ALIGHT

PAKISTAN COUNTRY PROGRAM

THEORY OF CHANGE




SPARK JOY

We are Alight Pakistan, and this is our Theory of Change

Our vision for Pakistan is to thrive, not just survive. Giving everyone a chance to build a life filled with joy, dignity, connection, and purpose is our mission. We co-create resilient communities that offer inclusivity and protection, in which people enjoy their rights and have a say in decisions that shape their lives and futures. We endeavor for social, environmental and economic sustainability on a local and global level.



"The great ideals of human progress, of social justice, of equality, and fraternity constitute the basic causes of the birth of Pakistan..."

Muhammad Ali Jinnah

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Social Justice Orients Us

Our theory of change is guided by how we see those we serve – as dignified human beings with huge untapped potential – and by our commitment to social justice. Making sure that everyone has equal access to resources and that they are able to realize their true potential "is not a question of generosity. It is a question of humanity". We have to make sure that all people receive human-worthy services and that their essential needs are satisfied. We do not want to carry on feeding the poor and needy – rather, we want to help them escape the vicious cycle of poverty and achieve self-sufficiency.

In our mission to ***empower the disempowered,*** *we focus on education, skill development, and livelihood programs, as well as helping build the organizational capacity of marginalized communities. Our objective is for those we serve to eventually partner with us in serving others.*

Our approach to work and the solutions we co-design are based upon our core values:

- *Be Human Centered*
- *Spark Joy*
- *Start With Giving*
- *Do the Doable*
- *Bravely Be Better*
- *Choose Optimism*
- *Find Others*


Monday
Day Teacher's Training
4168
Learning outcomes
Students
differentiate

Abundance is Everywhere

At Alight Pakistan, we believe that every human being has the potential to flourish, but not everyone gets a chance to realize their potential. In line with Martha Nussbaum's perspective, our question is "What is any given person able to do and to be?" How does their life's circumstances affect their capacity to exercise their rights and enjoy their freedoms? Moreover, what do we need to bring in to ensure they get a chance to make use of their inherent abilities? We are human centered, rather than resource-centered, so we ask, ***"not how many resources are sitting around, but how they are going to work in enabling people to function in a fully human way." (Nussbaum, 1997)***

We want to assist people in their pursuit of building meaningful lives for themselves. We might be a ***ladder*** *for some, a* ***lifeboat*** *or a* ***lighthouse*** *for many more. People have different needs and face different challenges. A child's nutritional needs differ from those of an adult. In specific spatial contexts, the provisions required for girls differ from those of a boy. An educated person and an illiterate person need different kinds of support to find income and become self-sufficient.* ***Equity*** *is needed to make sure that everyone's central human capabilities are supported, including a healthy life, feeling secure, making choices relevant to one's own life, and being treated with* ***dignity*** *as a human being.*

An ***enabling environment*** *is essential for any person to dream, aspire and grow. As we see it, establishing such an empowering environment involves* ***strengthening communities*** *because we recognize that no one ever does it alone, and human experiences are always shared ones.*



"As you start to walk on the way, the way appears."

Rumi

Human Worthy Service

We believe that everyone deserves a life of dignity and utmost respect. We believe that each individual is unique and brings valuable knowledge into the conversation: ***every voice matters.*** *We strive to be part of a positive change, we co-design and co-create endearing solutions in partnership with communities, local and global organizations, the government, and our donors.*

Sustainable Solutions

Our mission is to empower the disempowered and help build strong, sustainable communities. Our humanitarian work combines life-saving response with the building of resilience for a long-term, sustainable impact because we believe that life is about so much more than simply satisfying basic needs. We strive to be part of positive change, and we ***co-design*** *and* ***co-create*** *enduring solutions in partnership with communities, local and global organizations, the government as well as donors. From the people we serve to the people who serve alongside us, our purpose is to unlock* ***limitless potential,*** *together.*



"We may have all come on different ships, but we're in the same boat now."

Martin Luther King Jr.

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Bringing Together Forces of Good

We want to empower the disempowered, but we realize that their position is not due to failures of their own. Rather than their competencies and temperaments, a fundamentally unequal system is what constrains them. In other words, we refuse to blame the poor for their poverty, and we will strive to make possible a transformation from unjust order into enabling social, political and economic environment. We understand that development and empowerment are all about power and its distribution. We work to uplift the underprivileged.

In order to grasp the current situation and contemplate possible changes, it is imperative to seek answers to a set of critical questions. We shall ask who are the change-makers and who are those opposing the change? What formal and informal institutions, what customs and beliefs are at play and how could they be employed for positive change? What coalitions and alliances can be built to advance the change? What are the leverage points - those places in the system where a slight shift in one thing can produce significant changes in everything?

We will engage in advocacy and partnership building with key stakeholders: donors, governments, community organizations, fellow NGOs and philanthropists, but also private sector companies, urban groups and other 'unusual suspects', because we believe that a fair and just society ultimately benefits everyone and collaboration is superior to compromise. We start with doing the doable, keeping in mind what Nelson Mandela taught us:

"It always seems impossible until it's done".

"Access to education is not a question of generosity. It is a question of humanity - not a chore, but a duty. It is a matter of delivering upon the God-given rights guaranteed by our constitution - and we must as a society prioritize it at all costs to every citizen of Pakistan."

Dr. Tariq H. Cheema
Alight Pakistan



Helping the Right Way

We want to help people in a way that facilitates their independence - some people just need a push in the right direction or that initial credit of trust to graduate out of poverty and lift themselves out of dire circumstances. That's why we believe education is key.

Education can and should be a transformative and empowering experience. *Education should allow one to achieve their dreams and be also an inspiration to dream bigger.*

We believe in people's right to self-determination, the capability to exercise control over one's life and environment. That is why we do not always come with ready-made solutions but rather listen carefully to what those we partner with have to say, and together, we co-design and co-create solutions best suited to particular needs, specific circumstances, but also cultural heritage and beliefs.

Natural disasters strike unexpectedly and we ensure our emergency relief and humanitarian work are always available to those that need it. Alongside urgent help and the satisfaction of essential needs, we think long-term about the impact of our assistance and always strive to help people rebuild their lives in a manner that renders unnecessary the need for future aid.


WE ARE ALIGHT
Congo | El Salvador
Ethiopia | Germany
Jordan | Kenya
Mexico | Myanmar
Pakistan | Rwanda
Somalia | Sudan
South Sudan
Syria | Thailand
Turkey | Uganda
United States

Unity Propels us Forward

Our vision for Pakistan is for a place where everyone can have a fulfilling, meaningful life. We believe that social sustainability encompassing health and social equity, human rights, social responsibility, justice, and community resilience is vital for the development and well-being of all citizens. We want to change the narrative of aid giving and philanthropy to demonstrate that working for the benefit of the poor and disempowered is really for the benefit of all, as we are all entangled in a complex system of vertical and horizontal relationships. Because of social stratification, we live on different planets - but our worlds do overlap and turning a blind eye on these inequalities is a short-lived strategy.

We need social cohesion for the well-being of all citizens, for inclusivity and a ***sense of belonging,*** *for security and* ***mutual trust*** *and an opportunity for upward mobility for everyone. We believe that many notable people oppose social injustice and have power in their hands to do something about it but do not know where to start - we are here to show them the way.*

Furthermore, we strive to highlight the reality of prevailing inequality - we want to share our vision of a different way society could be organized for the benefit of all: ***a dignified life for everyone.*** *We want to galvanize into activism those uninterested and uninvolved, and in order to do that, we need to show them how the work for greater social good is not a question of self-sacrifice, but our* ***common interest,*** *as well as an ethical duty. The multidimensional development of the nation that will benefit us all depends on us all.*

alightpakistan

OFFERING WORLD-CLASS SERVICES IN UNEXPECTED PLACES SUPPORTING THE WORLD'S VERY MOST MARGINALIZED AND VULNERABLE INDIVIDUALS HELPING SYRIAN CHILDREN AND FAMILIES START AGAIN CREATING SANCTUARY SPACES TO SHELTER AND GUIDE DISPLACED PEOPLE GETTING YOUNG PEOPLE ACCESS TO THE BUILDING BLOCKS TO MAKE THEIR FUTURE ASKING RECIPIENTS OF OUR SERVICES TO ALSO DETERMINE QUALITY REVIVING COMMERCE AND INVESTING IN COMMUNITIES REBUILDING IMMUNIZING CHILDREN AGAINST DISEASE PROVIDING HEALTH CARE FOR WOMEN, CHILDREN AND FAMILIES ERADICATING MALARIA IN SOUTHEAST ASIA

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CHARITY NAVIGATOR ★★★★ Four Star Charity
The Peter F. Drucker Award for Nonprofit Innovation