

REPORT

Gender Sensitisation Workshop

With Political Party Leaders and Legislators

April 29th, 2014
Pearl Continental Hotel, Bhurban



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ACRONYMS

AF	Aurat Foundation
ANP	Awami National Party
ASC	AAWAZ Steering Committee
DAI	Development Alternative Inc
JI	Jamaat-e-Islami
JUI – F	Jamiat Ulema-e-Islam (F)
KP	Khyber Pakhtunkhwa
MNA	Member National Assembly
MOLHR	Ministry of Law, Justice and Human Rights
MQM	Muttahida Quami Movement
PTI	Pakistan Tehreek-e-Insaf
PML (N)	Pakistan Muslim League (N)
PML (Q)	Pakistan Muslim League (Q)
PPPP	Pakistan Peoples’ Party Parliamentarians
QWP	Qaumi Watan Party
SAP-PK	South Asia Partnership- Pakistan
SDPI	Sustainable Development Policy Institute
SPO	Strengthening Participatory Organisation
SF	Sungi Foundation
VAW&G	Violence against Women and Girls

PROCEEDINGS – 29TH APRIL, 2014

SESSION 1

The opening session started at 09.45 a.m., **Ms. Feroza Zahra, National Programme Manager AAWAZ, Aurat Foundation** greeted all the participants on behalf of AAWAZ Consortium. She welcomed all the participants and acknowledged their participation in this workshop and Policy Dialogue. A round of detailed introduction along with the interesting question “who kept their name” served as a good ice breaking exercise making all the participants comfortable with the workshop environment and getting to know each other quickly and thoroughly. It was observed that most of the participants had been named by the male members of their families or relatives. However there were 13 participants who had been named by females.

Following the introduction round, Ms. Feroza Zahra shared the agenda and the objectives of the two day workshop on “Gender Sensitisation” and “Policy Dialogue on VAW&G” with the participants. Logistic announcements were made regarding the travel and accommodation of the participants in order to facilitate them.

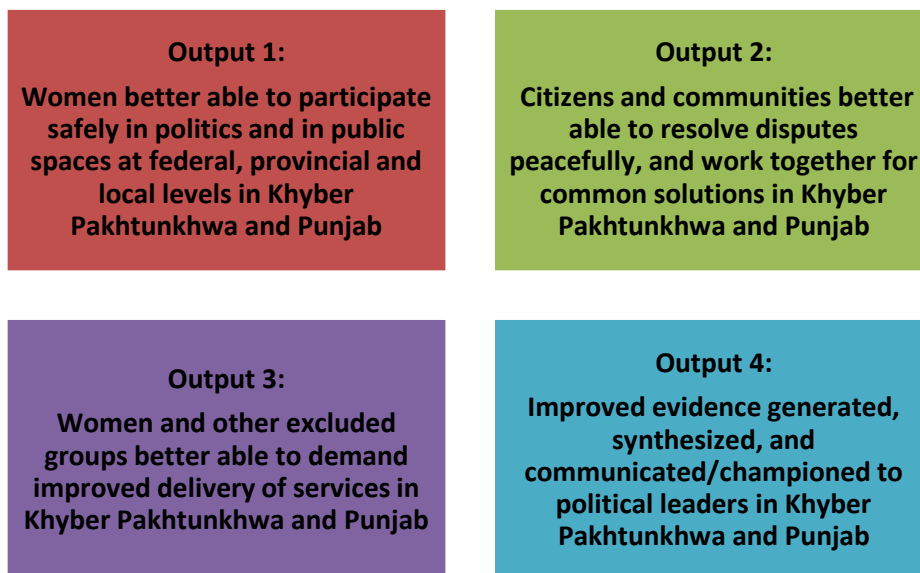
Executive Director Sungi Development Foundation and current chair of AAWAZ Steering Committee (ASC), Mr. Sajid Mansoor Qaisrani welcomed the participants. He thanked all for having taken out time to be part of this workshop and Policy Dialogue.

He said mere elections do not bring Democracy and neither is it strengthened by them. We have to put efforts and struggle hard for a strong democracy”. Trade unions, journalists, lawyers, students, youth, political parties, civil society and other informal groups put together a coordinated effort to make democracy strong. He further added that Democracy must reach at grass root level, peace and harmony is the right of everybody. We have to make it effective through its role at grass root level.”

AAWAZ is focusing on inclusive and participatory democracy, therefore the excluded groups and women are the key stakeholders of this programme where their inclusion is ensured in all walks of life. This is a challenging task which is not the responsibility of government alone.

He further added that civil society is not the NGO’s alone; it includes journalists, lawyers, students, youth, trade unions etc. The AAWAZ Programme is being implemented by 5 leading organisations of Pakistan. Currently AAWAZ is working in 45 districts of Punjab and KP, however; to extend it to other districts and provinces efforts are being made. He shared the implementation framework of AAWAZ Programme which is working at village, UC, tehsil, district, provincial and national level.

He shared the main outputs of AAWAZ Programme which are as follows:



He said this programme aims to make the citizens so empowered that they can raise their voices for attaining their rights. He appreciated the collective presence of all the mainstream political party representatives on one platform. He stressed the need for stronger coordination and communication to enhance such interactions as the present one. Political parties are important as they can play pivotal and strong role in bringing the changes we require.

Objectives were highlighted by **Mr. Naeem Ahmed Mirza, Chief Operating Officer, Aurat Foundation**. He informed the participants that AF has been in close coordination with the women parliamentarians and had a very strong campaign for the women reserved seats. However, unfortunately these reserved seats are not considered worthwhile and are considered to be charity seats. Such concepts need to be changed. Besides, we want to develop ways for women to be in General seats too because women should be encouraged and supported to contest on general seats.

He further added that in 2013 general elections, 15 to 16 women were runner up in the general seats but such women were out of limelight as they were unable to win. However, National and Provincial assembly has a fresh cadre of women where there are almost 60% new women in national assembly as well as provincial assemblies. This concept needs to be reversed.

For this Workshop and Policy Dialogue, nominations were asked from the political parties and it is encouraging to see the 9 mainstream political parties' representatives together on one platform here. However; we hope that political activists and office-bearers are also part of this workshop. Gender concepts need to be reviewed. Devolution of Ministry of Women Development obstructed this struggle. Ministry of Human Rights was our point of hope but it was merged with the Ministry of Law and Justice.

Documentary of AAWAZ Programme along with some success stories was shown to all the participants who greatly applauded the documentary and the scope of AAWAZ Programme.

(Documentary can be viewed online on: <http://aawaz.org.pk/index.php?action=Videos&id=5&play=2>)

Ms. Kishwar Zahra, Director, Insan Foundation Trust, gave a session on understanding basic gender concepts. (Presentation attached in annexure 3)

She started her interactive session by asking a question as to what comes to the mind of participants when they hear the word “Gender”; what is their perception about the word. She added that usually Gender is taken as something related to women only. It is a concept that is not well taken. It is considered as something related to women and that’s why mostly it is repulsed. She said that this is a vast topic which needs time however; we would try to share the basic concepts today.

Society comprises of both men and women. Multiple identities and Ideologies were discussed. The inequalities arise because we think that we are not only different but better than others too. An identity like being a Muslim Man in Pakistan is a more powerful identity than being a Muslim Woman in Pakistan. The more powerful identity you have, the more powerful you are. Differences are not inequalities unless they systematically disadvantage any sector or group.

Sayings from different countries were shared which showed that women are disadvantaged almost everywhere. The sayings are just reflections from various societies depicting the status of women. Women have been struggling through centuries, for example they were given right to vote in the early 20th century only.

Pictures of boys and girls were shown which indicated the stereotype tasks that men and women are expected to perform. Society defines the roles and responsibilities of men and women and the distribution of the resources according to their gender. It has also been observed that any efforts to break the stereotypes are highly repulsed and condemned. These presented stereotypes are what gender addresses.

Later, traits of men and women were shared. These are the characteristics that society assigns to both the sexes e.g. strength and fearlessness is assigned to men, delicacy and shyness is a trait of woman. However; these concepts have now being started to be challenged. She defined the difference between gender and sex. Sex is the biological construct with which human individual is born, it is the given trait of manhood or womanhood which is determined at the time of conception and one is born with it. This physical construction cannot be changed normally; one has to grow with it. Whereas, Gender is a social construct, it’s the role which society assigns to human individuals which varies from culture to culture and country to country. This role can be learnt and changed either by social order or by the human individual.

Discussing the role of media, the participants shared that women are usually portrayed negatively on media. Their stereotype roles are appreciated whereas if a woman is portrayed in an innovative role there is a negative connotation associated with such roles. Besides, the commercial use of female images is causing a dichotomy in the role of women. They are obscenely portrayed which is usually not the kind of role women play in our social system. Media either portrays extreme fundamental roles of women or shows exceptionally advanced culture which is alien to our society. It was also discussed that the characteristics of women with stereotype role busy in household activity submissive and timid rearing children silently without any self-consciousness is what women are appreciated for. The role of empowered women is usually resisted and considered to be as “not good. Such women are termed as not good women. Main domains of the society whether productive, political activities, community

managing activities or professional activities; women are performing all such activities but their work is not recognised and evaluated.

Gender role isn't a simple concept and it needs time to understand this concept. The important thing is what we want to make out of our society. What roles do we see women performing? We admit that women have to perform multiple roles; she looks after home and household work, takes care of children and family, and women are also involved in economic activity. We need to recognise their work and value it. The productive work is evaluated and paid however the reproductive role remains unacknowledged and unpaid. One of the participants shared the findings of a recent survey which revealed that the value and contribution of the unacknowledged unpaid labor of women is more than 11 trillion in a year. They are contributing in economy but are not acknowledged.

Women are surrounded by a lot of responsibilities with in house as well as outside the house. Nowadays, we are not talking about women to be given more rights than men; we just demand rights that are equal and based on equity. Mostly women are among the disadvantaged groups deprived of the basic rights and their role in the society is also ignored. Gender role and gender division of labor becomes an issue only when one gender becomes completely invisible, when one gender has more access and more control over resources too.

Another issue which was highlighted during the session was that gender desegregated data isn't available for most of the things. The only gender desegregated data we can get is the number of schools for boys and girls at various levels. The gender desegregated data is necessary as it helps for analysis and planning.

Access to and control over resources is an issue that defines the roles and responsibilities of women and their status in the society. The gap exists between status of men and women due to their access and control over resources. Women are also deprived of such information. Condition and position of women is an important factor to be viewed. Besides women, another vulnerable group is "Transgender" who are given no status at all.

Practical and strategic gender needs as well as gender equity and gender equality were discussed as important factors. Peace and security was perceived as a crucial gender issue. Women perspective is important and it must be incorporated in each and every aspect of life. Feudalism, cultural values, religion, education and other social norms contribute towards condition and positioning of women in a society.

Feedback from participants:

Some important feedback comments were shared by the participants, they are:

- ✓ Equal opportunities and share in inheritance - women friendly laws and their implementation would be a great achievement of this forum and workshop. They stressed that an action plan needs to be made to set an agenda for the implementation of such a plan.
- ✓ History shows that empowerment of women plays an important role in the growth of the country. In the light of this when we evaluate the impact and contribution that women are making within the home in terms of economic contribution we will be able to realise why women need to be brought into the main stream of development.
- ✓ We need an urgent action plan for the uplift of women and excluded groups to improve the status of these two classes.

At the conclusion of the session, Mr. Naeem Ahmed Mirza appreciated the presence of legislators and representatives from political parties who contributed with their valuable inputs and enriched the substance of workshop. He stressed that 3 important policy documents are in need of immediate attention namely:

- **National plan of action for women**
- **National policy of Women Development and Advancement**
- **Gender Reform Action Plan**

A review of these documents can bring about a positive notion to formulate a plan of action and the implementation of such a plan. These documents also need to be reviewed at party level as this initiative would expand the scope of political party manifestos' which need to include issues of women at an enhanced level on priority basis.

SESSION 2

A session on Rule of Procedure and Conduct of Business in the National Assembly was conducted by **Mr. Muhammad Mustaq, Joint Secretary, Legislation, National Assembly**. He said that the Rules of procedure are under 1973 constitution for Senate, Provincial Assemblies and the National Assembly.

Few important points discussed during this session and the feedback is listed below:

- ✓ He informed that recitation from Holy Quran and translation is a must for any proceeding to begin.
- ✓ Question and Answer session in National Assembly is around a 15 days cycle. First step is to evaluate whether the question is related to federal government. If it is not related to federal government then it is disallowed.
- ✓ Parliamentarians must read the questions and build more questions for further clarifications.
- ✓ An un-starred point doesn't mean that it is finished and can't be reviewed further. Do study and put more questions.
- ✓ The question raised needs to be submitted in the Senate or National Assembly secretariat before the agenda of the session is set. Any question brought forward after the agenda has been set would not be addressed and would lapse.
- ✓ As discussion time is short; priority is given on first come first serve basis. Question admitted first are tackled first.
- ✓ Personal questions are not addressed. Questions coming from the constituencies are eligible to be addressed.
- ✓ A query raised by participants was related to the time span within which a question can be addressed. Mr. Muhammad Mushtaq clarified that if a question doesn't get addressed within a period of 6 months it indicates some technical reason for its non-addressability. Somehow the responsibility of the legislator who brought the question forward is fulfilled.
- ✓ Another important issue was regarding the wrong answers provided by the relevant ministries. The usual pretext that ministries forward is related to the relevance or irrelevance of the question. In such cases, Question of privilege must be placed and forwarded to the ministry; which then can be addressed as per rules and procedures. When the irrelevance of the question to the ministry is declared in the next proceedings, the question needs to be redirected towards the indicated responsible ministry.

- ✓ Every institution has its limitations; transferring question from one ministry to another is not something that is intentionally done. It is addressed late but referring each question to the relevant ministry for a satisfactory answer is crucial and important.
- ✓ Parliamentarians are not ignorant therefore ministers need to be prepared while attending the session.
- ✓ The questions under consideration are mostly those that have been forwarded by other people. The parliamentarian usually does not know the detail and background of the matter. But since the Government is accountable, questionable and answerable to the people, these questions require an answer after thorough study and investigation. The quality of question and answer are both reflective of the seriousness of the parliamentary session.
- ✓ The gap created between National and Provincial Assembly in the post 18 amendment scenario; needs to be decreased. A question raised by the participants was related to the presence of the Prime Minister in the Senate and National Assembly. It was informed that prime minister is bound to attend the session at least once but if still the prime minister doesn't do so there is a constitutional way out provided to address this issue. Information minister can speak on any question put to the Information Ministry only.
- ✓ Another question raised by the participants was that usually questions are answered by information minister on the floor. Mr. Muhammad Mushtaq commented that as a norm questions are answered by the relevant ministry.
- ✓ Talking about introducing bills in the National Assembly it was shared that the concerned ministry prepares the bill in detail, the ministry of law performs the vetting exercise and sends the bills back to the concerned ministry so that it can be placed before the legislators for discussion. The bill upon introduction goes to the concerned standing committee automatically. Lawyers, media and National Assembly website get these bills. If a non-member of the relevant standing committee desires to give feedback on the bill, it is directed through the relevant representative who is a member of the committee.
- ✓ Discussing the role of parliamentarians in the pre-budget session, it was discussed that parliamentarians have a crucial role to reflect upon the contents of the budget, their feedback and suggestion is very important as they do not have to be voiceless representatives. The concerns of their voters and constituencies need to be reflected through their voices.
- ✓ Voicing their concern about the absence of the chairman and chairpersons of the standing committees, the participants commented that since these positions are not elected their absence has caused great unrest amongst the parliamentarians. Mr. Mushtaq shared that this absence was due to unclear rules and procedures which have yet to be clarified and modified. The span of a year has enabled the government to work on these rules and procedures and they would soon be passed to the fresh cadre of the parliamentarians.
- ✓ Lack of dedicated staff and infrastructure are big hurdles towards research by parliamentarians. PIPS have been established solely for this purpose and now the provincial assembly and national assembly members would be given the research facility.
- ✓ A question was raised regarding the adaptation of private member bills. To which it was replied that if the standing committee to which the bill was addressed gets dissolved then the bill also lapses. Thought it is unfortunate that through this process lots of efforts and time goes waste.
- ✓ Another concern raised was regarding the conduct of business in Urdu language by virtue of 1973 constitution which is yet not implemented. This is a sheer violation of the constitution to which it was replied that the matter is pending in High court.

- ✓ Another concern was regarding the role of Council for Islamic Ideology where its advisory role was highlighted and it was said that one of its essential role is to view all legislation in accordance with the Islamic laws but the council has not yet performed this role effectively.
- ✓ Amendments made in the laws are not elaborated, researches need to be conducted to find the details of the basic laws and the amendments made to them. It is the duty of the government to provide the facilitation at every stage of such research.

At the conclusion of this session, an energiser was conducted by Ms. Feroza Zahra to refresh the participants. For this energiser, volunteers were sought and asked to think of a question and acquire its answer from some minister. It was like a mock session of the assembly where participants asked the questions and answers were given by other person playing the role of minister. As these questions and answers were informally written, it created an environment of fun and relaxed the participants.

Ms. Saadia Mumtaz, Gender and Legal Expert, came up with a session on “Women legislative quotas, Models and Constraints” (Presentation attached in annexure 4)

She started by describing the three types of electoral quotas that exist in the world i.e.:

- **Reserve seats:** Members don't contest rather they are nominated by the party
- **Legislative candidates:** Political parties are bound to certain number of seats for women, public fund is cut off if seats are not given to women
- **Voluntary party quotas:** This is not covered by any legislation, this is done by the political parties themselves because they are committed to do so.

In Pakistan only reserved seats are there for women, though there was a period when these reserved seats were also not there. It was a result of movement by civil society organisations that reserve seats for women were revived. She discussed each model in detail and also reflected upon the benefits and constraints of each model.

Feedback from participants:

The concerns raised by the participants at the end of her session were relevant and interesting.

- ✓ Lack of voter education regarding the electoral process was one of the issues.
- ✓ Another issue discussed was regarding the nominations for the reserved seat. It was discussed that such reserve seats were usually granted to party women from the urban areas. Women from remote areas get a lesser chance to be nominated for reserved seats. A fair distribution of the reserved seats from urban and rural remote areas needs to be ensured.
- ✓ The participants representing the political parties shared their stance that nominations for reserved seats are made on the basis of merit, party affiliation and political awareness.
- ✓ It was recommended that reforms need to be made in the percentage of seat and a considerable increase in the number of seats for women was recommended. It was also stressed that number of women in political parties should also be considerably increased.
- ✓ Initially reserved seats are need of time and we have to increase this number too. Women are competent and therefore we need to focus on this issue.
- ✓ What was most discussed in the perspective of political participation was the aspect of family oriented political process which indicates towards some serious problem that needs to be addressed by the political parties for a considerable solution.

Mr. Naeem Ahmed Mirza, Chief Operating Officer, Aurat Foundation presented an overview of pro women legislative initiatives and held an open session with representatives of all the political parties who shared their pro women legislative initiatives taken by their respective political parties.

Some prominent points brought forward by the political parties stressed that passing of bills was procedural but mechanisms for their proper implementation are missing which do not allow the legislated bills to benefit as intended by the legislators. Focus on gender index was thought to be crucial, implementation of CEDAW and the commitments related to it need to be taken up more seriously for the protection and promotion of women in society. Focus was also laid upon the access to justice issue where timely justice only can be of any benefit to the litigants as justice delayed is justice denied. Therefore, timely, inexpensive and prompt dispensing of justice should be norm of law providing institutions.

Enhanced and energetic efforts are required for the various forms of violence against women to be countered and protection to be provided to women. The mere presence of pro women laws does not serve them on ground and this reality requires thorough brainstorming and public discourse for chocking out mechanisms for their effective implementation so that the purpose of their existence is well catered in favor of women. Education for all should no more be slogan or jargon and a realistic approach to implement all such commitments should not be only be visible but also effectively fruitful.

The separation of women empowerment department from the social welfare department is highly important because without a separate entity and separate budget the department can't cater for all the women empowerment mechanisms that need to be in place for fruitful results.

Ms. Anbreen Ajaib, Gender Advisor, SPO concluded the proceedings of the day by wrapping up the entire discussion which had taken place throughout the day. She stressed that while drafting and introducing any law for any specific purpose; the impact of such law should be kept in mind and the safeguards expected out of it need to be carefully calculated for the benefits that are expected out of it. The implementation of laws becomes easy when mechanisms, procedures and state elements are supportive to the idea of their implementation. She said that as a human right activist; she has learnt out of the day long discussion that the parliamentarians are also not as free as we consider them to be as they too face lots of hurdles and criticism in the process of raising issues. Since we have become aware of these obstacles; we would be better able to make advocacy and lobbying strategies accordingly. She appreciated the political will displayed by participants for taking forward the agenda of women empowerment. It is encouraging to see the strong commitment of all the political parties to carry forward this agenda of women empowerment with full force and vigor with enthusiasm for its implementation also.

At the end of the Workshop, Feroza thanked all the participants for their active participation and for having spared their precious time to come over and contribute to this noble cause.

ASSESSMENT OF WORKSHOP

A feedback form was developed to assess the quality of workshop content and get suggestions from the participants for the improvements in future. Analysis of response given by the participants is as follows: (We got responses from 16 participants)

S. No	Statements	Exceeded Expectations	Met Expectations	Below Expectations	Not Applicable
1.	Overall Course Contents	3	13	-	-
2.	Exercises & Activities	-	6	3	7
3.	Participation / Interaction	12	2	2	-
4.	Effective Visual Aids	2	10	3	1
5.	Workshop Environment	14	1	1	-
6.	Clear coverage of Material	3	9	4	-
7.	Response to Questions	16	-	-	-

Any New Learning:

- More training on rules of procedure
- Parliamentary affairs training
- About gender sensitisation
- Pro women laws and legislation

Suggestions regarding improvement of this workshop:

- Continue such trainings
- Duration must be increased
- Better time management
- Training related to bill drafting
- Should be extended to grass root level
- Include local bodies representatives
- More focused approach must be used

Overall rating of the course:

	Satisfactory	Neutral	Unsatisfactory
	A	B	C
Workshop rating	14	2	-

ANNEXURE 1: LIST OF PARTICIPANTS

S. No:	Name	Party Affiliation/Organisation	Designation
1	Ms. Farhana Qamar	PML(N)	MNA, President of Women Wing, Member standing committee of Education and IT
2	Ms. Asia Naz Tanoli	PML(N)	MNA, Member standing committee of Education and Interfaith Harmony
3	Mr. Rashid Mehmood Khan	PML(N)	MNA, Vice President- KPK
4	Mr. Syed Javed Ali Shah Jilani	PPPP	Parliamentary Secretary
5	Ms. Mehreen Bhutto	PPPP	MNA,
6	Ms. Rubina Khalid	PPPP	Senator, Member of standing committee on Cabinet Secretariat, Capital Administration and Development and standing committee on climate
7	Mr. Amir Fida Paracha	PPPP	Ex-Chairman (Nation)
8	Mr. Shaukat Mahmood Basra	PPPP	Information Secretary Punjab, MPA/Parliamentary Secretary Health Punjab/Deputy Opposition Leader Punjab Assembly/Information Secretary PPPP-Punjab
9	Ms. Munaza Hassan	PTI	MNA, Elected president of Women wing for all Pakistan, member of core committee, member of central executive committee, member of parliamentary board
10	Ms. Sajida Zulfiqar Khan	PTI	MNA, Chairperson standing committee/ Member standing committee/Information board committee/Science & technology (National Health Services regulation)

11	Mr. Shehryar Afridi	PTI	MNA
12	Ms. Nafeesa Inayatullah Khattak	PTI	MNA, Secretary General Women Wings Center/ Member National council PTI
13	Mr. Muhammad Ali Rashid	MQM	MNA
14	Mian Ateeq	MQM	MNA, Ex-president of Rawalpindi Chamber of Commerce and Punjab province
15	Barrister Mohammad Ali Saif	MQM	Former Federal Minister
16	Ms. Kishwar Zehra	MQM	MNA, Member Standing Committees of defense and religious interfaith harmony, working committee of women caucus
17	Ms. Maham Ala	PML(Q)	Joint Secretary, Central Women wing, Chairperson Youth Committee
18	Ms. Fouzia Naz	PML(Q)	General Secretary all Pakistan women wing
19	Syed Faqir Hussain Bukhari	PML (Q)	Central Vice President
20	Ms. Farah Aqil	ANP	Senator, Chairperson standing committee- Inter provincial committee (IPC)/Member Standing Committee/Information Board committee/Science & Technology(National Health Services regulation)

21	Ms. Jamila Gilani	ANP	Provincial General Secretary, Ex-MNA and member of standing committee of commerce, minority and human rights
22	Mr. Syed Jafar Shah	ANP	Finance Secretary ANP, Chairperson standing committee on labor/Member PAC, energy & power committee/Finance Secretary ANP Khyber Pakhtunkhwa/Deputy parliamentary leader ANP
23	Mr. Amarjeet Malhotra	ANP	Senator, Member Standing Committee on National food security and research on government assurance
24	Mr. Sultan Muhammad Khan	QWP	MPA, Chairman Standing Committee on Law, Parliamentary affairs and Human rights, KP
25	Ms. Tariq Ahmed Khan	QWP	Provincial Secretary information
26	Mr. Asad Afridi	QWP	Fata In charge, Former Vice President (QWP)
27	Ms. Meraj Hamayun Khan	QWP	MPA
28	Ms. Naeema Kishwar Khan	JUI	MNA, Convener of women wing
29	Ms. Shahida Akhtar Ali	JUI	MNA, Member of standing committees of Public account, religious Affairs and interfaith Harmony. Central President of Women Wing. Former member of council of Islamic ideology (CII)
30	Dr. Rukhsana Jabeen	Jl	In charge women wing and general secretary for all Pakistan women wing
32	Ms. Aisha	Jl	Deputy General Women Wing
33	Dr. Farid Ahmad Piracha	Jl	Deputy General Jl Pakistan

34	Mr. Mohammad Mohsin Leghari	Independent	Senator, Member of Senate committee, defense, water & Power, IT & telecommunication
35	Mr. Naeem Ahmed Mirza	Aurat Foundation	Chief Operating Officer
36	Mr. Younas Khalid	Aurat Foundation	Chief Strategy and Planning Officer
37	Mr. Asim Malak	Aurat Foundation	Director Outreach and Network
38	Ms. Feroza Zahra	Aurat Foundation	National Programme Manager
39	Ms. Hina Akram	Aurat Foundation	Assistant Manager – Capacity Building & Communication
40	Ms. Gulshan Zahid	Aurat Foundation	Assistant Manager – Monitoring and Evaluation
41	Ms. Rabeea Hadi	Aurat Foundation	Director Advocacy
42	Mr. Akram Khurseed	SPO	National Programme Manager
43	Mr. Baber Jamal	SDPI	Research analyst
44	Ms. Shazia Mehmood	Sungi	Director Programme
45	Ms. Naghma Imdad	DAI	Deputy team lead – AAWAZ
46	Ms. Saadia Mumtaz		Gender and Legal Expert
47	Ms. Kishwar Sultana	Insan Foundation Trust	Director
48	Mr. Sajjid Mehmood Qaisrani	Sungi	Executive Director
49	Mr. Muhammad Mushtaq	National Assembly Secretariat	Joint Secretary
50	Mr. Waseem Wagha	Aurat Foundation	Advocacy and research specialist

PICTURE GALLERY



Figure 1: Mr. Sajjid Qaisrani, Executive Director, Sungi Foundation



Figure 2: Ms. Feroza Zahra, National Programme Manager, AAWAZ, Aurat Foundation



Figure 3: Ms. Kishwar Director, Insan Foundation Trust



Figure 4: Muhammad Mushtaq, Joint Secretary, Legislation, National Assembly



Figure 5: Group photo of participants

