

CURRICULUM VITAE

FOUZIA SAEED, PhD

Summary of Professional Experience

Fouzia Saeed is among one of the known folklorists in Pakistan. She has always taken pride in her folk culture and has propagated throughout her work and living. This has been an important dimension of her life. She has been actively engaged in pursuit of traditional culture. Among her writings on culture the most prominent is a book *Forgotten Faces: the daring women of Punjabi theatre*, tracing lives of women who acted in the folk theatre in 60 and 70s. This came about after research over several years. This to date has remained Lok Virsa's only contribution in women in folklore that they proudly show off. Her other research and publications include both material and non-material culture. Her book on the lacquered work of Dera Ismail Khan remains to be a reference for that kind of intricate woodwork.

Her interest in folk theatre, folk music and dancing spans over 4 decades where she not only herself is an excellent folk dancer but has written about it in many places including a piece for an encyclopedia. Her other prominent successful contribution to the folklore of Pakistan was leading a movement for Manganhaar music for over ten years, committed to make their music popular in the country. Young boys and girls from their community were encouraged systematically to join the profession, learn from their elders in their baithaks and then the best among them took part in a competition. This took the shape of a very successful annual mela in Karachi witnessed by media and the elite. Restoring dignity of these artists was also a significant objective. In her work with media she hosted a series of shows on PTV "Bhuli hui hun dastan", on ethnomusicology interviewing artists who have left the field of performing arts. She also hosted several live shows of folk music. A series is available at radio city that was done for Manganhaar and Bhil artists. She herself has been totally engaged with folk music and other performing arts traditions like theatre. She was a founding member of Sanjh Theatre and has had excellent connections with all the traditional singers, theatre groups and musicians.

Her formalized engagement with the field of folklore started in 1988 when she joined Lok Virsa as a Deputy Director, Research, where she looked after the research program and Virsa library. It was in her time that the Library was totally digitized and reorganized into an open, usable resource for outside scholars. She added a special section to the library on women related studies. The research program saw its height as she had a record number of publications in the program that year. She herself conducted several studies for the institute and commissioned work which was published in the form of research booklets and books. She also edited and presented in a new way, the magazine *Heritage*.

Leaving Lok Virsa after four years, she has always been a close friend, and headed the Institution as the Executive director from Feb 2015- 2018. She has totally transformed the institution in terms of its programing, strategic impact on community involvement and its governance which had derailed in the last ten years.

In 1989 she with other friends, some of whom were linked to Lok Virsa started an organization called The Folklore Society. She is now the chairperson. The objective of the society was to protect the rights of folk artists, promote their art, conduct research and revive folk arts. The society has done very well over the years and filled in the gaps or to compliment the Government work. Due to our work now our folk artists get many

invitations from abroad. The society also networks or provides guidance to other cultural organizations and maintains links with international organizations. Free Muse that works on the right of playing music and for the protection of artists is also a strong friend.

During her time with Action Aid when she was the country director of about 100 staff for five-years she started a program called Cultural Action Program. Through this social action was targeted through folk arts. She extensively worked with folk story tellers from all the provinces and inspired them to include current scenarios into their poetry to keep the folk art relevant like it used to be. She also worked with traditional theatre groups and the more contemporary ones for cross pollination resulting in amazing traditional styles adopted by young artists of more contemporary street theatre groups. Again restoration of dignity of these traditional artists was a significant outcome.

Fouzia Saeed started a program to promote local cultures to high school students. Through the platform of The Folklore society she wrote and published two booklets one on Bhil community and its folk traditions arts and music and the other on Manganhaar. These booklets were very significant in documenting the basic culture in the form easily understandable for our younger generation.

Mehergarh a Human Rights institute she and others set up in 2005. The name was to pay tribute to Mehergarh, a historic site in what is not called Balochistan. Each program of Mehergarh has a predominant theme of traditional culture and participants of Mehergarh leadership courses are transformed to own and promote our own traditional culture and find solutions from our own rich heritage. Sufi Music is another area where she, through Mehergarh, has promoted messages of peace. Her organization has an online resource center on sufi music and knowledge where young Pakistanis are encouraged to learn about the sufi saints. In addition they do courses on spirituality based on a book produced by Mehergarh called Tareeqat, a simplified and non-dogmatic version of sufi practice. She conducts an annual sufi music context for youth to keep the rich poetry and singing alive in contemporary tastes.

In addition she has a PhD in Education with most of her training in Anthropology. Her first book Taboo exploring the stigma on performing arts and the rich tradition of musical instrument making and playing was an ethnography and is being used as a text book at Anthropology Departments in London and USA.

She has ample management experience starting from Lok Virsa in 1988 and later heading the Gender Unit for 4 years at the United Nations Development Program as a senior manager. She was the Country Director of an international development organization called Action Aid for five years in Pakistan with a staff of 100 and three regional offices. She lead social movements like AASHA on women's rights where she closely engaged with media, Government, private sector and many stake holders. She has the experience of working in the Government, Development sector, United Nations, INGOs and running local organizations. Her name can ensure visibility nationally and internationally.

CURRENT CONTACTS

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http://en.wikipedia.org/wiki/Fouzia_Saeed

EDUCATION

Ph.D. (Education), University of Minnesota, USA, 1987

Minor in Cultural Anthropology

MS (Design/Material Culture) University of Minnesota, USA, 1985

Graduate research on Lacquer furniture of D I Khan

BS (General Home Economics, specialization in design)

University of Minnesota, USA, 1983.

BS (Home Economics), University of Peshawar, Pakistan, 1979

LANGUAGES

English, Urdu (university proficient), **Punjabi** (fluent), **Pashto** (basic)

AWARDS AND HONOURS

Pakistan Fellow,

Woodrow Wilson International Center for Scholars,

Washington DC, 1st September, 2014

Keynote Speaker

World Affairs Council, San Francisco, 8 March 2013

Battle of Crete Award,

Oxi Day Foundation, Washington DC, October 2012

National Endowment for Democracy Fellow,

Washington DC, October 2012 –February 2013

Asian Leadership Fellow Award,

Government of Japan, 2010

International Leadership Award,

University of Minnesota, May 2008

Distinguished International Alumni Award

University of Minnesota, 1998

Ethel L. Parker Fellow Award

American Home Economics Association, 1986.

President of Pakistan's Educational Award

International Scholarship, 1979 - 1987.

Gold Medal of Academic Excellence (Top Graduate)

University of Peshawar, Pakistan, 1979.

FOCUS AREAS

Folklore and Culture, Sufism, Democracy, Women's Issues, Pro-Women Legislation, Human Rights, Management, Peace and Pluralism, Organizational Capacity Building.

MAJOR SKILLS

Organizational visioning and strategy development

Research and Publication

Developing courses and transformational training programs

Strategic use of media for advocacy and knowledge sharing

Leadership and Advocacy

PUBLICATIONS

Contributions in the form of books, research studies and articles in magazines on culture, women's issues, democracy and government policy. Some of them are listed below. A list of selected op-eds is given at the end of the CV.

Books & Other Publications

The Furniture of Dera Ismail Khan. Institution of Folk and Traditional Heritage (Lok Virsa), Pakistan 1989.

Documentation of the traditional lacquer work of D I Khan, its process of woodworking, designs and other aspects of material culture of the area.

Taboo! The Hidden Culture of a Red Light Area.

Oxford University Press, 2001.

An ethnography of the traditional performing arts rooted in the red light area in Lahore. It reflects upon the culture of creativity, musical instrument making and sigma on performing arts. It documents the world of performances, lives of musicians dancers, composers and classical singers. The original English version opened a national dialog on women's issues and performing arts. Urdu, Hindi, Marathi and Japanese translations have been also published.

Forgotten Faces: The daring women of folk theatre in Pakistan.

Institution of Folk and Traditional Heritage (Lok Virsa), Pakistan 2011.

An account of the lives of women in the folk theatre, their creativity, yearning to perform and difficulties they faced dealing with their fans. Despite their popularity they faced abuse in their homes. Stories of struggles, stigma and achieving high levels of popularity and artistic expression are narrated. It is one of the most prominent book on women in folklore.

Working with the Sharks: A Pakistani Women's Story of Countering Sexual Harassment in the United Nations, Advances Press, Arlington, Virginia, USA, March 2013.

A case study of sexual harassment in offices. It synthesizes the experience of working women in Pakistan and the struggle to overcome the humiliation.

Research & Publications

Traditional Circus of Pakistan, Research study and slide show, Lok Virsa, 1989

Manganhaar. The Folklore Society, Islamabad 2006

A researched based booklet on the lives, culture, folk traditions, festivities and musical traditions of Manganhaar community in Rural Sindh.

Bhil Community, The Folklore Society, Islamabad 2006

A Research based booklet explaining the Bhil community's history in Pakistan, its traditions, material culture and the unique and vibrant musical traditions.

Feeling Vulnerable in the Houses of Learning, A collection of cases of sexual harassment at the Universities of various provinces in Pakistan. Published by Mehergarh, January, 2011, Islamabad.

Women in Bondage, A booklet and a video on case studies of women living in bondage in interior Sindh, Pakistan. Published by Mehergarh, January, 2007.

It documents the living practices of women living in bondage, their culture, the activities they do and the hardships they go through.

The AASHA Experience: A decade of struggle against sexual harassment in Pakistan, 2001 to 2011.. Mehrgarh: Islamabad, December 2012.

Heritage '90 (Co-editor), Lok Virsa Research Journal, 1990.

"Folk Dances of Pakistan", Heritage '90, Islamabad, 1990.

"The queen of Hearts - Bali Jati", Newline Karachi, 1991.

DETAILED PROFESSIONAL EXPERIENCE

LEADERSHIP EXPERIENCE

**Deputy Director for Research, National Institute of Folk and Traditional Heritage, Ministry of Culture, Government of Pakistan
December 1987 - August 1993**

I was an active part of the management and contributed actively to the vision of Lok Virsa. As the Deputy Director I rejuvenated the research section by adding a series of new topics to study the folklore. I was in charge of the Virsa Library. I helped re organize the library, managed the digitization of the library catalogue and developed a special section in the Institute's library on women and folklore. The library turned into a specialized cultural library and an excellent resource for in house as well as outside scholars. I also started to engage university students to study folklore and select their thesis topics in consultation with the Research Department. I also established international contacts with researchers to work on Pakistan's folk culture. In addition to managing the Research Program, I actively organized the Folk Festivals, seminars and other events. I represented Lok Virsa in other countries in academic conferences. Pakistan Fellow, Woodrow Wilson International Center for Scholars, Washington DC

Selected at this prestigious position representing Pakistan. I am conducting research on Pakistan's history of people, specifically women. I am documenting women's movements and the socio-political context. I am also presenting a positive image of Pakistan sharing our culture, diversity and pluralism of our nation and political reforms in numerous public speaking opportunities in the most renowned Universities and forums.

**Programme Officer, Education, Aga Khan Foundation
October 1993 - 1994.**

Main responsibilities included administering, monitoring & backstopping the \$6 million portfolio of AKF education projects all over Pakistan, particularly in the Northern Areas. Also worked closely with the Government in developing a strategic plan for Education at the national and provincial level. I engaged in the process of developing Educational Policy with a special focus on gender. The responsibilities also included to look after a pioneering Masters degree program in Education in the Aga Khan University and a field based educational program for Gilgit Baltistan. I was a visiting faculty in the earlier and a master educator in the later program also.

**National Officer, United Nations Development Fund for Women, UNIFEM
March 1995 - March 1996.**

Responsibilities included initiating, managing & backstopping programs related to women's issues, lobbying & advocacy with the Government and networking with NGOs and other donors. Also, continued the preparatory work for the Beijing conference of 1995 under UNIFEM.

**Head of the Gender Unit, United Nations Development Programme (UNDP),
March 1996 – May 1998.**

Created and managed a UNDP Gender Program Unit focusing on gender disparities in Pakistan. I designed the program based on strategic needs of women in a participatory manner involving all stakeholders. Responsibilities include managing the Gender Unit, designing managing and backstopping catalytic projects and supporting policy initiatives. I developed the first Country Office gender strategy for UNDP and designed specific projects that created a precedent in the donor community for rights based strategic interventions for women. The thematic areas of the projects I developed included, capacity building of women farmers, Micro credit for women, entrepreneurial skills for rural farm women, violence against women, political participation of women, economic empowerment of women workers and portrayal of women in media. Also organized a ground breaking consultation on men's gender issues in 1996. One part of the program I developed had regular research and policy component that I managed.

**Country Director, Action Aid Pakistan
March 2001 –October 2004**

Action Aid is a human rights-based non-government organization working in 30 countries. As the head of the Pakistan country office I was responsible for setting the overall vision and strategic direction of the annual \$2 million program and its day-to-day management. The program was composed of both grass roots organizational development work in thirteen remote rural areas of the country as well as policy and advocacy work with provincial and national government, private sector and other key decision makers. My management responsibilities included goal-setting, guidance and capacity building for 80 staff and over 30 partner organizations located all over the country and fully gender mainstreaming. My position also required active involvement in international campaigns and programs. I was the regional focal person for gender strategies. The program became an example of best practice for fully gender mainstreamed rights based program well rooted in the local traditions. More detail of my responsibilities is given below:

Programmatic Responsibilities

I led the process of developing a Country Strategy Plan in a participatory and gender friendly manner from a human rights and local cultural perspective. This entailed working with several levels of civil society, grass roots level community representatives, minority community groups and strategic partners at the national and international level. Policy analysis and policy development was also part of the work. Among the key program areas where I made significant personal contributions was: Cultural Action for Social Change. This program enhanced folk culture that carry's people's aspiration and desire for change. We worked closely with folk theatre groups, story tellers and other musicians to carry the message of social transformation and feel pride in ones own culture. This was a raving success. After the successful impact at a national level we took the program to the regional level promoting strategies to work with folk artists and bring them into the mainstream with developing relevance to the current social issues. Each component fully incorporated the gender aspects.

Management Responsibilities

Upon taking up my duties, I focused on developing a competent and committed team of senior management and mentored their leadership abilities. Together, we restructured the office to ensure that the organization was efficiently organized and positioned to achieve the objectives we identified in the CSP. With their help I was able to change the entire organizational environment

from one where staff saw themselves doing a job, to one where they became trained activists and responsible citizens. The entire staff has become involved in all the major initiatives and campaigns. From senior management to office drivers, everyone is involved in contributing directly to the joint efforts. I conducted a series of gender sensitivity trainings for them. I also successfully decentralized the organization, setting up effective provincial offices in Lahore, Peshawar and Karachi.

International Responsibilities

Twenty-five percent of my time was committed for international work. I took on the regional thematic responsibility for two areas, education and gender. In education I ran a global campaign by strategizing on the most effective approach to lobbying for the Dakar goals, and promoted the Millennium Development Goal structure as an underpinning of the global program. In my responsibility for Gender in the Asia Region I connected the country and regional initiatives related to violence against women with the organization's global work. In addition, I was actively involved with the Action Aid global policy group in defining the corporate stance on critical issues.

Secretariat Director, AASHA (Alliance Against Sexual Harassment) (www.AASHA.org.pk)

2001-December 2011

I created, led and managed AASHA, an alliance of NGOs working against sexual harassment, beginning in 2001. I played a key role in building its institutional capacity, making it into a nationwide movement and taking a lead in developing and propagating policy level changes. AASHA developed an anti- sexual harassment policy and encouraged the private sector institutions to adopt it. The number of organizations and institutions with a sexual harassment policy went from zero to three hundred in three years. Beginning in March 2008, I worked closely with the Parliamentarians to finalize legislation making sexual harassment a punishable offense in the civil service and private sector. The legislation was approved by the Cabinet in November 2008, passed by the National Assembly in November 2009, passed by the Senate in January 2010 and signed by the President on 9 March 2010.

In this ten years process I gained the experience to mobilize working with women ranging from landless farmers to Executive directors of private sector companies. I engaged and brought on board labour unions, private sector managements, chambers of commerce, relevant government departments, politicians, development organizations and other stakeholders. In addition media was engaged steadily which not only included awareness campaigns but also education and sensitizing media professionals on the issue.

Chairperson, The Folklore Society of Pakistan (2004 to 2012)

Headed this Cultural organization for the last ten years. The organization was established in 1989. I was a founding member and remained active in its mission of protecting the rights of folk artists and promoting folk culture. I initiated a movement to restore the folk musical traditions among communities that inherit this rich tradition as a part of their family traditions. I focused on *Manganhaar* community and later on *Bhill*. A close engagement with people of these communities resulted in grooming them to return to their original heritage of Marwari singing as opposed to Bollywood songs for their livelihood. The Ustad's were encouraged to help out the younger generation and prepare best ten students every year for an open contest which we promised to hold in Karachi. Several *Baithaks* were facilitated. The First grand *Manganhaar* Music Festival was organized in 2003. In addition to the competition we had the most celebrated singers sing in front of a mass audience comprised of a cross section of Karachi with extensive media coverage. I with my team was able to rejuvenate this form of singing over a period of seven years, not only nationally but internationally.

Eight audio folk music albums were released nationwide. In addition, the following videos of Manganhaar Music Festivals were released in the market nationwide. I with one other colleague lead the organization and hosted all the Festivals myself.

First Manganhaar Festival Part I & II

Second Manganhaar Festival part I & II

Third Manganhaar Festival part I & II

Fourth Manganhaar Festival

Fifth Manganhaar & Bhill Festival

A special Music Festival of Manganhaar with cultural context (In English)

Two booklets one on the folklore of Manganhaar and one on Bhill were prepared by me based on my research on these communities. An Educational program for school children that used the booklets was very effective.

Chairperson, Mehergarh - A Center for Learning (www.mehergarh.org)

November 2004-2014

Principal partner and Chairperson of an institution focused on promoting culture and building capacity of youth and other leaders of the social movement aimed at issues surrounding human rights activism and pluralistic values, especially those related to women and minority communities. The approach taken is indigenous, rooted in our century's old folklore, traditional culture and pluralistic values of this land. Developed a nationally acclaimed youth leadership program for Gender, Human Rights and Democracy. This two-month intensive training program has produced thousands of competent leaders among our youth and are expected to be in significant positions of power. The training modules on gender issues, advocacy and campaigning, strengthening democracy and political participation have been most successful.

Conducted over 50 trainings on various aspects of Gender embedded in Mehergarh's indigenous and cultural approach for young men and women, government professionals and private sector managements. Community leaders from rural areas of all provinces participate complimenting a pluralistic perspective of the courses

Advanced level courses offered on:

¥ Bringing Change Through Cultural Activism

¥ Democracy and Human Rights: Building Strategies

¥ Countering Extremism Building Strategies

¥ Pro Women Legislation

¥ Struggle and legislation for Sexual harassment (multiple offering)

¥ Devolution and Democracy

Mobilized Women leaders from the grass roots and provide mentoring for improved leadership embedded in their own culture. From 2005, we have maintained a strong commitment to EVAW and also the plight of Hindu women in slavery in southern Pakistan. Advocated a focus on youth, women and minorities in government policy, advocacy for gender friendly changes in government legislation and regulations, training young leaders, especially young women for active citizenship and civil society initiatives and encouraging the application of rights-based gender approaches in grass roots organizations.

Lead the Advocacy Unit of Mehergarh, advocating and lobbying with the parliament and other stakeholders, policy and legislation for women. Conducted intense lobbying for:

Domestic violence bill,

Acid and burn crime bill

Anti women cultural practices bill
Women in destitute bill
National Commission on the Status of Women bill
Regular campaigns through mainstream media on gender issues.

Chairperson, National Implementation Watch Committee
March 2010- March 2012

I was appointed as the chairperson of a high level Committee formed to implement the anti-sexual harassment legislation in the country on the instructions of the Prime Minister. Earlier, in 2009, he had named me as a member of the National Commission on the Status of Women, which is a national level watchdog body for the women's rights in the country. This Committee was formed on the platform of the Commission with senior members from the Government, Private sector, media, international donors and civil society. The responsibilities of the chair included strategizing for effective implementation, coordination with all the major stake holders in the country and action to get the implementation mechanisms in place. Because of its effectivity, this was seen as a precedent for implementing other pro-women laws.

Member, National Commission on the Status of Women
February 2009- March 2012

Appointed by the Prime Minister of Pakistan for a three year term as an Executive Committee member; responsibilities included strategizing and steering the Commission in its role as the major watch dog body for women's rights in the country.

Member of Legal Committee: work in this committee included drafting a new bill for registering marriages and divorces of Hindu minority community. There was no law for the purpose. Drafting and pursuing passage of an amended bill for marriage and divorce act for Christian minorities of the country. I drafted new legislation and amended old legislation for domestic violence. Effectively lobbied for the passage of several pro-women legislation that women parliamentarians initiated.

Visiting Fellow, National Endowment for Democracy Washington, D.C.
October 2012 – May 2013

I was selected as a Fellow with the National Endowment for Democracy because of my success in building civil society engagement with the government in Pakistan. During my Fellowship, I have focused on understanding the functioning of the US government and the role that civil society has played in promoting positive legislation for women in America. In addition, I have been invited to speak at various engagements in Washington, as well as Salt Lake City, Palo Alto and San Francisco. I have contributed in creating a positive image of Pakistan and have developed international linkages to further promote our culture and our politics.

Pakistan Fellow, Woodrow Wilson International Center for Scholars, Washington DC
1st September, 2014 - present

Selected at this prestigious position representing Pakistan. I am conducting research on Pakistan's history of people, specifically women. I am documenting women's movements and the socio-political context. I am also presenting a positive image of Pakistan sharing our culture, diversity and pluralism of our nation and political reforms in numerous public speaking opportunities in the most renowned Universities and forums.

Assistant Professor, Affiliate, School of Policy Studies, George Mason University, Washington DC

1st September, 2014 - 2015

Research scholar position for doing senior level research on cultural and other policies in Pakistan and other countries.

Executive Director, National Institute of Folk and Traditional Heritage (Lok Virsa)

10 February, 2015 – 2018

Chief Administrator and head of substantive programing.

Devised strategy for the Institute to play a national level role to preserve, promote, document traditional culture. Developed and strengthened the governance structure of the Institute and began to build collaborative ties with other national and international institutions.

SIGNIFICANT EXAMPLES OF EXPERIENCE AS AN EDUCATOR ON FOLKLORE & GENDER

Served on Academic Boards

Member Board of Directors, Center for Excellence on Gender Studies at Quaid e Azam University 2010 - 2012 and Fatima Jinnah University, Rawalpindi, 2011 -2013. Oversaw masters and Ph D thesis in various department of Anthropology, communications, Pakistan Studies and Gender Studies.

Taught courses

Designed and taught courses on folklore, culture of Pakistan, research methods, spirituality, strategy building, alliance building, gender and development and responsible media.

at Universities like:

Quaid e Azam University, Pakistan

Asian Women's University, Bangladesh,

University of Kabul, Afghanistan,

University of Bohol, Philippines.

St. Scholastica College, Manila, Philippines

Ateneo de Naga University Naga City, Philippines.

College of Education, University of Minnesota, U.S.A

and offered courses for Government and other Departments like

Ministry of Social Welfare, Fiji,

PTV, Pakistan

Secretariat of the Pacific Community, Vanuatu

Ministry of Women's Affairs, Afghanistan

GENDER CONSULTING EXPERIENCE

Undertook assignments as a gender consultant for several international development agencies in the area of Gender and Development, Community Mobilization and other Social Sector Development from 1988 – 1994, 1998 – 2001 and again from time to time starting in December 2004 to present.

During these periods, I worked in Pakistan, Afghanistan, Bangladesh, Thailand, Philippines, Egypt, Nepal, Fiji, Vanuatu, Japan and USA, variously with: Inter Parliamentary Unit, European Union, UNDP, German Technical Cooperation (GTZ), Japan International Cooperation Agency (JICA), Dutch Development Agency, Swiss Development Cooperation (SDC), DFID, United Kingdom, UN Food and Agricultural Organization (FAO), Care International, United States Aid for International Development (USAID) and the World Bank.

SIGNIFICANT EXAMPLES OF CIVIL SOCIETY EXPERIENCE

I have worked as a civil society activist for over 30 years. I am known in the field of folklore and women's issues both. My work ranges from scholarly research on folklore, traditional culture and initiating grassroots movements of musicians to policy and legislative work involving mobilization, consensus building and strategising among key stakeholders. I have developed and headed several organizations, coalitions and platforms for culture and human rights, specifically focused on women's issues, minority communities, mysticism, democracy and diversity. Currently I am considered a senior activist who looks after the overall social movements and strengthens the direction and contributes to the depth of the analysis and research that should go into the action. It is only possible to give some glimpses of the process of my work.

I have worked with civil society platforms since 1977. First as a student, heavily involved with **students politics**. I was the Student's Union president of my college for two years and held several other positions in the Peshawar University in Pakistan and later was Vice President of the Minnesota International students Association and President of the Pakistan Students Association in the University of Minnesota, USA. **Organized cultural events in USA over eight years**. This sound training taught me that civil role is not only linked to paid jobs with NGOs but it is about collective action of certain groups of citizens to collectively bargain for their rights and play a constructive role in the society. It also made me realise of using culture as a means of expression for several social issues.

My involvement with women's rights movement started again with my students activities. In addition I joined groups that I joined like NOW, **National Organization for Women in USA**, **National Coalition on domestic Violence**, USA. My more active involvement where I regularly volunteered included, **Minnesota International Center** and **Chrisylas Crisis Center** in Minneapolis, USA. I was a counsellor for a crisis program for women. In **St. Paul Intervention Center**, I was a volunteer advocate for women in troubled situation and conducted research to recommend improvement in service delivery mechanisms of police judiciary and counselling services. In **Domestic Abuse Project, Minnesota, USA**, I ran support groups for women coming out of violent relationships. Volunteering at organizations such as these gave me a set of skills and insight into how organizations for women can help the women get empowered and find solutions in their lives. (1979- 1987)

Upon returning to Pakistan, I not only joined **Women's Action Forum** in Islamabad (1988-90) but did extensive research on women to fully understand the diverse needs and cultural shades. I studied folk songs, dances and other traditions of rural communities where I travelled and engaged with people all over the country. **Bedari was the First Crisis Center in Pakistan** which I established in 1992 and ran it as a community based voluntary organization. Bedari was a turning point for the social movement as for the first time, it brought a constructive role of men and families into the struggle for women. It also contributed heavily to the discourse of human rights. It brought home a point that women issues are community issues. I served formally on its management board for five years. I worked on children's rights. Set up the very **first program in Pakistan that focused on child sexual abuse**. Later that program culminated into several different organizations that are still working on that issue. I facilitated to set up **the Government of Pakistan's first Crisis Center**, when Tehmina Durrani, the then Minister of Women initiated it. trained its staff and served on its Advisory/Management Committee. Islamabad, Pakistan. 1991-1998.

From there onwards I joined and initiated several civil society forums in response to violations of human rights in the country and political upheavals and to **highlight the positives in our folklore and traditional culture**. Worked extensively on issues of **Violence Against Women** and its effects

on women and their children. Other than crisis counselling and sensitization on the issues, given numerous talks, organized awareness campaigns and developed joint actions on Violence Against Women in general, Domestic Violence, Rape, Incest, Violent Rituals, Burning Brides, Acid Attacks, Honour Killings, Verbal Abuse, Prostitution, discrimination with minority women etc. at a national level including papers at conferences, sessions at grass root level, setting up initiatives and developed television programs. I worked with indigenous communities, especially with women of religious minority communities on slavery/ bonded labour, 1983 - 2012.

My work on issues of **democracy, militancy, security related issues and diversity** is recognized well. I lead strategic planning exercises against 'talibanization' and developed interventions to counter militancy. I developed and conducted a series of television programs on the radicalization of our communities describing stages a community goes through as it becomes radical and begins to harbour militants. My work for **strengthening democracy** involved over hundred trainings for community groups and several initiatives to promote democratic norms in the governance systems of a country to a household.

I regularly gave inputs as a civil society member to **government policies on culture, women, youth and minority groups and education**. I have written parts of the policy documents on the above themes for the Government. This includes the five year plans, Ministerial policy documents, CEDAW reporting and policy reviews for them.

My most known work is on **pro women legislation** (See section on AASHA under job experience), where a ten year voluntary national level movement and two and a half years focused lobbying with the Parliamentarians, lead by me, resulted in sensitizing the Parliament and passage of anti sexual harassment legislation. This movement, AASHA, has become a precedent for pursuing causes in the form of coalitions and taking through to the policy and legislative forums. It has also made an a concrete impact on Afghanistan, China, Maldives and in general the sub region of South Asia. I also lobbied in the Senate for a total of 6 pro women laws which were passed between 2010 to 2013. I continue to work on pro people legislation and work closely with progressive parliamentarians.

Selected Newspaper Op-Eds

Human Rights in 2012, Express Tribune, Karachi, January 1, 2013.

A Salute to the working women of Pakistan, Express Tribune, Karachi, December 22, 2012.

Committing diplomatic suicide? Express Tribune, Karachi, December 8, 2012.

Transition without an interim government, Express Tribune, Karachi, November 23, 2012.

Women rule elections in America, Daily Times, Lahore, November 9, 2012

What Pakistan can learn from the US poll, Express Tribune, Karachi, November 7, 2012

Parliament drags feet over acid crimes bill, Express Tribune, Karachi, October 9, 2012.

Problems created by the word 'sex', Daily Times, Lahore, October 9, 2012.

Today's pledge, tomorrow's future, Express Tribune, Karachi, August 14, 2012

How many more faces will be lost? Express Tribune, Karachi, July 30, 2012

Who leaked the news about the Kohistani women?, Express Tribune, Karachi, July 7, 2012

Devolving women's rights to the provinces, Express Tribune, Karachi, June 9, 2012

A tipping point?: Real concerns in Kohistan Express Tribune, Karachi, June 8, 2012

A closer look at sexual harassment laws, Express Tribune, Karachi, May 29, 2012

Fatwas against women: From the one who wears bangles, Express Tribune, Karachi, May 14, 2012

I had never seen right-wingers laugh so hard, Express Tribune, Karachi, April 6, 2012

Will Punjab take lead on women empowerment?, Express Tribune, Karachi, March 12, 2012

A promise to keep: Women's commission to win autonomy, Express Tribune, Karachi, February 1, 2012

Opening a space for women's legislation, Express Tribune, Karachi, December 12, 2011

Devolution: Waiting at the finish line, Express Tribune, Karachi, July 1, 2011

"What people say about devolution" Friday Times, 1-7 July 2011, Lahore. To celebrate the 18th amendment in the Constitution of Pakistan