



PAKISTAN
LEGAL
UNITED
SOCIETY

انصاف سب کا حق ہے

ORGANIZATIONAL PROFILE

2023-24 3rd Edition

WHO WE ARE

Pakistan Legal United Society (PLUS) is a non-governmental organization established in 2020 with mission to provide access to justice for underserved and marginalized communities. PLUS also provide legal education, counseling, documentation assistance, awareness ,mediation, and representation in court.

We believe that legal aid is a fundamental right for all, and we prioritize support for women, men, transgender, minorities and children living in poverty or facing discrimination. In addition to individual legal aid, PLUS also takes on strategic litigation to advocate for law and policy reforms that promote effective legal protection of rights.

We're proud to be one of the leading legal services organizations in Sindh, working closely with civil society organizations, government and non-government legal aid groups, institutions, and commissions to enforce and defend the rights of those facing socio-economic challenges in accessing the legal system.

At PLUS, we're committed to empowering individuals and communities to take control of their legal affairs, and we work tirelessly to ensure that everyone has equal access to justice, regardless of their background or circumstances.

OUR MISSION

At PLUS (Legal Aid), our mission is to make legal aid accessible to all, regardless of their socioeconomic background or gender identity. We strive to empower marginalized communities and individuals by providing them with the legal information, support, and representation they need to protect their rights. We are dedicated to not only helping individual clients, but also to advocating for systemic change through strategic litigation and policy reform. Our ultimate goal is to create a more just and equitable society where everyone's rights are respected and upheld.

OUR VISION

Our vision at PLUS (Legal Aid) is to create a just and equitable society where every individual, regardless of their socio-economic status, has access to legal information and representation. We strive to empower vulnerable communities through our pro-bono services, which are tailored to meet their unique legal needs. Our services include not only legal advice and representation but also education and awareness-raising, counseling, facilitation, and referrals. We aim to navigate authorities, mediate disputes, and negotiate on behalf of our clients to ensure that justice is served. At PLUS, we are committed to promoting legal empowerment and access to justice for all.

A LEADING VOICE

As a leading voice in Sindh Province, PLUS is committed to promoting rights, facilitating access to justice, and increasing accountability for gross human rights violations. We're proud to be at the forefront of efforts to promote awareness of legal rights and increase accessibility to justice, especially for those who face socio-economic barriers. Our organization is playing a pivotal role in supporting the government's commitment to universal and timely access to justice, providing capacity building, research, advocacy, and legal aid services.

We also support the establishment of Provincial Human Rights Institutions as a policy level initiative to ensure that everyone has access to quality legal services. At PLUS, we understand that there's still much to be done to achieve the goal of universal access to justice. That's why we're constantly striving to push the boundaries and find new ways to promote accountability and empower communities to take control of their legal affairs. With our dedicated team and unwavering commitment to justice, we're confident that we can create a brighter future for all.



CHAIRPERSON

Mr. Altaf Hussain Khoso, the Chairman of PLUS-Legal Aid, is a highly qualified legal expert and a prominent Public Interest Litigation Lawyer of Superior Courts in Pakistan. With over a decade and a half of experience in providing pro bono legal services, he is a seasoned professional in the field of Rent Law, Family Law, Civil Law, Service Law, Constitutional Law, and Criminal Law. Mr. Khoso's visionary leadership and extensive experience have enabled him to train individuals from various sectors, including government officials, law students, and civil society members. He has also attended several international conferences, where he presented on topics such as the Fundamental Rights of Prisoners and the Criminal Justice System of Pakistan. In recognition of his achievements, he was awarded a Certificate of Master Trainer from Pasundan University of Indonesia in 2019. Similarly, in December, 2022 the Stellenbosch University of South Africa also called him to attend the 11th Conference of Global Alliance for Justice Education. He attended 12th Asia Pro-Bono Conference as a lead presenter at Cebu, Philippines. Mr. Khoso remains committed to protecting the rights of the marginalized and vulnerable communities through the provision of legal aid services and strategic litigation.

EXECUTIVE DIRECTOR

Mrs. Rizwana is a compassionate advocate of High Court, skilled in assessment, counseling, and evaluation. Currently, serving as Executive Director for Pakistan Legal United Society - PLUS. She is a chief asset of PLUS family, having very high empathy and excellent active listening skills. She always remains ready to start work and learn on the job. Ms. Patel advises the organization on multiple projects and holds meetings with Government Official and Civil Society to discuss the redressal of issues relating to Minorities, GBVs and other underprivileged communities to put the same before parliamentarians and other stakeholders. Formerly, she has also served as a Judicial Magistrate. But passion counts for a lot and she always has aimed to work as a pro bono lawyer for needy and marginalized communities. In a short span of time, she has led and managed several projects either solely or with team like social impact Alternative Dispute Resolution, The knowledge for action to end violence against women, and others. Where she monitors and evaluates the progress of the projects, she also in touch with the HR and finance department for financial updates, she is responsible for the projects reporting and other programing work, she visits time to time in fields for physical monitoring. She is also conducting awareness sessions, capacity building training and one day seminars to provide easy access to justice to marginalized communities, she also conducts meetings with government stake holders, civil organizations and donor online and physically. She is enthusiastic and well-motivated to serve vulnerable communities through PLUS, and she aims to continue to strive for the utmost and easy access to justice in Pakistan.



REGISTRATION CERTIFICATE



Pakistan Legal United Society (PLUS) is a dynamic organization committed to promoting legal empowerment and ensuring access to justice for all segments of society in need. As a registered non-governmental organization under the Societies Registration Act, PLUS is dedicated to making a positive impact in the community by providing vital legal services to those who are most vulnerable and underserved. Our mission is to create a more just and equitable society where every individual can exercise their fundamental rights, regardless of their social or economic circumstances.

OUR DIRECTORS



Noor-ul-Ain (Vice Chairman)



Mumtaz Ali (General Secretary)



Asif Ali Sheikh (Member)



Imtiaz Ali (Member)



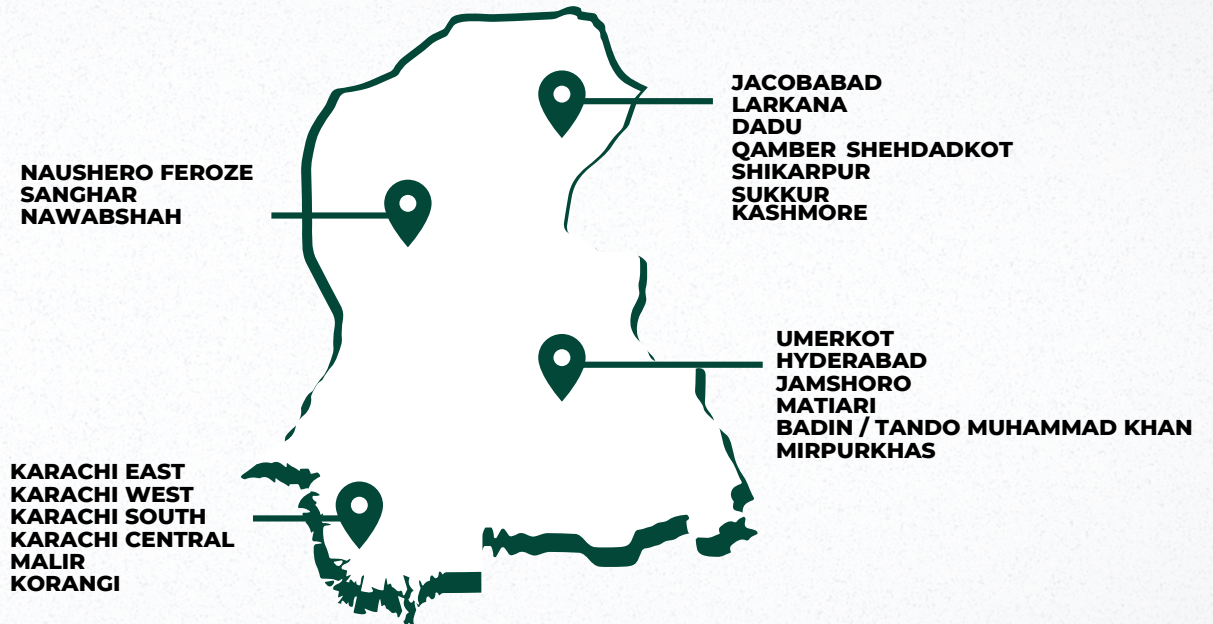
Fozia Ali (Member)



Anjeela Mustafa (Member)

GEOGRAPHICAL COVERAGE

PLUS (Legal Aid) provides legal assistance in all six Divisions of Sindh province, including Karachi, Hyderabad, Mirpurkhas, Shaheed Benazir Abad, Sukkur, and Larkana. Our team of experienced lawyers and legal experts are committed to ensuring access to justice and legal empowerment for all individuals, particularly those living in poverty or facing discrimination. With our presence in these districts, we strive to create a network of support and resources for vulnerable communities in need of legal aid.



THEMATIC AREAS

Our thematic areas are focused on addressing the needs of some of the most vulnerable and marginalized members of society. We are dedicated to promoting and protecting the legal rights of women, children, persons with disabilities, transgender individuals, and juvenile and other prisoners. By providing legal aid and support, we strive to empower these communities and ensure that they have access to justice and equal opportunities. We believe in working towards a more just and inclusive society where everyone's rights are respected and protected.



Welfare of Prisoners, person with disabilities & Transgenders



Legal Advisory and Litigation



Legal Representation and Legal Aid



Partnership for policy work, Reviewing of Law and Research

TARGET BENEFICIARIES

The clients reach us out for free legal assistance by the reference of our referral networks and walk-in facility. The client can also contact our organization through our social media platforms. Our social media account links are shared in this brochure. Pakistan Legal United Society provides free legal services to the following target beneficiaries:



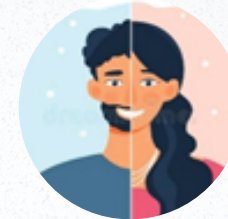
Marginalized
women & men



Persons with
disabilities and
their families



Juveniles & youth
offenders



Transgender

AREA OF WORK

At PLUS, we take pride in our comprehensive approach to legal assistance. Our team of experienced lawyers is equipped to handle a wide range of legal matters, like as Women and Child Protection, Maintenance and (Khula), Child Custody Matters, Public-Interest Litigation (PIL), Gender-Based Violence (GBV), Right of Inheritance, Domestic Violence and human rights, that ensures we are always at the forefront of advocating for the rights of marginalized individuals and communities. We understand that each case is unique and requires individual attention, which is why our team is equipped to handle various legal matters such as family law, criminal law, human rights violations, and more. Our experience in dealing with complex legal issues has strengthened our capacity to provide the best possible legal solutions to our clients. We strive to ensure that each individual's legal rights are protected, and they receive the justice they deserve.

REFERRAL OF CASES

We understand the importance of providing access to justice to those who need it the most. That is why we have established multiple referral mechanisms to ensure that individuals and communities can reach out to us for legal assistance. We receive cases through jail visits, referrals from government agencies, and walk-in clients who need immediate legal aid. We also collaborate with various organizations to ensure that vulnerable populations, such as women, children, persons with disabilities, transgender and juvenile and other prisoners, have access to the legal representation they deserve. Our aim is to provide a seamless and comprehensive legal aid service that addresses the needs of our clients, and we take great pride in our ability to do so.



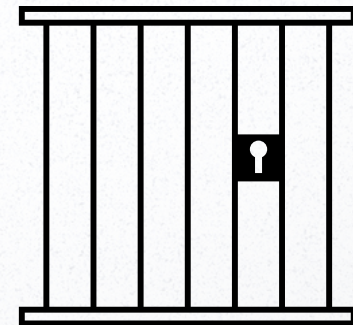
Government Stake Holders



Different Organizations



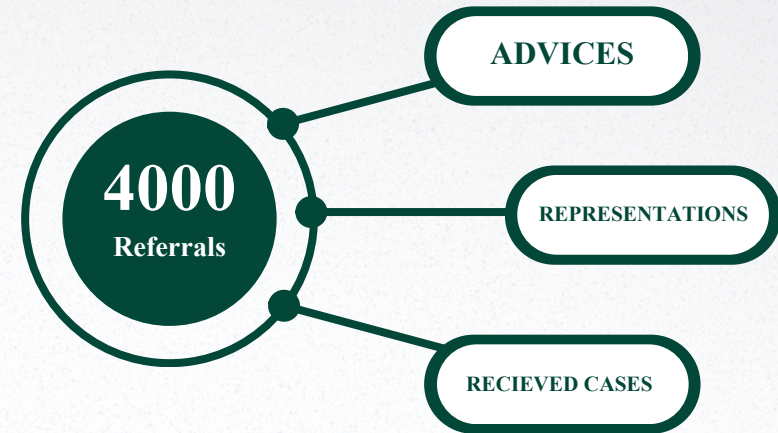
Walk-in



Prison

CASE FLOW CHART

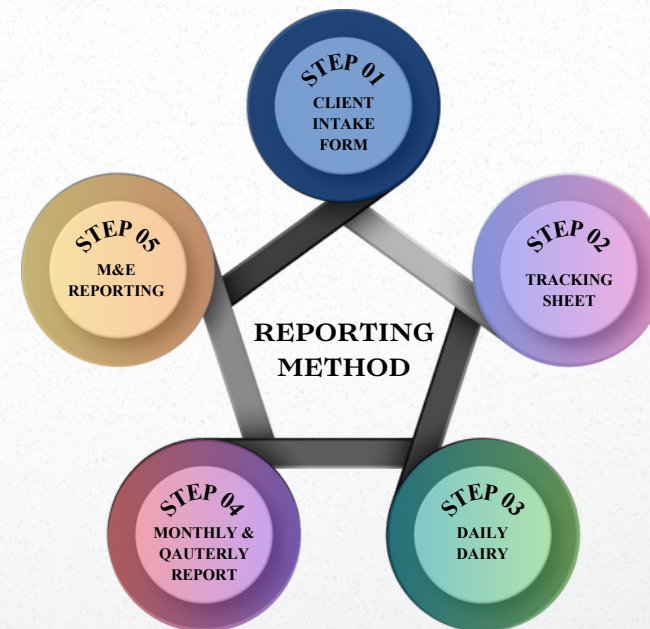
Our organization has been committed to providing access to legal aid and support for marginalized communities since its inception. Through our dedicated team of legal professionals, we have been able to handle a significant number of cases and make a real difference in the lives of those we serve. The chart shows the average number of cases we have received, advised on, filed, and disposed of, which is a testament to our commitment to serving our clients efficiently and effectively. We will continue to work tirelessly to ensure that justice is accessible to all, regardless of their socio-economic status or background.



REPORTING METHOD

LEGAL REPRESENTATION

Legal representation and aid are the cornerstone of our organization's mission to empower women, children, persons with disabilities, transgender, and juvenile and other prisoners. Our team of dedicated advocates provides full-time legal representation and aid to women across the Karachi, Hyderabad, Sukkur, Nawabshah, and Jacobabad regions, ensuring that they receive the support and representation they need to protect their legal rights. We are committed to advocating for fair and equal access to justice for all, especially for those who are marginalized and vulnerable.



VISIBILITY MEETINGS & VISIT

We understand the importance of providing access to justice to those who need it the most. That is why we have established multiple referral mechanisms to ensure that individuals and communities can reach out to us for legal assistance. We receive cases through jail visits, referrals from government agencies, and walk-in clients who need immediate legal aid. We also collaborate with various organizations to ensure that vulnerable populations, such as women, children, persons with disabilities, transgender and juvenile and other prisoners, have access to the legal representation they deserve. Our aim is to provide a seamless and comprehensive legal aid service that addresses the needs of our clients, and we take great pride in our ability to do so.



LEGAL REPRESENTATION

Legal representation and aid are the cornerstone of our organization's mission to empower women, children, persons with disabilities, transgender, senior citizens, juvenile and other prisoners without discrimination of religious differences, ethnicity, color, caste and creed. Our team of dedicated advocates provides full-time legal representation and aid to victims across the Karachi, Hyderabad, Sukkur, Nawabshah, Mirpurkhas and Larkana regions, ensuring that they receive the support and representation they need to protect their legal rights. We are committed to advocating for fair and equal access to justice for all, especially for those who are marginalized and vulnerable.



LEGAL EMPOWERMENT

CAPACITY BUILDING & TRAINING

We believe that legal empowerment is crucial for creating a just and equitable society. To this end, we organize various capacity building events and training sessions to empower individuals with legal knowledge and skills. We also collaborate with non-profit sectors, government officials, and other organizations to foster a culture of legal awareness and understanding. Through policy work, law and regulation reviews, and valuable discussions, we strive to create a more informed and empowered society in the districts of Sindh.



AWARENESS WORKSHOPS

We understand that knowledge is power and that legal empowerment is a key component in achieving social justice and equality. That is why we are committed to organizing dynamic and interactive awareness and workshop sessions that equip individuals with the legal knowledge and skills they need to advocate for their rights and navigate the legal system with confidence. Through these initiatives, we aim to build a more informed and empowered society where everyone can access justice and live with dignity.



ALTERNATE DISPUTE RESOLUTION

(ADR) In addition to providing legal education and awareness, we understand the importance of alternative dispute resolution (ADR) mechanisms for amicable and swift resolutions. That is why we have organized ADR awareness sessions in the past and continue to do so today. We have also hosted arbitration and mediation processes, providing a space for parties to resolve their disputes outside of the traditional courtroom setting. Our goal is to facilitate peaceful and just resolutions that benefit all parties involved.



LEGAL ADVISORY & AWARENESS CLINICS

We believe that legal empowerment is essential for building a fair and just society. That's why we offer legal advisory and awareness clinics on different laws that are specifically designed to meet the legal needs of underserved communities. Our interactive and engaging sessions not only provide legal information but also enable participants to understand how to apply it in their daily lives. We also use role-playing activities inside and outside of the jail and prison to make the sessions more interactive and hands-on for the participants. These monthly sessions are a vital part of our commitment to empowering individuals and communities through legal education and awareness.



LEGAL HELP DESK

In a fraction of time, Plus established a Free Legal Help Desk in collaboration with the (DEPD) Department of Empowerment of Person With Disabilities located at (SPDPA) Sindh Persons with Disabilities Protection Authority, Street 31, Block-15, Gulistan-e-Johar, Karachi. At this desk, legal experts from Plus provide free legal consultations to persons with disabilities and their families.



VOCATIONAL TRAINING & REHABILITATION

PLUS have Started vocational trainings and Rehabilitation Center in Women & Juvenile Jail Karachi. Our expert teachers Offers Certified Courses in fine arts, psychology, Sports and computer education. We aim to ensure that no one feels deprived, incorporating physical activities such as exercise, cricket, football, and other sports to address issues of stress and agitation. Psychologists provide mental counseling to solve these issues. In fine arts, we teach shaping, shading, and proper coloring. Beyond physical activities, we also provide advanced computer education, including information technology and hardware. The goal is to liberate their thinking from the world of crime and make them better individuals.



DRAFTING AND PROVISION OF LEGAL MODULES TO (SJA)

Collaborating with the Sindh Judicial Academy is a crucial step in our efforts towards legal reform and capacity building of legal professionals. We believe that providing comprehensive and up-to-date legal modules to the academy will not only enhance the knowledge and skills of legal professionals but will also promote the rule of law and access to justice for all. Our team works closely with the academy to ensure that the modules are tailored to the needs of the professionals and are aligned with the latest legal developments in the country. Our commitment to improving the legal system in Sindh through such partnerships is unwavering.



WELFARE DRIVE

We believe that as a socially responsible organization, it's our duty to contribute towards the betterment of the community. That's why, in addition to our legal aid services, we run various welfare drives to support those in need. During natural disasters like floods or earthquakes, we provide relief to affected communities by distributing essential items such as clothes, shoes, and food. We also understand that sometimes, people are unable to pay surety amounts, which can lead to their detention, so we provide assistance to such individuals to help them secure their release. Moreover, we also help underprivileged individuals pay their fines, so they don't have to face further hardship. Through these efforts, we aim to create a more compassionate and just society.



ACHIEVEMENTS

PLUS is a leading legal aid organization that has resolved numerous family, criminal, Civil, inheritance, Public interest Litigations, senior citizen issues, Labour issues and human rights violations. In addition to its legal services, PLUS is committed to promoting awareness and education on fundamental rights and the obligations of the state. The organization has conducted multiple campaign drives to keep younger generations away from drugs and other social evils. With a strong focus on empowering marginalized communities, PLUS remains dedicated to providing legal aid services and strategic litigation to ensure that justice is served and the rights of vulnerable individuals and communities are protected. Over the years, we have participated in various proposal writing competitions and have been fortunate enough Referral Deals from August 2020 to Dec 2023, 4000 REFERRALS DEALS in which Advice, cases and representations are included. We take pride in our ability to accomplish numerous projects, programs, seminars, workshops, and awareness sessions in a very short span of time. Our legal assistance services on fundamental and basic human rights have helped many individuals gain access to justice. At the heart of our organization's success lies our unwavering commitment to our goals and the unwavering dedication of our team. Our track record of success is a testament to this. Over the years, we have accomplished a great deal, from raising awareness about the prevalence of violence against women to providing legal assistance to those in need. We have also played a vital role in protecting the rights of juveniles, persons with disabilities and promoting alternate dispute resolution. These accomplishments have not only made a difference in the lives of those we serve but have also helped us become a trusted partner in the community. Moving forward, we remain determined to provide high-quality legal aid services and to continue making a positive impact in the lives of those who need it most.

ACCOUNTABILITY & FINANCIAL MANAGEMENT

At PLUS, we understand the importance of accountability and financial management in achieving our development goals. That is why we have established well-defined Standard Operating Procedures (SOPs) that guide our operations and ensure financial efficiency. Our comprehensive financial manual provides a framework that enables us to achieve our financial goals while making a positive impact on society.

In addition, we believe that our employees are our most valuable asset. Our Human Resource Manual (HRM) sets out clear policies, conditions, rights, and obligations for our staff. We recognize the importance of gender equality and have a gender policy that guides us in ensuring that men and women have equal opportunities at all levels of the organization. Our child protection policy enables us to play an active role in promoting and protecting the rights of children, both within the organization and in society as a whole.

By adhering to these policies, PLUS is committed to creating a work environment that is inclusive, safe, and promotes personal and professional growth for all employees. We are confident that our policies and procedures will enable us to achieve our mission of empowering marginalized communities and promoting sustainable development.



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