

CURRICULUM VITAE
FOUZIA SAEED, PhD

PROFESSIONAL SUMMARY

I have over 20 years work experience as a senior manager, NGO leader and technical expert on gender and human rights. I pioneered the first country gender strategy for UNDP. I created several NGOs focused on gender and youth issues. I am recognized as one of the prominent women social leaders in Pakistan. While serving as Action Aid Pakistan Country Director, I was also the South Asia leader on gender, setting the AA regional strategy and linking with other regional networks and organizations. I have conducted gender sensitivity and mainstreaming trainings for a wide range of audiences in USA, Afghanistan, India, Pakistan, Philippines, Cambodia, Bahamas, and Pacific Islands. My Oxford Press book on women's issues in Pakistan has been translated from English into Urdu, Hindi, Marathi and Japanese. I ran an annual residential youth sensitivity training in Pakistan for men and women from 3 religions. I initiated the first research and dialog in Pakistan on women's issues associated with bondage/slavery. I was the author and chief lobbyist for anti-sexual harassment legislation that was signed into law by the President of Pakistan in March 2010. I was then assigned by the Prime Minister's Office to chair the Implementation Watch Committee set up to ensure the law is properly enacted.

CURRENT ADDRESS

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EDUCATION

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

With graduate course work in Women's Studies

MS (Design) University of Minnesota, USA, 1985

BS (General Home Economics) University of Minnesota, USA, 1983.

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

LANGUAGES

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

AWARDS AND HONOURS

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's Educational Award

International Scholarship, tuition and stipend, awarded by the President of Pakistan, 1979 - 1987.

Gold Medal of Academic Excellence (Top Graduate)

University of Peshawar, Pakistan, 1979.

FOCUS AREAS

Gender & Development, Human Rights Based Community Development, Vulnerable communities and Children's rights, Policy analysis and formulation, Education, Civil Society Organizational Capacity Building

MAJOR SKILLS

Creative and dynamic leadership
 Policy analysis with gender perspective
 Project formulation and proposal writing
 Team organization skills
 Professional facilitation and training competence

DETAILED PROFESSIONAL EXPERIENCE

LEADERSHIP EXPERIENCE

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

November 2004-present

Principal partner for a volunteer based organization focused on training and research aimed at issues surrounding human rights activism for youth. The key areas of the responsibility include advocating a focus on youth and women in government policy, advocacy for gender friendly changes in government legislation and regulations, training young leaders for active citizenship and civil society initiatives and encouraging the application of rights-based approaches in grass roots organizations. From 2005, we have maintained a large commitment to the plight of Hindu women in slavery in southern Pakistan.

Secretariat Director, AASHA (Alliance Against Sexual Harassment)

2000-present

I created and managed the secretariat for AASHA, an alliance of NGOs working against sexual harassment, beginning in 2000. I secured EC funding for the secretariat operations. I played a key role in building its institutional capacity and taking a lead in developing and propagating policy level changes. AASHA developed a 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 two hundred and fifty in two years. Beginning in March 2008, I worked with the Pakistan Minister of Law and Senate Chairman to finalize legislation making sexual harassment a punishable offense in the civil service and private sector. As a direct result of my efforts, legislation was approved by the Pakistani Cabinet on November 2008, passed by the National Assembly in November 2009, ratified by the Senate in January 2010 and signed by the President on 9 March 2010.

Country Director, Action Aid Pakistan

March 2001 –October 2004

Action Aid is a human rights-based non-government organization working in 30 countries. As 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 is 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. (Please view the Strategic Framework on our website for program details.) My management responsibilities included goal-setting, guidance and capacity building for 70 staff and over 30 partner organizations located all over the country. My position also required active involvement in international campaigns and programs. More detail is given below:

Programmatic Responsibilities

I led the process of developing a Country Strategy Plan (CSP) in a participatory manner from a human rights perspective. This entailed working with several levels of civil society, grass roots level community representatives 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 are: creating a national movement on sexual harassment in the workplace, creating a coalition of small farmers, and promoting a major new program on cultural action for change.

Management Responsibilities

Upon taking up my duties, I focused on developing a competent and committed team of senior management. 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 also successfully decentralized the organization, setting up effective provincial offices in Lahore and Karachi.

International Responsibilities

Twenty-five percent of my time was committed for international work. I took on the regional thematic responsibility for education and ran the global campaign on education 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. Later, I took on the responsibility for Gender in the Asia Region and connected the country and regional initiatives with the organization's global work. In addition, I was actively involved with the ActionAid global policy group in defining the corporate stance on critical issues.

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

Created and managed a UNDP Program Unit focusing on gender disparities in Pakistan. 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.

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 under UNIFEM.

Coordinator, Fourth World Conference on Women October 1994 - March 1995.

Coordinated eight international donor agencies in preparing the Pakistan Delegation for the 4th World Conference on Women in Beijing. Coordinated with the Ministry of Women's Development and NGOs all over the country in developing a joint agenda for the Conference. Requested to shift to UNIFEM to complete the work.

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.

Deputy Director, Research, National Institute of Folk and Traditional Heritage December 1987 - August 1993

Managed a staff of twelve (4 Program Officers, 3 Researchers, 2 Library staff and 3 support staff). Coordinated the Research Program focusing on women in traditional culture.

SIGNIFICANT EXAMPLES OF EXPERIENCE AS A GENDER TRAINER & FACILITATOR

Mehergarh 2005, 2006, 2007 and 2008.

Designed and conducted an annual eight-week residential training program for young men and women from three religions to become leaders of the future in human rights advocacy and activism.

GTZ 2007-2008 (Intermittent) Developed a strategy to address the issue of sexual harassment at the workplace and in educational institutions. This is a part of a gender mainstreaming project with the objective of opening opportunities for women in all sectors of society. Conducted training of trainers who would conduct awareness sessions on the issue. Prepared a short film on sexual harassment in Dari for wide dissemination in the country. The assignment includes conducting training for researchers and supporting them in research design to undertake a comprehensive study on gender discrimination and sexual harassment in Afghanistan.

GTZ September 2006

Developed a training program for senior citizens of the Ministry of Social Welfare, Punjab, Pakistan to build their capacity in human rights specifically on women's rights and children's rights. A series of trainings were conducted for this group.

GTZ November 2006

Trained a group of media professionals from television, radio and newspapers on gender issues, in Lahore, Pakistan.

Secretariat of the Pacific Community (SPC) July/August, 2003.

Developed a manual for the Pacific region on Gender sensitization and awareness. Adapted the Manual for three sub-regions of Micronesia, Melanesia and Polynesia.

United Nations Development Program, (UNDP) Fiji 2001.

Designed and conducted a Refresher Training for a pool of gender trainers who have been trained by me earlier. Designed and conducted a training of trainers for a new group of senior civil servants in Gender orientation and Gender sensitization. Fiji,

United Nations Development Program (UNDP) June- August 2000

Established Gender Sensitivity Training Program for the Ministry of Women's Gender Training Unit in Fiji. Conducted Gender Sensitivity trainings for senior Civil Service staff, designed and conducted a Training of Trainers for the Line Ministry staff to conduct Gender Sensitivity training in their own Ministries. Fiji.

Action Aid 2001-2004

Established the training program for ActionAid to build the capacity of the fellow NGOs and smaller civil society groups. The following Training packages were developed and conducted in Multiple identities and stereotyping, Gender sensitization, Political Education, Addressing Sexual Harassment.

Ateneo de Naga University Naga City, Philippines. November 1999 - February, 2000. Designed and delivered courses on crisis counselor preparation, Leadership Skills and Gender Orientation for faculty and students.

University of Bohol, Philippines. July, 1999

Designed and conducted a Training session on Communication skills and an intensive session on Violence Against Women for the faculty of.

Pakistan Television March, 1998

Co-facilitated two Gender Sensitization Workshops for Pakistan Television Corporation producers and writers. .

UNDP Pakistan. 1996- 1998

Developed and conducted a staff capacity building training program and facilitated a series of Gender project formulation workshops.

Pakistan, 1990 – 1998

Developed and conducted several (more than 20) self-exploration and Gender Sensitizing Workshops and Crisis Counseling courses for Pakistani NGOs. .

German Technical Cooperation (GTZ), Swiss Development Cooperation and Royal Embassy of Netherlands 1993-1994 Developed and conducted an extensive series of Gender Sensitization Training for project staff.

Trainer at the **National coalition for Battered women** for intervention in family violence situations, Minneapolis, Minnesota, USA 1986.

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 starting in December 2004. During these periods, I worked variously with: UNDP, German Technical Cooperation (GTZ), Japan International Cooperation Agency (JICA), Dutch Development Agency, Swiss

Development Cooperation (SDC), Overseas Development Agency (ODA, now called DFID), United Kingdom, UN Food and Agricultural Organization (FAO), United States Aid for International Development (USAID) and the World Bank.

UNDP Afghanistan January 2008

Undertook management review and capacity building of the Training and Advocacy Department of the Ministry of Women's Affairs. Developed and introduced team building and advocacy tools. Conducted three workshops: Strategic Planning, Developing Advocacy Tools, and Team Building.

UNDP Afghanistan November 2007

Organized and delivered a gender mainstreaming training course for project managers. Reviewed five UNDP projects and recommended ways to initiate mainstreaming practices into their on-going work.

UNDP Afghanistan December 2006

Developed a Training Strategy for the Training Department of the Ministry of Women's Affairs, government of Afghanistan. This included a needs assessment of government officials in various ministries from a gender perspective and capacity assessment of the MOWA trainers. The strategy was developed in close coordination with other strategies of MOWA.

Net Aid September 2005

Designed and supervised an evaluation of grassroots girls education project in Sindh Pakistan.

Family Planning Association of Pakistan September 2005

Developed proposal on domestic violence for International planned parenthood fund

International Labour Office (ILO) May 2005

Technical Resource person for a strategic exercise for developing legislation on sexual harassment in China

Care Int'l May 2005

Resource person for a seminar series in USA, to launch Pakistan Development Council established by Care

Swiss Development Corporation March 2005

Facilitated the strategic development exercise for the next five years for the organization, ensuring a gender and rights focus

Swiss Development Corporation December 2004

Evaluated a long term SDC funded program on youth empowerment and communication

United Nations Development Program's Asia Pacific Regional Program - New York 1999

Evaluated the UNDP Regional Gender Program being implemented in 11 countries of Asia. Gave detailed future strategic direction for the program.

United Nations Development Program – Cambodia December/January 2001

Conducted a gender review of the programs, policy and management structure of UNDP Cambodia and its related partners.

UN Food and Agricultural Organization (FAO) 1994

Country Coordinator for developing a Regional Policy Framework for Women in Agriculture for World Conference in Beijing. Lead a consultative process at a National level with relevant experts and prepared the Country Paper as the input from Pakistan to this Regional initiative. Participated in Cairo based FAO regional consultations of all the country coordinators to come up with the Regional Policy framework.

Japan International Cooperation Agency (JICA) February 1993.

Baseline study for a pilot project in the area of Rural Islamabad Capital Territory (ICT).

German Technical Cooperation (GTZ) October 1992.

Germany - Present Status and Future Potential of Women's Programme in Idara-e-Kissan, Patttoki Livestock Project, Lahore.

German Technical Cooperation (GTZ), January 1992.

Facilitation and resource person in Goal Oriented Planning Workshop (ZOP) for Technical Training Centre (TTC) for Women, Lahore.

Dutch Development Agency August 1990

Backstopping and training For Women's section Head of Dairy Training Centre, Peshawar.

German Technical Cooperation (GTZ) December 1991.

Future Direction for Women's Programmes in the Pak - German Integrated Rural Development Project (IRDP), Mardan,

German Technical Cooperation (GTZ) November 1991

Member of Evaluation Mission for Technical Training Centre (TTC) for Women, Lahore.

Swiss Development Cooperation November 1991

Gender team member on Switzerland Planning mission for phase IV of Kalam Integrated Development project (KIDP), focused on Community Development, Swat, September -.

Overseas Development Agency (ODA) January 1991

United Kingdom - Review of WID activities in the Pak German Integrated Rural Development Project (IRDP), Mardan.

German Technical Cooperation Agency (GTZ) June 1990

Women's Activities in GTZ Self - Help Project in Balochistan

German Technical Cooperation Agency (GTZ) September 1989

Conducted study of Women's Role in Forestry in Mansehra,

World Bank March 1989

Water and Sanitation in the Social Sector in Azad Jammu & Kashmir.

Land O' Lakes, Minnesota, USA September 1988

Female Participation in Dairy Production in Punjab,

SIGNIFICANT EXAMPLES OF CIVIL SOCIETY EXPERIENCE

I have been extensively involved in recent **World Social Forum** events. I led a delegation of 25 people to the WSF in Mumbai where I conducted one session on Violence Against Women in South Asia and one session on sexual harassment. I enabled a large group of Pakistan women from the Fisherfolk community and Tenants movement to attend the WSF regional forum in Hyderabad. I spoke on Women and Peace in South Asia.

Worked extensively on issues of **Violence Against Women** and its effects on women and their children. Other than crisis counseling and sensitization on the issues, given numerous talks on the subject of Violence Against Women in general, Domestic Violence, Rape, Incest, Violent Rituals, Burning Brides, Verbal Abuse, Prostitution etc. at a national level including papers at conferences, sessions at grass root level and television programs. 1983 - 1998

Founded and managed an NGO, **Bedari**, on women's issues, specifically related to violence. This NGO has the first ever Crisis Center in Pakistan. Served formally on its management board for five years. Raised awareness on issues of violence through numerous activities. 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. 1991-1998.

Actively participated in setting up of **the Government of Pakistan's first Crisis Center** and served on its Advisory/Management Committee. Islamabad, Pakistan. December to May, 1998

Intervention Volunteer at **St. Paul Intervention Centre for domestic Violence**. Minneapolis, Minnesota, USA 1986 - 87.

Advocate and intervention person for **Domestic Abused Project**, Minneapolis, Minnesota, USA, 1985.

Facilitator, **Intercultural communication Workshop**, a 4-credit course offered by the University of Minnesota and designed to increase the understanding of various aspects of different cultures through the participation of international students, 1980 - 1983.

Volunteer Councilor for Crisis Intervention at **the Chrysalis Crisis Center**, Minneapolis, Minnesota, USA. 1983-1987.

Organized and led a group through **Minnesota International Centre** for international women, who perceived themselves as future leaders in their professions on their return to their home countries, 1979 - 1980.

TEACHING EXPERIENCE

- Visiting Professor in Gender Studies at St. Scholastica College, Manila, Philippines. 1999-2000.
- Visiting Professor in Gender Studies at Ateneo de Naga University, Naga, Philippines. 2000
- Visiting Lecturer in Gender Studies, Quaid-e-Azam, Islamabad and Karachi Universities. Pakistan, 1994 -1997.
- Visiting Professor of Folklore, Quaid-e-Azam University, Islamabad, Pakistan - Fall 1988.
- Instructor, College of Education, University of Minnesota, U.S.A - Summer 1988:

MAJOR PUBLICATIONS

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

Taboo! The Hidden Culture of a Red Light Area , Oxford University Press, 2001.

This is an ethnography of the traditional red light area in Lahore. It reflects upon the socialized gender roles in Pakistan and questions the basics of patriarchy. The original English version opened a national dialog on women's issues. Urdu, Hindi, Marathi and Japanese translations have been also published.

Women in folk theatre Lok Virsa Publishing House, Islamabad, 1991.

“The queen of Hearts - Bali Jati”, Newsline Karachi, 1991.

“Prostitution in Shahi Mohalla”, Women's World Islamabad. December, 1991.

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

“Folk Dances of Pakistan”, Heritage '90, Islamabad, 1990.

Violence Against Women (Editor). Islamabad, 1990.