

**NATIONAL CONSULTATION ON  
DRAFT YOUTH POLICY OF PAKISTAN  
(Report)**

**March 30-31, 2003, Islamabad**

## **List of Abbreviations**

|        |   |
|--------|---|
| BC     | British Council   |
| BNM    | Balochistan National Movement   |
| CRCP   | Consumer Rights Commission of Pakistan                                      |
| JRC    | Journalist Resource Centre  |
| KSWF   | Khanjarab Student Welfare Federation  |
| MNA    | Member National Assembly  |
| MPA    | Member Provincial Assembly  |
| NGOs   | Non Governmental Organization   |
| NIH    | National Institute of Health  |
| QAU    | Quaid-i-Azam University   |
| RDPI   | Rural Development Policy Institute  |
| SACHET | Society for the Advancement of Community, Health,<br>Education and Training |
| SDPI   | Sustainable Development Policy Institute                                    |
| TYF    | The Youth Forum   |
| UNDP   | United Nation Development Programme   |
| UNICEF | United Nations International Children Emergency<br>Fund                     |

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# 1. Introduction

Youth policy and its implementation has always been a wanting priority in Pakistan. The problems and aspirations of the youth, and the role which young people can play in dealing with the contemporary challenges have not adequately been given due consideration in the policy formulation processes. This combines with the condition of pervasive social apathy, which has also engulfed the young people and undermined their confidence in terms of improving their social and political environment through organized civic engagements and initiatives. As a result, they remain socially disorganized, politically disengaged and thus absent from fora that make decisions with significant implications for them.

In October 2002, the government showed a welcome interest and approved a framework for youth policy, following which the Ministry of Youth Affairs prepared the draft National Youth Policy. However, the draft had been prepared without any significant consultations with the youth and youth groups. Many suspected that, if approved as such, the National Youth Policy would lack participation of youth, informed perspective, ownership, recognition and realistic plan of action. It was felt that even a best policy might fail to achieve its goals, if its preparation and formulation process was not participatory and consultative.

Against the above background, The Youth Forum of Consumer Rights Commission of Pakistan (TYF-CRCP) and British Council Pakistan decided to undertake a series of initiatives and activities. First of these initiatives was the ‘National Conference on the Draft Youth Policy’, which was organized to discuss, deliberate, analyze and articulate the expectations, concerns, ambitions, interests, responsibilities and viewpoints of youth and youth groups.

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## **2. Consultation Objectives**

To provide the government an opportunity to share its vision, thinking as well as framework of the draft youth policy;

To provide young people and youth groups an opportunity to discuss, deliberate, analyze and articulate their concerns, expectations, aspirations, roles and responsibilities in the society and help in feeding the relevant views into the policy process;

To help in developing a collective roadmap for the better future of youth in Pakistan that could be taken forward both through the government as well as non-government and private initiatives;

To identify ‘champions of a cause’ amongst youth groups who could lead on issues of their respective interests;

To encourage and outline participatory linkages from the youth policy to future national plan of action.

## **3. Structure of the Consultation**

The Consultation was broadly divided into 4 Sessions. These included:

- a). Plenary Session
- b). Inaugural Session
- c). Group Work Session
- d). Sharing Session

(For details, see the Appendix I)

## **4. Participants**

The foremost consideration in organizing the consultation was to ensure representation of a broad spectrum of youth groups on the basis of age, gender, ethnicity, religious or

sectarian identity, profession, and geographical affiliation. The purpose was to inform the youth policy through diverse experiences, suggestions, and viewpoints of the youth.

Over 61 young people participated in the Plenary Session. Out of them, 42 were male and 19 female. As of provincial representation, 25 participants belonged to Punjab, 7 to Sindh, 5 to Balochistan, 4 to North Western Frontier Province (NWFP), 10 to Islamabad, 1 to Azad Jammu and Kashmir (AJ&K) and 1 to Northern Areas (NAs). 8 participants did not mention names of their provinces on the registration forms. As for the religious background, 35 participants were Muslims, 4 Christians, 1 Hindu and 1 Buddhist; while 20 participants did not disclose their religious affiliation.

On the following day, 42 young men and women participated in the group work. Out of them, 24 were male and 18 female.

In the afternoon sharing session, young participants of the group work were joined by many senior representatives from various civil society organizations, government departments, donor community and academic institutions. Participants of this session also included members of the Parliament and provincial assemblies. Organisations represented in the session included Al-Fateh Welfare Society, Amal, Bargad, Bemisaal Welfare, Human Development Centre, Jawan Pakistan, UNICEF, Rozan, Rural Development Policy Institute (RDPI), Sachet, Sarif Tehrik, Sustainable Development Policy Institute (SDPI), Shehr, The British Council Pakistan, The Development Society, United Nations Development Programme (UNDP), and Youth Commission For Human Rights.

(For a comprehensive list of participants, see the Appendix II).

## **5. Plenary (Day 1)**

### **5.1. Introduction, Explanation of Methodology and Objectives**

The consultation started with the Plenary Session on March 30, 2003 at Civil Junction, Islamabad. Ms. Fauzia Tanvir from the Journalists Resource Centre (JRC), Lahore, facilitated the Session and initiated its proceedings by requesting all participants to introduce themselves. After introduction, Mr. Mukhtar Ahmed Ali, Executive Coordinator CRCP, welcomed the participants and explained the purpose of establishing The Youth Forum of CRCP (TYF-CRCP). He said that this initiative was aimed at articulating problems, issues and aspirations of youth, and promoting the participation of young people in the policy processes that affect them. He stressed that there was a dire need to channel the natural capabilities and talents of youth into useful outputs for the benefit of the society. He said that establishment of the TYF-CRCP was very timely in the context of government's realization of youth as a major human resource and formulation of a national youth policy.

Referring to the theme of the consultation, Mr. Ali said that the consultation was aimed at providing the young people and youth groups an opportunity to discuss, deliberate, analyze and articulate their concerns, issues, expectations, aspirations, roles and responsibilities in the society and help to feed the relevant views into the policy process. He informed the participants of the Consultation that the Federal Cabinet had approved the Framework for the Youth Policy in October 2002, which was prepared by the Ministry of Youth Affairs. However, he pointed out that the draft policy was formulated without adequate consultations with the real stakeholder namely the youth. He hoped that deliberations and recommendations of the Consultation would be helpful to fill the gaps and hence result in a more informed youth policy. At the end, Mr. Ali thanked British Council Pakistan for its support for organizing the Consultation.

Mr. Arshad Bhatti, Director Governance, British Council Pakistan, also spoke on the occasion and said that the British Council was keenly interested to work on issues related to the Pakistani youth with the aim of facilitating them to harness their capabilities for the

betterment of the society. He explained the British Council project on “Connecting Futures”, which basically focuses on young people in various countries around the world.

Ms. Ammara Durrani, Assistant Editor, The News Karachi, highlighted the significance of participatory approach and hoped that solicitation of views and suggestions of the youth in the Consultation would make up for the deficiencies and gaps in the draft youth policy. She also explained the methodology that was to be followed in the Plenary as well as in the following sessions on the next day.

## **5.2. Identification of Key Areas for Youth Policy**

After the objectives and methodology of the Consultation had been discussed, an exercise was undertaken to identify the areas that could be prioritized for the youth policy. Each participant was given opportunity to point out issues and concerns, which should be addressed by the policymakers. The identified issues, concerns and priority areas from youth perspective were clustered around 10 broader themes and the same are listed below:

1. Vision Statement
2. Education and Training
3. Health and Environment
4. Sports and Recreation
5. Economic Empowerment
6. Arts and Culture
7. Political Participation
8. Rights-Based Legislation
9. Crime and Violence
10. Information and Media

## **6. Inaugural Session (Day 2)**

On the following day, the proceedings of the Consultation started with the Inaugural Session. The main feature of this session was the presentation made by Mr. Seerat Ali Sheikh, Joint Secretary, Youth Affairs, Ministry of Culture, Sports, Tourism, Minorities and Youth Affairs. He shared the draft document on the Youth Policy, and explained its key characteristics and provisions. He also shared the process that had been followed towards the preparation of the draft document. He complained that his office had invited suggestions for the Youth Policy but he did receive a very small number of responses. More importantly, he outlined his expectations as to what he expected from the Consultation in terms of facilitating and informing the policy process in his Ministry. He emphasized the recommendations made by the Consultation must be realistic, sensitive to resource constraints and consistent with the vision of youth which ensures their optimal contribution to nation building and economic prosperity. He appreciated CRCP and the British Council for organizing the Consultation and assured that findings and recommendations of the Consultation will be given due considerations in the process of finalizing the Youth Policy.

## **7. Group Work**

### **7.1. Group Formation**

After the Inaugural Session, the participants were divided into five groups. Each group was asked to discuss two of the areas identified in the plenary session and to reflect on the following questions:

1. What are the major problems faced by youth?
2. What are the major positive developments in relation youth issues?
3. What strategies can be employed to address the problems confronted by youth?
4. Who should be involved in addressing the problems in the identified areas?

(For details on members of various groups, see Appendix III).

## **7.2. Group 1**

Group 1, which consisted of 8 members, was asked to (1) stipulate a vision for youth in Pakistan, which the youth policy must be based upon; and (2) reflect on the questions (as listed in the 7.1. Section) in relation to Education and Training Services in Pakistan.

### **7.2.1. Vision for the Youth Policy**

The group stipulated the following vision for the youth policy:

*Youth should be socially responsive, economically productive, politically conscious and knowledgeable to become dynamic change agent to face national and global challenges.*

### **7.2.2. Education and Training**

#### **A. Problems Identified**

- Duality of education system
- Quality education not available
- Career counseling - an ignored area
- Legal education not provided to students
- Education does not meet the demands of market
- No access to equal education
- Wide education gap between rural and urban / poor and rich
- Female educational institutions are not enough
- Universal human values are not promoted in the syllabus
- Allocation of resources / budgets is not sufficient for education

#### **B. Positive Developments**

- Enough awareness and talk about Youth Policy

Technical education is being promoted  
Free education up to secondary school level  
Scholarships for higher education  
New educational institutions are being opened  
Private sector and denationalization of educational institutes  
Objective tests (for medical and engineering education)  
Syllabus revised according to new trends (professional computer training etc.)  
Revamping of madrassah system

### **C. Viable Strategies**

“Each one teach one” to be promoted  
Industry-educational system linkages  
Coordination between manpower and education ministry  
Syllabus according to the universal values  
Proper mechanism for monitoring and evaluation

### **D. Who Should Do It?**

Government  
NGOs  
Private sector  
Media  
Parent and teacher committees

### **7.3. Group II**

The Group consisted of eight members. It focused on the questions in relation to the following two broad areas:

- (1) Health and Environment;
- (2) and Sports and Recreation.

### **7.3.1. Health and Environment**

#### **A. Problems Identified**

- Mental health problems in youth
- Lack of awareness about nutrition and drugs
- Social taboos (e.g. constraints in family planning)
- Lack of youth related health facilities
- Sexual reproduction health and awareness
- Gender discrimination

#### **B. Positive Developments**

- Existing health centers, govt. hospitals, dispensaries etc.
- Various campaign launched for health purposes

#### **C. Viable Strategies**

- Use of educational instructions for promotion of sanitary measures
- Awareness raising campaigns
- Media interventions
- Local and national platforms for youth
- Youth forums for vulnerable youth

#### **D. Who Should Do It?**

- Youth organizations
- Government
- Local bodies
- District governments

NGOs

Youth itself

## **7.3.2.Sports and Recreation**

### **A. Problems Identified**

Lack of identification of healthy sports

Lack of awareness about importance of sports

Lack of facilities of sports

Political inconsistency in the government sports policies

No proper monitoring of existing recreation places

Lack of recreational activities in society

### **B. Positive Developments**

Minorities being included in sports

Participation of youth in sports

Holding of cultural festivals by government

Promotion of sports by the media

### **C. Viable Strategies**

Use of media for promotion of sports and recreation

Use of education for awareness about importance of sports

Provision of sports faculties in rural and urban areas

Holding of sports contests at provincial and local levels

Promotion of non-conventional healthy sports such as hiking, tracking etc.

## **D. Who Should Do It?**

The government

Independent youth organizations should be set up

Youth itself should take initiatives

Collaboration between NGOs and the government

## **7.4. Group III**

The Group consisted of ten members. It was given the task to focus on the following two broad areas:

- 1) Economic Empowerment
- 2) Arts and Culture.

### **7.4.1. Economic Empowerment**

## **A. Problems Identified**

Lack of financial resources

Few facilities available for skill development of youth

Exploitation of youth labor

Social constraints for empowerment

## **B. Positive Developments**

Potential skills in the youth

Desire to work

Youth policy being formulated

## **C. Viable Strategies**

A study should be conducted to investigate the impact of liberalization and privatization on the issue of economic empowerment of youth

Separate youth bank or youth desks within the existing banking system should be established

Optimal utilization of available resources

Special measures should be taken for skill enhancement of the youth

## **D. Who Should Do It?**

Government

Youth Bodies

Community

### **7.4.2. Arts and Culture**

#### **A. Problems Identified**

Exclusion of arts and culture from the mainstream education

Few facilities available for promotion of arts and culture

Marginalization of craftsmen and artists

Lack of awareness about local cultures

Low status of local cultures

Less role of government in local cultures

## **B. Positive Developments**

Channelize the efforts artists and craftsmen

Existence of economic opportunities to some extent

Promotion of arts and culture by media

## **C. Viable Strategies**

Youth festivals should be organized

Holding of inter-provincial youth exchange programmes

Promotion of local culture through organizing local culture festivals

Role of media should be encouraged

Community participation

Public-private partnership

## **D. Who Should Do It?**

Arts Councils

Ministry of Youth Affairs

Media

Youth Organizations

## **7.5. Group IV**

The Group consisted of eight members. It focused on the following two areas:

- 1) Political Participation
- 2) Rights-based Legislation.

### **7.5.1. Political Participation**

#### **A. Problems Identified**

Rights of unions have been snatched

Unawareness about political rights

Indifferent attitude of people about participation of youth in politics

Youth used by vested interests and political interests and political parties

#### **B. Positive Developments**

Government is concentrating on youth participation

Formulation of the youth policy in process

Increased participation in elections by reducing age limit to 18 years

Graduation condition for members of Assembly

#### **C. Viable Strategies**

Right to form unions

Participation in decision- making

Youth should be give chance to participate as observer in the meetings of Senate and National Assembly

Youth forums for political awareness

#### **D. Who Should Do It?**

Government

Educational Institutions

Political parties

Media.

## **7.5.2. Rights-Based Legislation**

### **A. Problems Identified**

Lack of awareness about existing laws

Procedural delays

Lack of transparency and accountability

No participatory decision-making (Youth policy draft is not shared).

### **B. Positive Developments**

We do have rights

Human Rights Convention 2001 held in Pakistan

National Conference on Women held in Pakistan

National Commission on status of women

Civil society working on human rights and civil rights.

### **C. Viable Strategies**

Promotion of freedom and accessibility of information

Awareness about existing legislation

Curricula must include human rights education

Media should create awareness

National Youth Policy must be effectively implemented after addressing concerns of youth

Rights of minorities must be ensured  
A consolidated newspaper on human rights be published.

## **D. Who Should Do It?**

Legal Institutions  
Educational institutes  
Civil society  
Media  
Youth initiatives.

### **7.6. Group V**

The Group consisted of eight members. It focused on the following two areas:

- 1) Crimes and violence
- 2) Information and media.

#### **7.6.1. Crimes and Violence**

## **A. Problems Identified**

Lack of education  
Lack of proper guidance  
Unemployment  
Community conflict  
Sectarian conflict (Religious extremism)  
Lack of creative arts  
Lack o political education

## **B. Positive Developments**

Identity representation of various ethnic groups in culture festivals

Role of media in encouraging peace initiatives

Laws to curb violence

## **C. Viable Strategies**

Field works/research on the problems

Proper guidance to the youth

Abolishment of *dannda* culture

Relations between NGOs and Govt.

Youth training and awareness of laws and regulations

Teachings in ethical behavior and tolerance

Improvements of jails' conditions

## **D. Who Should Do It?**

Parents

Teachers

Public

Judiciary

Media

Government

Citizen committees

Local bodies.

## **7.6.2.Information and Media**

### **A. Problems Identified**

Outdated information

Lack of cultural representation

Biasness of media

Promotion of obscenity

Lack of creative and counseling programmes

Religious controversies.

### **B. Positive Developments**

Existing of media diversity

Mass media (e.g. TV, radio) accessible by a large number of people

Programmes of news, current affairs and talk shows.

### **C. Viable Strategies**

Promotion of local programmes

Promotion of freedom of information

Increased youth contents in programmes

Objective analysis of facts and developments.

### **D. Who Should Do It?**

Mass Media i.e. radio, TV, press

Pakistan Media Regulatory Authority and Pakistan Telecommunication  
Authority  
Ministry of information.

## **8. Recommendations Sharing Session**

The last session was devoted to sharing the findings of group work. Participants of this session included not only young people who had participated in the group work but also young parliamentarians, senior government officials and civil society activists. The speakers included Senator Sana Ullah Baloch (Balochistan), Mr. Rana Umer Nazir (MNA, Punjab), Mr. Akhter Lango (MPA, Balochistan), Dr. Shama Ishaq (MPA, Balochistan), Mr. Seerat Ali Sheikh (Joint Secretary, Ministry of Culture, Sports, Tourism, Minorities and Youth Affairs), Mr. Mukhtar Ahmed Ali (Executive Coordinator, CRCP) and Mr. Andrew Pickens (Director, British Council Pakistan).

The session started with group presentations. Each group had 15 minutes to share their key ideas and recommendations for the youth policy. Each presentation was followed by a question and answer session. The main purpose of it was to share the findings of group work with a larger audience from government, civil society and international development agencies, and to collect more ideas for the youth policy. After group presentations, various speakers talked about youth issues and how the draft youth policy should be formulated and optimized.

Mr. Seerat Ali Sheikh (Joint Secretary, Youth Affairs) promised to give due consideration to the concerns raised and ideas suggested during the Consultation in order to have a good youth policy. He said that although there were financial constraints to address the concerns and problems of young people and to take significant measures towards youth development, the Ministry would try its best to achieve maximum results within the constraints of resources and other limitations.

Senator Mr. Sana Ullah Baloch emphasized that civil society must continue to take initiatives for effective participation of youth by providing them such forums to raise

their voices. He said that the participation of youth was necessary in decision-making process. Mr. Baloch commended TYF-CRCP for arranging the Consultation in which youth from all parts of the country assembled on one platform to raise their concerns. He promised to raise the youth-related issues in the Senate as well as on other important forums to get them addressed in the relevant policies and decisions.

Rana Umar Nazir, a young MNA from Gujranwala, assured of his full support for the recommendations that were made during the Consultation. He said that he would try to engage other young members of the Parliament in such activities in future so that issues of the youth get adequate attention at the highest forums.

Mr. Akhtar Langho and Dr. Shama Ishaq, two MPAs from Balochistan, also spoke in the Consultation and promised of their continuous support for initiatives that could help channel their energies towards promoting social development, establishing peaceful and a tolerant society, and strengthening democratic process in Pakistan.

While highlighting the issue of youth policy, Mr. Mukhtar Ahmad Ali (Executive Coordinator, CRCP) said that youth policy and its implementation had not gained much attention of the policy makers in the past. The problems and aspirations of the youth and the role, which young people can play in various sectors of life, have not attracted adequate consideration in the policy processes. He appreciated that the government had at last shown some interest in youth policy, as it was evident from the fact that, following the approval of the Framework for the Youth Policy in October 2002 by the Federal Cabinet, the Ministry of Youth Affairs had prepared a draft policy document. He, however, emphasized that the draft youth policy needs to be reviewed and improved upon in the light of consultations with the young people and youth groups. Mr. Ali appreciated the Youth Ministry for its willingness to engage the young people and solicit their views in the policy formulation process.

Mr. Arshad Bhatti from the British Council Pakistan emphasized that youth should be provided with an opportunity to discuss and articulate their concerns and problems, and

make suggestions as to how they would like those to be addressed. He stressed the need to promote the practice of participatory sharing, regular networking, and meaningful interface amongst young people so that their views reach the public representatives, government officials, peace activists and the development agencies.

Mr. Andrew Pickens, Director British Council Pakistan, welcomed this initiative of TYF of CRCP and hoped that it would contribute to optimize the relevant policy document and its implementation. He said that British Council would continue to support such activities.

Mr. Salman Humayun (Founding Director, CRCP) urged parliamentarians to voice the ideas, demands and aspirations of youth in the parliament. He emphasized that the articulation of youth potentials by capitalizing on their skills, knowledge and capabilities and projecting their role as vibrant and responsible citizens of Pakistan is need of the hour. He delivered the note of thanks to the speakers and participants for their invaluable inputs.

## **9. Appendixes**

Appendix 1. Programme and Methodology of the Consultation

Appendix 2. List of Participants

Appendix 3. List of Participants (Group Work Session only)

Appendix 4. Speakers at the Sharing Session

**Programme and Methodology**

**Conference on Youth Policy**

Jointly organized by

**The Youth Forum (TYF) of Consumer Rights Commission of Pakistan (CRCP)**

**And**

**The British Council Pakistan**

**March 30-31, 2003**

|   |                                   |
|---|-----------------------------------|
| Day 1:  | March 30, 2003                    |
| <b>Session 1</b>                                    | <b>Plenary Session</b>            |
| Venue:  | Civil Junction, F-7/3, Islamabad. |
| Time  | 6:00 p.m. to 10:00 p.m.           |
| <hr/>   |                                   |
| Arrival of Guests                                   | 6:00 p.m.                         |
| Drinks and Chat                                     | 6:30 p.m. to 7:00 p.m.            |
| Welcome/Introduction                                | 7:00 p.m. to 7:30 p.m.            |
| Identification of key issues<br>and Group Formation | 7:30 p.m. to 9:00 p.m.            |
| Reception Dinner                                    | 9:00 p.m.                         |
| <hr/>   |                                   |
| <b>Day 2:</b>                                       | <b>March 31, 2003</b>             |
| <b>Session II:</b>                                  | <b>Inaugural Session</b>          |
| Venue:  | Civil Junction, F-7/3, Islamabad. |
| Time  | 9:00 a.m. to 2:30 p.m.            |
| <hr/>   |                                   |
| Registration  | 9:00 a.m. to 9:15 a.m.            |

|  |                          |
|--|--------------------------|
| Introductory Remarks                         | 9:15 a.m. to 9:30 a.m.   |
| Joint Secretary<br>Ministry of Youth Affairs | 9:30 a.m. to 10:00 a.m.  |
| Questions and Answers                        | 10.00 a.m. to 10:30 a.m. |
| Tea  | 10:30 a.m. to 11:00 a.m. |

### **Session III**

### **Group Work**

|   |                          |
|---|--------------------------|
| Group Work (I)                            | 11:00 a.m. to 11:45 a.m. |
| Group Work (II)                           | 11:45 a.m. to 12:30 p.m. |
| Group Work Articulation                   | 12:30 p.m. to 1:15 p.m.  |
| Lunch Break                               | 1:15 p.m. to 2:15 p.m.   |
| Moving to the Marriott<br>Conference Hall | 2:30 p.m.                |

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### **Session 4:**

### **Sharing the Findings**

|        |  |
|--------|--|
| Venue: | Koh-i-Noor Hall, Marriott Hotel, Islamabad |
| Time   | 3:00 p.m. to 5:30 p.m.                     |

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|                               |                        |
|-------------------------------|------------------------|
| Introduction                  | 3:00 p.m. to 3:15 p.m. |
| Presentation of<br>Group Work | 3:15 p.m. to 4:15 p.m. |
| General Discussion            | 4:15 p.m. to 5:00 p.m. |
| Concluding Remarks            | 5:00 p.m. to 5.30 p.m. |

### **Methodology of the Consultation**

Interactive  
Experience sharing  
Group work with presentations and discussions

**Comprehensive List of the Participants**

| S. No | Name                   | Organization  |
|-------|------------------------|---|
| 1     | Lubna Ghani            | Human Development Centre Toba Take Singh                                |
| 2     | Imdad Hussein          | Punjab Urban Resource Centre Lahore                                     |
| 3     | Farhad Haider Mahar    | Student from Larkana  |
| 4     | Mian Abrar             | CRCP Islamabad  |
| 5     | Muhammad Latif         | Usman Trading Company Islamabad   |
| 6     | Shahbaz Ali            | Bargad Gujranawala  |
| 7     | Farheen Fatima         | Be Misaal Welfare Society Islamabad                                     |
| 8     | Syed Ahmed Peeran      | Be Misaal Welfare Society Islamabad                                     |
| 9     | Ali Salman             | Jawan Pakistan Lahore   |
| 10    | Ahmed Qaddafi          | Punjab Social Service Board Lahore                                      |
| 11    | Fozia Jalal            | Human Development Centre Toba Tek Singh                                 |
| 12    | Babar Bashir           | Rozan Islamabad   |
| 13    | Ammara Durrani         | The News Karachi  |
| 14    | Masood-ur-Rehman       | Student Computer Science QAU Islamabad                                  |
| 15    | Shadman Aziz           | Shehr Islamabad   |
| 16    | Arif ullah Gull        | Student in the Department of Anthropology QAU from Karak                |
| 17    | Saleem Ullah Baig      | SACHET Islamabad  |
| 18    | Mazhar Siraj           | CRCP Islamabad  |
| 19    | Dr. Shama Ishaque      | Politician from Kharan Balochistan                                      |
| 20    | Dr. Ishaque Baloch     | Balochistan National Movement (BNM) from Kharan Balochistan             |
| 21    | Farhat Akram           | Student in the Department of IR QAU from Azad Kashmir                   |
| 22    | Pashmina Mughal        | Student Of QAU from Multan  |
| 23    | Kausar Sultana         | QAU-Indusians Dramatic Club Islamabad                                   |
| 24    | Marvi Mangi            | Student in the Department of the Anthropology QAU from Sheikarpur Sindh |
| 25    | Nihal Manoj Kumar      | Student in the National Institute of Psychology QAU from Ghotki         |
| 26    | M.Tayyed Koraji        | Educationist Larkana.   |
| 27    | Fatima                 | The British Council Pakistan  |
| 28    | Tanvir Anjum           | Lecturer in the Department. Of History, QAU Islamabad                   |
| 29    | Akhter Hussein Langoue | BNM Quetta  |
| 30    | Mukhtar Ahmad Ali      | CRCP Islamabad  |
| 31    | M. Akram Bhatti        | Development activist from Vehari  |

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| 32 | Sh Raheem Bukhsh       | Al-Fateh Welfare Society Bahawalpur                                 |
| 33 | Malika Kazmi           | Assistant Director Local Govt. Department Lahore                    |
| 34 | Muhammad Shafiq        | Student in the Department of Mathematics QAU Islamabad              |
| 35 | Jam Mohammad Aslam     | Al-Fateh Welfare Organization Bahawalpur                            |
| 36 | Shazia Khan            | Youth Commission For Human Rights Lahore                            |
| 37 | Dr. Rakhshinda Parveen | SACHET Islamabad  |
| 38 | Sana Ullah Baloch      | Senator Quetta  |
| 39 | M. Khubaib Aziz        | Student Islamabad   |
| 40 | Tariq Saleem           | Businessman from Dera Ghazi Khan                                    |
| 41 | Qaswar Khan Dreshak    | Student in the Department of IR QAU from RajanPur                   |
| 42 | Khalil Javed           | CRCP Islamabad  |
| 43 | Hajra Haider           | Computer Science Student Islamabad                                  |
| 44 | Atiya Hasan            | Islamabad   |
| 45 | Iman Khan              | Ferguson Chartered Accountants Islamabad                            |
| 46 | Syed Mohammad Ali      | Institute Of Strategic Studies Islamabad.                           |
| 47 | Manzoor Ilahi          | Khanjrab Student Welfare Foundation (K.S.W.F) Gilgit                |
| 48 | Nazeer Ali Khan        | K.S.W.F Khunjarab   |
| 49 | Shahid Salim           | Human Development Centre Toba Tek Singh                             |
| 50 | Aneka Imtiaz           | Student of Computer Science Islamabad                               |
| 51 | Shahida Aziz           | Medical Professionalist from Gilgit Hunza                           |
| 52 | Saadia Sharif          | Student in the Department of Anthropology QAU from Multan           |
| 53 | Wajid Ali              | Student in the National Institute of Pakistan Studies QAU Islamabad |
| 54 | Nadeem Nasir           | Student in the Department of Mathematics QAU Islamabad              |
| 55 | Imran Bashir           | Student in the Department of Mathematics QAU Islamabad              |
| 56 | Pervaiz Tufail         | Amal Human Development Network Quetta                               |
| 57 | Zafar Ahmed            | National Scientist from Jhang                                       |
| 58 | Sadaf Saddique         | Human Development Centre Toba Tek Singh                             |
| 59 | Lara Fragi Ocomo       | UNICEF Islamabad  |
| 60 | Riffat Sardar          | UNICEF Islamabad  |
| 61 | Rabia Khattak          | UNDP Islamabad  |
| 62 | Kaiser Nawaz           | CRCP Islamabad  |
| 63 | Ghani Ikram            | Human Development Centre Toba Tek Singh                             |
| 64 | M. Aftab Alam          | CRCP Islamabad  |
| 65 | Imtiaz Razvi           | British Council Pakistan  |
| 66 | Jawaid Iqbal           | Research Development Policy Institute (RDPI) Islamabad              |
| 67 | Irfan Maqbool          | RDPI Islamabad  |
| 68 | Muhammad Latif         | Usman Trading Company Islamabad                                     |
| 69 | Noushaba Saleem        | Student in the Department of Anthropology QAU Islamabad             |
| 70 | Mohammad Usman Bhatti  | Ultimus Islamabad   |
| 71 | Farrukh Nawaz          | Q.F.U.C Islamabad   |
| 72 | Dilbar Khan Achakzai   | Student in Defense Strategies Studies QAU Islamabad                 |
| 73 | Fawad Haider           | Student from Larkana  |

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| 74  | Bilal Munir            | Student NIH Islamabad  |
| 75  | Farooq-i-Azam          | Student NIH from Gujranawala   |
| 76  | Nadeem Aslam Ch        | Sarif Tehrik Islamabad   |
| 77  | Ghualm Murtaza         | CRCP Islamabad   |
| 78  | Main Azhar             | Youth Group Islamabad  |
| 78  | Musarrat Jabeen        | Psychologist Islamabad   |
| 79  | Fozia Tanveer          | JRC Islamabad  |
| 80  | Calor Morris           | The British Council Pakistan   |
| 81  | Farhat Niazi           | Department of DSS QAU from Mianwali                                      |
| 82  | Arshad Bhatti          | The British Council Pakistan   |
| 83  | Zafar Ul Hassan Joya   | Advocate Mianwali  |
| 84  | Azadar Gilani          | Social activist from Muzaffargarh  |
| 85  | Rana Faisal Nadeem     | Student NIH from Gujranawala   |
| 86  | Mohammad Arif Nadeem   | Medical Professionlist from Sargodha                                     |
| 87  | Muhammad Idrees        | Student NIH Islamabad  |
| 88  | Waqas Baig             | Student NIH Islamabad  |
| 89  | Naushaba Karim         | Government Employee from Islamabad                                       |
| 90  | Shahid Minhas          | SDPI Islamabad   |
| 91  | Amir Mustafa           | CRCP Islamabad   |
| 92  | Salma Rehmat           | Bargad Gujranawala   |
| 93  | Aziza Sultana          | K.S.W.F Gilgit   |
| 94  | Ahmad Qaddafi          | Sociologist from Lahore  |
| 95  | Parveen Inayat         | Human Development Centre Toba Tek Singh                                  |
| 96  | Mohammad Shafiq        | Student from Sialkot   |
| 97  | Sajid Ali              | FRIENDS Islamabad  |
| 98  | Kausar Sultana Solangi | Student in the Department of Anthropology QAU from Naushero Feroze Sindh |
| 99  | Sarmad Ahmad           | Bargad Gujranawala   |
| 100 | Mohammad Ijaz Athar    | Educationist Faisalabad  |
| 101 | Azhar Ali Mahar        | Computer Science Studant from Larkana                                    |
| 102 | Bilal Munir            | Youth Consultant from Hafizabad  |
| 103 | Humayun Shafique       | Medical Professional from Rawalpindi                                     |
| 104 | Mohammad Idrees        | Medical Technologist from Chakwal  |
| 105 | Mohammad Ashiq Ali     | Businessman from Khanewal  |
| 106 | Sajjad Ali             | Studant from Larkana   |
| 107 | Mohammad Tayyib Koreji | Studant from Sindh   |
| 108 | Adnan Javed            | NIH Islamabad  |



### *Appendix III*

#### List of Participants (Group Work Session)

##### **Vision Statement and Education and Training (Group 1)**

Mr. Ali Salman  
Ms. Shazia Khan  
Mr. Dilbar Khan Achakzai  
Mr. Khubaib Aziz  
Ms. Musarrat Jabeen  
Mr. Farooq-i- Azam  
Mr. Nadeem Nasir  
Ms. Lubna Ghani

##### **Health Environment and Sports and Recreation (Group 2)**

Mr. Mukhtar Ahmad Ali  
Ms. Naushaba Karim  
Mr. Shahid Salim  
Ms. Salma Rehmat  
Mr. Amir Mustafa  
Mr. Mian Azhar  
Ms. Naushaba Salim  
Ms. Shahida

##### **Economic Empowerment and Arts and Culture (Group 3)**

Ms. Tanvir Anjum  
Mr. Wajid Ali  
Mr. Nazeer Ali Khan  
Mr. Mazhar Siraj  
Ms. Saadia Sharif  
Mr. Jam Aslam  
Mr. Khalil Javed  
Ms. Dr. Shama Ishaque  
Mr. Akram Bhatti  
Mr. Imran Bashir

##### **Political Participation and Rights-Based Legislation (Group 4)**

Ms. Rabia Khattak  
Mr. Muhammad Aftab Alam  
Mr. Akhtar Hussain  
Mr. Dr. Ishaque Baloch  
Ms. Kausar Sultana

Mr. Nihal Manoj Kumar  
Ms. Fauzia Jalal  
Mr. Imdad Hussain

**Information and Media and Crimes and Violence (Group 5)**

Ms. Ammara Durrani  
Mr. Zafar Ahmad  
Mr. Manzoor Ilahi  
Ms. Farhat Akram  
Ms. Sadaf Siddique  
Ms. Farhat Niazi  
Mr. Mohammad Tayyib Koreji  
Ms. Pashmina Mughal

### **Speakers at the Sharing Session**

1. Senator Sana Ullah Baloch, Balochistan.
2. Mr. Rana Umer Nazir, MNA Gujranwala, Punjab.
3. Mr. Akhter Lango, MPA, Balochistan.
4. Dr. Shama Ishaq, MPA, Balochistan.
5. Mr. Seerat Ali Sheikh, Joint Secretary, Ministry of Youth Affairs.
6. Mr. Mukhtar Ahmed Ali, Executive Coordinator, CRCP.
7. Mr. Arshad Bhatti, Director, British Council.
8. Mr. Andrew Pickens, Director, British Council, Pakistan.
9. Mr. Salman Humayun, CRCP Founding Director.