcase traditional skills and support themselves and their families.

This project has made successful interventions in production, capacity development with improving skills level of women embellishers, mobilizing beneficiaries and communities at large. The project was successful in creating demand for the traditional handicraft work from the Kalash valley in the national and international market. This project has enabled these Kalash valley artisans to showcase their local dresses in the market and making their culture a source of income.

The proceeds from the sale of the products created by the beneficiaries are directly contributed to the development of Kalash Community.

On conclusion of this project HF continues to provide support to the skilled women artisans along with artisans from other provinces through its Hashoo Hunar programme. The objective of Hashoo Hunar programme is to promote the unique craftsmanship of the diverse cultures across Pakistan for economic empowerment of the local communities and to promote cultural harmony.
Economic Empowerment
Hashoo Foundation’s economic empowerment programme work towards achieving greater financial independence and self-reliance for marginalized local communities, with a particular attention to women. Economic development maintains its focus on creating partnerships at the community level for enhancing their earning status while improving the access to existing health, nutrition and education services.

Education
Hashoo Foundation values education holistically, acknowledging the importance of formal and informal schooling. The Foundation remains committed to support access to quality education through a series of interventions ranging from managing its own schools to scholarships for tertiary education.

Skills Development
Skills Development refer to the capacities acquired through Education and Training programmes. Skills are developed through formal, non-formal, and on-the-job trainings, which equip the trainees with the capacity to adapt their skills to meet the changing demands and opportunities of the economy and labour market.

Youth Development Centers
The aim of this intervention is to provide cost-effective conducive living, learning, and social grooming environment to students, and enable them to continue their higher education. The centers facilitate underprivileged students from far-flung areas who come to cities to pursue their education as hostel boarders. They are offered subsidized housing, and they also receive life skills training. These students are given opportunities to be linked with internship programmes which provide them a chance to excel in their careers. These centers are currently operational in Rawalpindi, Gilgit, and Chitral. As of now a majority of these students have completed their higher education.

Social Protection
Hashoo Foundation aims to assist those vulnerable members of the society who experience financial difficulties due to disasters, accidents or a sudden loss of their income source. The main objective is to provide temporary relief to beneficiaries and to enable them regain their confidence and livelihoods.

Health
The Hashoo Foundation’s Basic and Emergency interventions were started in 2005. Under this programme more than 521,910 patients have been treated (63% women and 37% men) thus far. Hashoo Foundation has also imparted health education programmes on various platforms including static and mobile health units. Catering to the needs of more than 30,000 community members, it has earned national and global recognition. The Foundation reached out to a large population of earthquake affectees, flood victims, and Temporarily Displaced Persons (TDP) with critical health information, services, care, and support while maintaining cost-efficiency, sustainability, and intensive support to volunteers and beneficiaries. Hashoo Foundation provided primary healthcare facilities in Gwadar and Karachi and were effective in reducing the outbreaks of many infectious diseases by providing consultation, medication, and health awareness in the target areas.
Together We Make A Difference!

10,861 women and men were trained in Entrepreneurship Development Programme (EDP)/Hashoo Hunar

45,614 children were facilitated and provided access to quality education

36,635 youth have been trained in multiple Skills Development Programmes

110,028 women and men have been benefitted from Hashoo Livelihood and Social Protection Programme

413,550 individuals were provided access to quality healthcare

*all the figures mentioned above are since the inception of Hashoo Foundation
BBC World Challenge '08

In December 2008, the project Women Empowerment through Honey Bee Farming was voted the winner of the prestigious BBC World Challenge 08, among 700 organizations worldwide. World Challenge is a global competition aimed at recognizing projects that have shown enterprise and innovation at the grassroots level. It was organized by BBC World News and Newsweek, in association with Shell. This is the first ever project from Pakistan to be highlighted at such a forum. The prize money was utilized for buying a processing unit to increase the production capacity of honey and also to improve its branding for both local and international markets.

Credit and Enterprise Development

This initiative was started in collaboration with the University of St. Thomas Social Entrepreneurship Program (UST-SEP), Owl Micro Finance (a non-profit organization run by students from Rice University, USA), and the Micro Finance Initiative at the University of Houston (MFI-UH). CED supports the expansion of Hashoo Foundation’s Women Empowerment through Honey Bee Farming Project in terms of scale as well as outreach and greater geographic coverage. Whilst the initiative itself has a relatively small amount of seed funding, it has however enabled the Foundation to:

a. Pilot a micro-credit project for honeybee farming
b. Promote the concept of supporting women empowerment amongst the students of these universities.

Based on the success of these projects, the Foundation has been able to expand the scope of its honeybee farming through funds from US Small Grants and Ambassador’s Fund, Chapelwood Foundation and Walmart Foundation.

The Foundation continues to secure sale of honey through its own Mountain Honey brand as well as by supporting and strengthening the development of local brands such as K2 and Sada honey.

Awards and Recognition

Clinton Global Initiative

In 2007, Women Empowerment through Honey Bee Farming project was featured and highlighted during the poverty alleviation session at the 2007 Clinton Global Initiative. Furthermore, in 2008, it was selected from amongst more than 1,000 organizations, as one of the four “Featured Commitments” on the CGI website during its Annual Meeting.

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Several of the women were looking for jobs as they needed to support their families after husbands. Some women were unmarried, but being divorced or abandoned by their occupied, they were now responsible to take care of aging and ill parents or young siblings. With one or two exceptions, women who were asked who would help take care of children replied their husbands were 'supportive' and would help them. The fact remains that it is only through the support of other women in other women's labour at home that women in productive employment rely on income and more independence for women, but we know that training and employment lead to empowerment, we do not pay enough attention to renegotiation of power relations within the family regarding reproductive roles. We know that training and employment lead to income and more independence for women, but there is little evidence that it encourages women to renegotiate their reproductive roles. Do men play a more active role in the upkeep of the house? Do men take a more active part in childcare? Male consent is important with the notion that these are the steps to take women into training and employment, but the reproductive burden from one woman to another? This indicates that while we focus on projects that take women into training and employment for men to play an active role in childcare and the upkeep of the house, we do not pay enough attention to renegotiation of power relations within the family regarding reproductive roles. We know that training and employment lead to income and more independence for women, but there is little evidence that it encourages women to renegotiate their reproductive roles. Do men play a more active role in the upkeep of the house? Do men take a more active part in childcare? Male consent is important with the notion that these are the steps to take women into training and employment, but the reproductive burden from one woman to another? This indicates that while we focus on projects that take women into training and employment for men to play an active role in childcare and the upkeep of the house, we do not pay enough attention to renegotiation of power relations within the family regarding reproductive roles. We know that training and employment lead to income and more independence for women, but there is little evidence that it encourages women to renegotiate their reproductive roles. Do men play a more active role in the upkeep of the house? Do men take a more active part in childcare? Male consent is important with the notion that these are the steps to take women into training and employment, but the reproductive burden from one woman to another? This indicates that while we focus on projects that take women into training and employment for men to play an active role in childcare and the upkeep of the house, we do not pay enough attention to renegotiation of power relations within the family regarding reproductive roles. We know that training and employment lead to income and more independence for women, but there is little evidence that it encourages women to renegotiate their reproductive roles.
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www.hashoofoundation.org
Hashoo Foundation (HF) USA is a 501 (c) (3) non-profit organization based in Houston, Texas. HF USA is working locally to raise awareness, promote intercultural understanding and best practices as it builds partnerships with other individuals, non-profit and professional organizations. It also leverages support for HF Pakistan’s ongoing programmes and responding to emergencies through direct and in-kind donations.

Hashoo Foundation UK was registered in 2006 with the Charities Commission, with the aim of providing technical and funding support to HF Pakistan and developing meaningful in-country initiatives in collaboration with development entities.

Hashoo Foundation’s Tajikistan Office working locally to raise awareness, promote intercultural understanding and best practices as it builds partnerships with other individuals, non-profit and professional organizations.

www.hashoofoundation.org