

Women Empowerment through Employment

Under USAID Pakistan JOBS Project

(WEE Project End Report)



February 15, 2010-October 15, 2010

Human Resource Development Network
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Acronyms

WEE..... Women Empowerment through Employment

HRDN.....Human Resource Development Network

ILO.....International Labor Organization

IRM.....Institute for Rural Management

NRSP.....National Rural Support Programme

Executive Summary

In Pakistan there exists a social environment that never allows Pakistani women to come out and face the society bravely; women remain restricted to the fore walls of their houses. There is a small ratio of working women in Pakistan, either they do not prefer to work or they do not have access to the opportunities. There is a serious need to ponder why these women do not want to work as they mark a significance role in economic growth of the country.

Human Resource Development Network launched a project - Women Empowerment through Employment (WEE) under the USAID Pakistan JOBS project to bring positive change in the lives of Pakistani graduate women by capacity building and to facilitate them in searching jobs for changing their lives.

The Pakistan JOBS project is a USAID funded project designed to improve the competitiveness of the Pakistani economy by strengthening systems for workforce development, encourage Pakistani companies to invest in human capital, and improve access to training, jobs and business opportunities, especially for youth and women.

The first phase of the project was for five months (15th Feb 2010-15th July 2010). The target was to train 300 women and placing 80 percent of these trained women on jobs. The second phase was extended for another 3 months (16th July 2010-15th October 2010). The target for the second phase was to train 200 women and placing 50 percent of these trained girls on job. The training centers were set in Peshawar and Rawalpindi. HRDN was successful in training 478 women on Career Management and placing 265 of the trained girls on job. 254 women were trained in KPK and 224 in Punjab.

A module was prepared with the inputs of the employers which were collected during networking meeting and one to one meetings with the employers in Peshawar, Rawalpindi and Lahore. The employers were mostly from the corporate sector. A detailed selection process was designed to interview the girls and accordingly they were selected.

Besides the meetings held with employers to identify the needs of employee's criteria for their organizations/institutions, they also gave commitments for job placement of the WEE graduates. HRDN is continuing with the efforts to facilitate WEE graduates to find themselves suitable job. The WEE graduates are informed about job vacancies through e-mails and phones for interviews and test according to their desired jobs continuously.

In addition HRDN formally signed MoU with Institute of Management Studies, University of Peshawar, ARID Agriculture University, Rawalpindi and Fatima Jinnah Women University, Rawalpindi. Though networking with public sector took ample time of the project but success was their realization towards career counseling and management within the universities. Two symposiums were held in University of Peshawar with the facilitation of Institute of Management Studies-University of Peshawar and in ARID Agriculture University, Rawalpindi. It was attended by knowledgeable speakers, academia parents and trainees.

The project was result and process oriented. It facilitated many women in job searching and positive change in their lives esp. those women who are committed to their career. The capacity building program brought a lot of new ideas for trainees and their knowledge to improve their living standard.

The project has opened a new window such as training young women regarding work ethics and to facilitate them in job placement. HRDN from its platform will continue to facilitate the WEE graduates in placing them on jobs. The trainees are guided on a regular basis. Job opportunities are emailed to them. The employers have also given commitment as soon as they are awarded projects. CVs of at least 200 WEE trainees are shared with them.

Chapter-1

Introduction to the project:

A-Context:

Pakistan is a country of diversified culture and traditions. Being a nation of one hundred sixty million diverse people, there is great need for support, guidance and development of skills of youth. The society is going through an unprecedented upheaval in terms of youth unemployment, civil conflict, general lack of tolerance and an inadequate education system. Compounding these conditions, more than half the population, falls below the age of 24 and, lacks access to quality education. Those fortunate enough to attend school have completed or dropped-out of school without a considerable impact on their knowledge, skills and character. These problems can also be seen in students graduating from colleges and universities in urban districts, specially the women students.

“According to a report percentage share of women in employment is 17 percent and only 8 percent of them are employed from urban Pakistan and 17 percent employed from rural Pakistan. By industry 67.4 percent women employed in agricultural whereas 15.8 percent involved in services”. (Monthly Women Shade, Reg#BC-W-21).

In addition the educational system of Pakistan generally focuses on generic knowledge which either is too much focused on technical know-how or it impart an age old curricula which does not prepare them for the job market.

“Both vocational education and skills development have been known to increase productivity of individuals, profitability of employers and expansion of national development. A ‘knowledgeable’ workforce, one that is both highly skilled in a particular occupation and also exhibits flexibility, is seen as most important human capital required for the development of a country. The workforce of Pakistan is characterized as having low skills and poorly prepared to compete in today’s globalized world”. This problem has not only yielded a large percentage of the Pakistani youth who cannot be employed in areas which require skilled workers, but also have left them with few life skills. The situation in case of women population is even worse than the men population as all the indicators portray a very dismal picture in terms of women population involvement in overall work force.

Facts & Figures

Women are only 13.45% of formal sector workers (Human Development Report);

- Less than a quarter of 1 per cent is in the combined categories of Legislators, Senior Officials and Managers.
- 0.83 per cent is Professionals.
- 0.5 percent in the combined category of Technicians and Associate Professionals.
- Very low percentages of women are clerks, plant and machine operators and assemblers.

Index/Attribute	Rank Out of 134 Nations
Global Gender Gap Index 2009	132
Labor Force Participation	131
Wage Equality for Similar Work	124
Professional and technical worker	106

B-About the project:

Women have always been marginalized and neglected to the status of subjugated class. Due to lack of implementation of specific plan, marginalized groups especially women have remained outside the scope of development programmes. Women have not actively participated towards their emancipation due to lack of their economic empowerment. The International research reports show that organizations with young professionals especially women in key leadership positions have strengthened their corporate reputation, attracted and retained tremendous talent, and have been able to successfully target and succeed in new markets and differentiate themselves from the competition. The facts speak for themselves:

- Fortune 500 companies that promoted young professionals especially women to high positions were 18 – 69% more profitable
- Companies with women on their senior management team had a 35% higher return on equity
- Women comprise 50% of the available pipeline of talent

Focus of the project was on Women Empowerment through Employment to match global pace of development; it is vital to include women in the economic development of country. The following are the opportunities for women

1. The limited resources and stretched demands have compelled men in the family to allow / motivate women to work, however nature of the job is directly dependent upon the educational background.
2. A workforce development system have initiated that includes programs like;
 - i) Job trainings, education opportunities, job readiness, career counseling, training on life skills, child day care centers and transportation.
 - ii) Women gain skills as per employers demand.
3. Women specialized jobs also become an entry point sometimes.
4. When women get access to education and job training, they get the jobs; they pull themselves and their families out of poverty.
5. Women Managers in the public and private sectors create a support system for more women to enter the workforce.
6. Recognition of Women in the effort to shape public policies that support women's entry, re-entry and advancement in the workforce.

Investment in Human Capital is the key element for improving the economic, political and social conditions of Pakistan. It not only increases productivity but also helps in creating responsible attitudes towards problems faced both at professional and societal levels. The JOBS project aimed at creating an enabling environment, so that educated women could access employment opportunities, by building their capacities and stimulating the demand side i.e. employers, and bridging the gap between demands and supply i.e. employers and employee respectively. The project focused on improving the skills of fresh graduate women to answer the needs of the job market. The major component of this project focused on improving life-skills.

Human Resource Development Network had implemented a project of Women Empowerment through Employment (WEE) under the USAID Pakistan JOBS project. The project aimed to train young women (age: 20-33 years) on life skills important for Career Management who have completed their post graduation and were interested in starting their career.

The project agreement was signed in the mid of February 2010 and had two phases. The first phase of the project was for five months (15th Feb 2010-15th July 2010). The target was to train 300 women and placing 80 percent of these trained women on jobs. The second phase was extended for another 3 months (16th July 2010-15th October 2010). The target for the second phase was to train 200 women and placing 50 percent of these trained girls on job. The training centers were set in Peshawar and Rawalpindi. HRDN was successful in training 478 women on Career Management and placing 263 of the trained girls on job. 254 women were trained in KPK and 224 in Punjab region. It has brought some new ideas and approaches for present and future for development of Pakistan.

The project WEE aims at creating an enabling environment, so that educated women can access employment opportunities, by building their capacities and stimulating the demand side i.e. employers, and bridging the gap between demand and supply i.e. employers and employee respectively. Under the project two regional offices were established in Peshawar and Rawalpindi to serve the target clientele from the neighboring areas. A total of 500 women will be trained.

For implementing the training component a module was designed for improving women's professional skills. The curriculum was designed with the inputs of employers and students which were collected during networking & one to one meetings with the employers and academia in Peshawar, Rawalpindi and Lahore. The employers were mostly from the corporate sector, NGOs, banks, telecommunication and educational institutions.

One of the major activities was to focus on bridging the gap between Academia and Employers. The project was successful in signing MoU with Institute of Management Studies, University of Peshawar, ARID Agriculture University, Rawalpindi and Fatima Jinnah Women University, Rawalpindi. Though networking with the public sector took ample time of the project but the success was their realization towards career counseling and management within the universities.

The **objectives** of project are as follow:

1. Enhance the capacity of 500 women from KPK and Punjab for skills up gradation and placement in local or national economy guided by market demand
2. Facilitate 343 women from KPK and Punjab for job placement

Chapter-2

Training Methodology/Designing the Curriculum:

i. Why training on Career Management:

The educational system of Pakistan generally focuses on generic knowledge which either is too much focused on technical know-how or it impart an age old curricula which does not prepare them for the job market. Both vocational education and skills development have been known to increase productivity of individuals, profitability of employers and expansion of national development. A 'knowledgeable' workforce, one that is both highly skilled in a particular occupation and also exhibits flexibility, is seen as most important human capital required for the development of a country. The workforce of Pakistan is characterized as having low skills and poorly prepared to compete in today's globalized world.

This problem has not only yielded a large percentage of the Pakistani youth who cannot be employed in areas which require skilled workers, but also have left them with few life skills. The situation in case of women population is even worse than men population as all indicators portray a very dismal picture in terms of women population involvement in overall work force.

To cope with the challenges mentioned above, the Life Skills training module has been designed to effectively fill the gaps between needs of today's dynamic job market and knowledge offered by the academia. The module is focused on bridging positive changes in the knowledge, skills and attitude of young graduates, enabling them to overcome their deficiencies and strengthen their existing qualities. The life skills module not only supports in the personal grooming of the trainees but also helps in effective career planning and orientation to existing market trends.

One of the project's main outcomes was to create awareness in public universities on Career Management. Several meetings took place with different Vice Chancellors on introducing Career Management as an added course. During meetings with the Vice Chancellors of University of Peshawar, ARID University and Fatima Jinnah Women University had emphasized on grooming students esp. boys in selecting their career according to their interests. They fully endorsed that Career Management should be a regular part of the university course. They further added that there is a dire need for students grooming for career building. They also emphasized that the gap between employers and academia has to be treated by inviting them as speakers in which they can let the students know about the requirements for jobs. VCs of the said universities had suggested focal persons for further action. Following were the focal persons

- Dr. Shah Jehan, Director-Institute of Management Studies, University of Peshawar
- Prof Abdus Samad, Department of Agri. Economics & Economics, University of ARID Agriculture Rawalpindi
- Ms. Humaira Sadia, Placement Officer, Fatima Jinnah Women University, Rawalpindi

A formal MoU was signed with between HRDN and the Focal Persons which is based on long term. It took ample time with the universities to bring them on one wave length. The Focal Persons facilitated HRDN in conduction of training and symposiums. The universities could not facilitate the series of training as they were themselves short of space and facilities.

Similar sessions were conducted with the employers. During the meetings with the employers specific needs were identified which was made a part of the curricula. They emphasized that the students must have excellent presentation and communication skills, good in writing skills and

must be committed. The needs of the employers were taken into consideration and accordingly sessions were added.

ii. **Need assessment:**

The project team had conducted thorough need analysis through meetings with employers and interviews with young graduated women and universities. Very crucial and significant needs were identified.

Meetings with Employers:

Initially all the employers from different field were listed down such as Corporate, Educational Institutions, NGOs, Telecommunication, Insurance Companies and Banks. After listing them they were called for a meeting to share the objectives of the project and to have their commitments. The employers were from multi sectoral. The meetings took place in Peshawar and Rawalpindi. 20 employers had attended the meeting. Following are the needs identified by the employers:

- Excellent communication and presentation skills
- Good in spoken English
- Committed
- Positive attitude
- Computer literate
- Good in writing skills
- Interest in taking initiatives

In a networking meeting exclusively with employers from insurance and banks, they were of the view that young girls are keen to join jobs and are willing and committed but most of them give preference to marriage over career. The girls are trained and most of the organization's time is spent on training and grooming them but when it's done they move out quickly. They said that this repeats no matter what ever is the HR policy of the organization.

Exclusive meetings with the employers within the same sectors were also conducted. This was not a successful practice. As when we conducted meetings with insurance companies in Rawalpindi they openly said that they are not willing to sit with other new emerging insurance companies. The team later on decided that one to one meetings are more successful then collective sectoral and multi sectoral meetings.

Needs identified by the interviewees:

HRDN had interviewed 620 young women who had completed post graduation. They had gone through a detailed interview process and test. During their interviews the team gathered specific needs which are as follow:

- Improvement in writing skills
- Improvement in communication and presentation skills
- Language skills
- Increase their level of commitment
- Work place ethics and protocol
- Ways to deal with harassment
- Appearing in front of an interview panel

One of the interviewee in KPK shared that she worked for 3 days in an enterprising firm and had to face harassment from the Director of the firm. She was asked to remove her veil (pardah) in the office and during dinners with clients. She discussed with other women staff and they said they are facing the same problem but cannot leave the job as they were needy. She refused to work in that firm. She suggested adding in the topic of harassment in the training course.

- Preparing CVs
- To be a good employee
- Dress code
- Conflict Management

iii. Objectives of the Module:

Keeping in view the needs identified, the curriculum was designed. The following specific objectives were under consideration while designing the curriculum course for 15 days training course:

- Impart knowledge to develop and polish important life skills among participants
- Bring skill level of participants equal to the market demand for their effective career adjustment
- To bring up sense and aptitude of professionalism among participants
- To bring a positive change in the personalities of participants that will be helpful to them ever in personal and professional life
- Enhance the understanding on major aspects of work ethics during a professional life
- Refresh knowledge regarding computer, presentation and professional skills
- Participants may understand their roles (rights & responsibilities) & their effective utilization during their career growth

iv. Selection of Trainees:

The main goal and objective of project was to enhance capacity of young graduate women who are interested in career management and facilitate them in job placement. The project team developed simple criteria for selection and placement of women graduates. The program was specifically designed for trainees who were keen to learn and apply the career management program. The training centers were established in Rawalpindi and Peshawar regions.

Section Criteria:

- Should be at least graduate from any discipline
- Age limit 20-30 years
- Keen to complete the training course
- Serious in pursuing the career

For trainees' assessment a detailed interview schedule was developed. A panel was formed for interviewing women trainees in Peshawar and Rawalpindi. Every trainee went through a detail dialogue in the form of interview and aptitude test to observe her attitude towards career building. The objective of conducting a detail interview was to observe her seriousness towards career building. The employers were also invited in the interview panel. In Lakki Marwat, Mardan, Nowshera, Abbottabad and Lahore different employers along with HRDN team were also involved in the interview process. (Interview and scoring sheet attached as annex-I).

The selection of trainees in FJWU was done through their placement office. Ms. Humaira Sadia was of the view that placement office was established in 2007 and placement ratio is 35 percent. They had a formal agreement that HRDN would provide training on Career Management and FJWU would facilitate women for job placement. FJWU has kept HRDN updated on the placement of their women students trained.

v. Advertisement:

The project twice published advertisement in news papers in Daily Jang, Ajj, Mashriq and The News on Sunday. Posters were pasted in different Organizations, Colleges, Universities, Departments, Schools etc. in Peshawar and Rawalpindi. HRDN received 780 CVs from which 620 trainees were selected for further scrutiny.

Different other channels were also used for advertisement such as website of HRDN and FM Radio.

vi. Selection of Trainers:

The project conducted Training of Trainers in April 2010. HRDN received 80 CVs of trainers. 51 of the trainers were interviewed and 30 were selected. Few of the trainers were very professional and had experience of training trainees on Life Skills. 20 local trainers were given training on the curriculum designed for five days. In these five days trainers were oriented regarding the curriculum and were asked to present the sessions. The representatives from the employers were also invited to share their perspective about the attributes they look in an employee. Ms. Suhaila Mushtaq, Senior Joint Secretary of Youth Ministry was invited to meet the trainers and discuss the emerging needs of youth.

vii. Symposiums- as means of creating awareness among the academia and employers

HRDN conducted two symposiums on Career Management. The objective of conducting the symposiums was to create awareness on Career Management and also to bridge the gap between employers and academia. Following are the details of symposiums.

A- Symposium at University of Peshawar:

The symposium was held on May 25, 2010. It was held with collaboration of Institute of Management Studies, University of Peshawar. The participants included women students and their parents, University teachers, and various Employers. The main objective of the Symposium was to bridge the gap between Academia and Employers. Dr. Muhammad Iqbal, Senior Dean, University of Peshawar honored the event as Chief Guest. He highlighted that WEE project is providing the platform and environment for educating women by accessing opportunities. Capacity Building is a technical issue that should be dealt with proper guidance. Career counseling and personal development are important for every student. Career counseling centers are must in all public and private Universities. He appreciated the WEE initiative of HRD.

Ms. Fauzia Malik, Executive Director, HRDN introduced HRDN to the participants, particularly various activities and projects of HRDN. She highlighted the need based development of WEE project and also the wonderful response received. She offered gratitude to the kind support and ownership of the Institute of Management Studies, University of Peshawar. Ms. Samira Qazi, Project Manager-WEE shared that this Project is working on the soft aspect of "Career Building" to provide young graduate women a career start with the learning opportunity.

The guest speakers, Dr. Anwar Alam, Associate Professor and Coordinator Sociology Department, UoP; Ms. Arjumand Nizami, from Intercooperation-Pakistan and Mr. Sarmad Husain Khan from SMEDA very nicely highlighted the Role of Women in Development and building the society. They emphasized that both women and men play important role in

development and career building. They along with Dr. Shah Jehan, Director Institute of Management, University of Peshawar highly appreciated this project initiative and emphasized to continue it beyond pilot phase. It was a well attended and appreciated event.

B- Symposium at ARID University:

The second symposium was held on July 28, 2010, on "Women in Career Development". It was organized by Human Resource Development Network (HRDN) in collaboration with PMAS ARID Agriculture University, Rawalpindi



under USAID Pakistan JOBS project "Women Empowerment through Employment (WEE)". The participants included WEE graduates, women students and their parents, University teachers, and various Employers.

The objective of Symposium was to bridge the gap between Academia and Employers. Dr. Sarwat Naz Mirza, Senior Dean, ARID University, Rawalpindi honored the event on behalf of Dr. Khalid Mahmood, Vice Chancellor. He highlighted that WEE project is providing the platform and environment for educating women by accessing opportunities. Capacity Building is a technical issue that should be dealt with proper guidance. Career counseling and personal development are important for every student. Career counseling centers are must in all public and private Universities. He appreciated the WEE initiative of HRD under USAID Pakistan JOBS Project.

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The Chief Guest from Ministry for Youth Affairs Ms. Suhaila Mushtaq, Senior Joint Secretary emphasized the importance of Career Counseling for both women and men. She shared the successful outcomes of National Internship Programme and she encouraged women to apply for the internship programme as well.

Guest speakers, Ms. Samira Shahid, Sales and Marketing Specialist, Ms. Aqsa Khan, Executive Director-Women organization for Rights and Development and Dr. Ikram Ali-Director Student Resource Center, ARID University very nicely highlighted the Role of Women in Development and building the society. They emphasized that both women and men play important role in development and career building. They along with Dr. Sarfarz Ahmed Mian-Dean Faculty of Economic and Social Sciences, ARID University appreciated this project initiative and emphasized to continue it beyond pilot phase. It was a well attended and appreciated event.

viii. Gender Strategies for WEE

The project designed gender strategy with the support and facilitation of the Gender & Development Specialist in Care International. (Draft of the strategy is attached as annex-II)

ix. Training Contents:

The training comprised of lectures, practical exercises, group work, case studies, interactive sessions, assignments, daily reviews etc. The quality of the training was regularly monitored and necessary improvements were made in the methodology, curriculum, and approaches.

The trainees were evaluated on a regular basis. The objective of evaluation created credibility of training among employers community and ensured that whole process is result based. Both trainees and trainers were assessed. This improved credibility helped these women in overcoming the entry barrier in job market. Involvement of major stakeholders i.e. employers in training workshop as a resource person also provided them an opportunity to observe and interact with trainees.

After successful completion of WEE training modules the graduate trainees were awarded with the certificate bearing endorsement both from HRDN and USAID Pakistan JOBS project.

Contents taught in the curriculum:

Module One: Career Planning (Career orientation & description)

- I. Individual development planning - Leading from the inside out (Identification of personal core values and self management practices, Understanding of one's current state picture, To develop A future vision)
- II. Making an impact with your career (To take charge of your career, Job search skills & interviewing strategies, To write resumes and cover letters)
- III. Performing Effectively during job interviews
- IV. Career Enrichment
- V. Career Concepts
- VI. Communication, Listening and negotiation

Module Two: Life Skills

- VII. Responsibility – Responsible behaviors
- VIII. Listening: A key to positive relationship.
- IX. The power of positive attitude
- X. Goal setting-Make it happen
- XI. Hygiene and dress: Preparing my image(Making a positive first impression)
- XII. Developing confidence in self and others
- XIII. Respecting self and others
- XIV. Assertiveness: Speaking directly, honestly and respectfully.
- XV. Asking questions to clarify the situation.
- XVI. Dealing effectively with the criticism.
- XVII. Refusal skills: Standing up for yourself
- XVIII. Responding to stressful social situations
- XIX. Stress management
- XX. Solving Problems
- XXI. Conflict management
- XXII. Reducing intimidation and bullying
- XXIII. Three keys to being a good employee.
- XXIV. Workplace protocol.
- XXV. Being a good team player.

- XXVI. Time management.
- XXVII. Making or responding to customer complaints.
- XXVIII. What are my rights and responsibilities as worker
- XXIX. Performing Effectively during job interviews

Module Three: Basic Computing & Spoken English

- XXX. Operating systems
- XXXI. File and folder management
- XXXII. Computer programmes
- XXXIII. Micro Soft Office
- XXXIV. Making word documents and preparing PowerPoint p[resentations
- XXXV. Internet/Email
- XXXVI. Search engines
- XXXVII. Teaching your tongue to speak English
- XXXVIII. Four rules for learning spoken English
- XXXIX. Grammar and writing spoken English
 - XL. Beginner and advance lessons
 - XLI. Studying the English verbs
 - XLII. Success in spoken English

x. Post Training:

I. Mentoring:

The purpose of mentoring was to facilitate the trainees’ professional growth and continual improvement as employees. The Mentoring Coordinator and Officers were hired to address the hindrances the trainees were facing in their Career Management and job placement. The trainees were given guidelines to overcome the barriers in order to achieve their full potential. They played the role of moderator in mentoring trainees’ families and wider community. They served as a friend and mentor to women trainees who were interested in making their career. They provided information, technical support and advice to the trainees and team.

Expectations from the Mentoring Team:

- *A good listener:* Listen to women trainees ideas, dreams, needs, & concerns
- *Effective facilitator for learning:* By establishing & maintaining the mutual respect and trust needed for the risk-taking necessary for learning, maturing, & professional growth
- *Encourager:* By recognizing accomplishments, affirming growth, & building professional self confidence.

The mentoring team provided counseling to 478 trainees in getting a job. They provided support in CV preparation, communicating job openings, and addressing the queries.

II. Tracking:

The data of graduate trainees was entered in the MIS provided by Care International. The profiles of these young women are in the process of being uploaded on the website (www.rozgarpk.com). The web portal is dedicated for job placement owned by HRDN. The web portal provides the opportunity to these women to update their profiles online through accessibility provided to them.

Chapter-3

Monitoring & Evaluation:

The monitoring of project activities was done on regular basis. Each of the training was monitored twice - in the beginning and at the end of the project. The trainees were interviewed and their suggestions were gathered and action was taken immediately. Monitoring of all trainings, monitoring of interviews and tests regarding selection of trainees, monitoring of job placement of WEE graduates with employers and evaluation was done properly.

Monthly and weekly reports were submitted on regular basis to the donor. The records of trainings are maintained.

Monthly reviews were conducted in order to keep the track of project. The monthly reviews helped in identifying the gaps and also solutions were suggested to readjust approaches as per needs.

The team and monitoring official regularly tracked the trainees to observe their progress, their adjustment in working environment and understanding organizational policies. Not only trainees were tracked but the employers too were followed up for their commitments.

Chapter-4

Project Outputs:

1- Training of WEE Graduates:

a- Trainings held by Peshawar Region:

In KPK 8 trainings were held. Following table shows the details;

Gp. No	Date	Place	Trainees
I	5 th May-19 th May 2010	Brains Post Graduate College, Jamrud Road, Peshawar	29
II	15 th May-31 st May 2010	Brains Post Graduate College, Jamrud Road, Peshawar	26
III	27 th May-10 th June 2010	Government Girls High School, Lakki City	33
IV	3 rd June-17 th June 2010	Brains Post Graduate College, Jamrud Road, Peshawar	26
V	9 th June-19 th June 2010	NCHD, Tehsil road, Nowshera	38
VI	30 th June-10 th July 2010	Brains Post Graduate College, Jamrud Road, Peshawar	24
VII	30 th June-10 th July 2010	The Fazl e Haq Collage, Mardan	34
VIII	4 th July-13 th July 2010	Government High Secondary School No. 3, Abbottabad	40
Trainees profile attached as annex-III			250

Trainings held in Peshawar:

In Peshawar four trainings were held in Brains Post Graduate College, Jamrud Road, Peshawar. Total 107 trainees were trained. In these trainings different employers also took sessions on job specific requirements and had the opportunity to informally interview the young women who are interested in joining jobs. The trainees also had the opportunity to discuss different matters with the employers.

The employers from Dawood Family Takaful visited one of the groups in Peshawar. The trainees discussed different issues of why women are reluctant to join marketing jobs. The employers cleared their doubts and invited them to visit their office.

The young women who had done their MBA in Marketing were reluctant to join marketing due to socio cultural pressures. Their parents and relatives were not allowing them to join marketing related jobs.

Trainings held in Nowshera:

HRDN received a request from different NGOs in Nowshera for recruiting skillful and committed women In Nowshera. The NGOs were HOPE, NCHD and PDI. They had prepared the list of those who had applied. They interviewed 50 candidates in which 38 were selected. They requested HRDN to train the young women in Life Skills and Presentation & Communication

skills. HRDN trained 38 young women in Life Skills and Presentation & Communication skills. After the training NCHD employed all the trainees in their schools and Markaz office.

Trainings held in Lakki Marwat:

We had received a request from different organizations in Lakki Marwat in connection with our advertisement in the news papers -Mashriq and Jang. One of the organization is National Commission for Human Development (NCHD). Mr. Javed Marwat District General Manager (DGM) of NCHD Lakki Marwat highlighted that there is lack of qualified local human resource in Lakki Marwat especially speaking in terms of women. Firstly, recruitment is politicized; secondly the major problem was that they are facing difficulties in fetching qualified women for working in NGOs or any other sectors rather in the remote areas. And who are qualified are not at all permitted for jobs. As a result of this they readjusted their criteria from Masters to F.A/F.Sc and BA to Matric. NCHD requested to train their to be recruited women staff in life skills, english language and computer which are helpful for their work and self grooming. They interviewed 48 women from which they selected 33 women for the training. Initially they committed 27 placements but later hired all the trainees in their literacy project.

Rukhsana Andaleep, Markaz Coordinator in NCHD said that this training in conflict prone area is a blessing for us. The learning we had from this training has groomed us in many ways. It has taught us how to handle stressful situation especially in our areas.

It was a great experience to train the women in Career Management. The case of Lakki Marwat NCHD gave the opportunity to think out of the box and find other ways to facilitate women in career building especially in these remote areas as there is scarcity of skillful and qualified women to work.

Trainings held in Mardan:

HRDN had received request from PDI. Participatory Development Initiatives strives to facilitate people in improving their living standards. PDI is working in Mardan since 2006. It is working in 40 villages of Mardan, Charsadda and Nowshera. They are working on Health, Mother & Child Care, Water & Sanitation, Education, Human Rights and Livelihood.

They are awarded several projects for rehabilitation of flood affectees in Nowshera, Mardan and Charsadda. They wanted HRDN to provide them with skillful women. HRDN trained 35 women in Life Skills and Presentation & Communication skills. PDI recruited 34 of these women.

Trainings held in Abbottabad:

Training was held in Government High Secondary School No. 3, Abbottabad. 40 women participated in the training on Career Management. The employers Nijat, Saiban and The Facilitator had supported HRDN in conducting the training. 24 of these trained women are hired by Siaban and The Facilitator.

b- Trainings held by Rawalpindi Region:

Gp. #	Date	Location	Trainees
I	28 th April- 12 th May 2010	Arid University Rawalpindi	26
II	1 st June- 12 th June 2010	HRDN Head Office Islamabad	25
III	16 th June- 27 th June 2010	HRDN Head Office Islamabad	23
IV	16 th June- 27 th June 2010	IRM Guest House Islamabad	21
V	29 th July- 10 th August 2010	Fatima Jinnah Women University Rawalpindi	32
VI	29 th July- 10 th August 2010	Fatima Jinnah University Rawalpindi	37
VII	29 th July- 10 th August 2010	Fatima Jinnah University Rawalpindi	36
VIII	29 th August-8 th Sept 2010	K block Model Town Lahore	28
Trainees profile attached as annex-III			228

Trainings held in ARID University, Rawalpindi:

In Rawalpindi the first group training was held in ARID University under MoU signed with the University. 31 (26 fresh graduates and 5 lecturers from ARID) participants attended the training. As part of the agreement they also included their newly appointed lecturers in the training.

The training was inaugurated by the ARID University and at the end of the training a closing ceremony was held. Parents along with academia had attended the closing / certificate distribution ceremony.

Trainings held in Islamabad:

In Islamabad 3 trainings were held in which 69 women participated. The training was held in the training hall of HRDN.

Trainings held in FJWU:

As part of the agreement with Fatima Jinnah Women University, 105 students were trained. The placement office of FJWU facilitated the whole training. FJWU had taken the responsibility of placement and keeps HRDN updated in this regard.

The training was inaugurated by the FJWU and at the end of the training a closing ceremony was held. Parents along with academia had attended the closing / certificate distribution ceremony.

Trainings held in Lahore:

Training was attended by 28 participants. Among the total 11 were post graduates, 10 were graduates and 8 were intermediates. They were from diverse fields, i.e. 3 from English Language teaching and Linguistics, 1 from Business Education, 1 from Islamic Studies, 1 from Commerce, 2 from Bachelor of education, 2 from Bachelor of Science, 5 from Bachelor of Arts, 4 from intermediate in Arts and 4 from intermediate in Science.

It is needful to mention here that some of the trainees did not match the criteria of specific age barrier and education barrier as well. They were added in because of their social limitation, they could not study further neither could pursue their career and now when they are divorced or orphaned or distressed, they are job hunting

2- Job Placements:

The most challenging part of the project was 'job placement'. It has success stories and also learning as well.

WEE project provided current marketable work ethics skills to the trainees which facilitated them to fetch jobs. The trainees had the opportunity to prepare their resumes, to learn job searching strategies, and to practice job interviewing skills. The project enhanced and created the skills of Personal Management and Teamwork.

They were made able to develop their employability skills portfolio, and assist them to develop realistic goals for employment and to value employment as a means of achieving their own personal potential. This increased their self-confidence. Upon completion, the trainees received certification of USAID Pakistan JOBS project and HRDN.

Besides this, for the placement employers meetings and lectures were arranged for trainees from Insurance Companies, Banks, IT, NGOs, Media, Pharmacy, Telecom, Academia, Educational Institutions. The large number of job placements was received by corporate sector. Role models from corporate sectors esp. women were called to meet with the trainees to make them confidence enough to join the corporate sectors. Still challenges were there in the sectors as well which made the trainees reluctant to join jobs in this sector. The total job placement received was 805 (450 Rawalpindi+ 350 Peshawar) in different sectors.

- In Peshawar 250 trainees were trained and 165 were placed on job
- In Rawalpindi 228 trainees were trained and 98 were placed on jobs.

Many women had joined NGO and education sector as they termed it safe and they usually give all the facilities in to the working women. Few organizations (NGOs) have committed to hire the WEE graduates as soon as they are awarded with jobs.

Challenges in job Placement:

- xi. The biggest challenge faced was that girls wanted to start with high salary package
- xii. Few graduates had applied abroad for further studies.
- xiii. The academia / education institutions will take time to merge the career management in their courses esp. the public sector, though they have realized its importance.
- xiv. Institutionalizing career building in academia through involving the teachers in capacity building program of WEE project and then utilizing their services in future to train other women in building their career.
- xv. The project did not have much time to address the stress caused by job hunting. Though the trainees were guided to tap into the right resources and networks so that they do not lose precious time in finding and securing the job that's right for them. From creating the ultimate resume, to interviewing in-person with the potential employer, the entire process is lengthy but they need to be patience.
- xvi. Women were reluctant to join jobs related to marketing. Few of them had experienced harassment in this sector. They were taught ways to handle the harassment situation.
- xvii. Many women when joined the jobs had left it soon after 1 day to a week. The reason was lengthy work hours, lack of seriousness, low salary package, no pick and drop and commissioned based jobs at banks.

Details of the job placement attached as annex-IV (xls.)

Chapter-5 Sustainability:

The project has opened a new window as by training the young women regarding work ethics and to facilitate them in job placement. HRDN from its platform will continue facilitating the WEE graduates in placing them on jobs. The trainees are guided on a regular basis. Job opportunities are emailed to them. Among the employers following have given commitments and have committed to include the trainees CVs as soon as they are awarded projects. CVs of at least 200 WEE trainees are shared with the following organizations:

- NRSP-Institute of Rural Management, Islamabad
- National Rural Support Program
- Complete Human Resource Solution

Besides this HRDN is also planning of a capacity building program in which the young students' men and women will be trained on Career Management course on minimum charges. They will also be facilitated for job placement on regular basis. 40 percent candidates will also be placed. The students will be registered on Job Portal for job hunting purpose.

Chapter-6

Beneficiaries Analysis (Direct & Indirect):

S#	Activities	District	Project Target	Achievements		Beneficiaries		
				#	%	♂	♀	Total
1	Establishment of Regional offices	-Peshawar		2	100	3	2	5
		-Rawalpindi				4	3	7
2	Training Manual	Peshawar & Rawalpindi	1	1	100			
3	ToT on the Curriculum	Peshawar & Rawalpindi	1	1	100			
4	Resource Persons	Peshawar & Rawalpindi	30	30	100	4	26	30
5	500 trainees trained	-Peshawar -Rawalpindi	500	478	95		478	478
6	Networking (Group Employers)	Peshawar & Rawalpindi	12 (converted in to one to one meetings)	6	50			
7	Networking (Individual Employer)	Peshawar & Rawalpindi	25	25	100			
8	Symposium	Peshawar & Rawalpindi	3	2	80	40	90	130
						50	120	170

9	Job placement	Peshawar & Rawalpindi	340	265	70		265	265
10	Monthly Report	Peshawar & Rawalpindi	7	7	100			
11	End Report	Peshawar & Rawalpindi	1	1	100			

Chapter-7

Lesson learnt / Challenges encountered:

When Men get jobs their problems are solved; but when Women get jobs their problems start.

HRDN had initiated the WEE project on pilot stage and had drawn interesting lessons. This will be helpful for the organization to implement the same project with different strategies and approaches. The process of social mobilization may add in the content of the project to create awareness. Following are the lessons learnt during the implementation of the project.

- Time constraint - Ample time is needed for job placements, mentoring & tracking.
- Project staff retention in a short term project is a challenge.
- Recession – Companies are downsizing their employees.
- Most women want to start with highly paid jobs even in first job.
- National Internship Programme way of working vs. Internship programs of private organizations which needs hard work.
- Liaison with universities and colleges takes time to build a long term to start performing.
- Women with Masters in Marketing are not interested in marketing jobs. Their parents and relatives are reluctant to send their daughters to a market oriented jobs.
- Effective Career Counseling is needed for women on regular basis.
- Regular counseling sessions are needed for Parents.

Chapter-8

General Conclusion and Recommendation

The project was result and process oriented. It facilitated many women in job searching and positive change in their lives esp. those women who are committed to their career. The capacity building program brought a lot of new ideas for trainees and their knowledge to improve the living standard.

Keeping in view the learning in project following are general conclusions and recommendations

- The restrictions on trainees mobility, limit their opportunities, and traditional notions of propriety lead families to conceal the extent of work performed by women.
- The women were willing to work double or sometimes triple to prove themselves at their workplaces but the restrictions at home do not allow them to pursue their career.
- The women families expect them to look after homes and bear children only, even if they have reached moon. These have restricted them to choose a career with challenge.
- Women did not initially wanted to join NGOs as they thought NGOs bring bad name and women in NGOs mean bad character woman. It still prevails but women are now aware about the reality.
- The support from family institution is limited for women to come out and face the world.
- Employers need experience and women are very new for the jobs, and had fewer job skills, life skills and less work experience than men.
- The realization is important that without real job skills required for better presentation at work place and to work as a team player, women have little hope of attaining economic security for their families.
- It was so common to note that women in corporations are excluded from informal networks and face stereotypes and pre-conceptions of women's roles and abilities.
- Harassment at work place continues to be a major challenge at all levels.
- The networking meetings with employers should be a continue process to facilitate them in providing employees according to their requirements.
- The public sector has realized the importance of Career Management and wants to introduce it within their universities.
- Women in workforce educate the employers about workforce policies that support women at work by enabling them to balance professional and family responsibilities.
- The public and private educational institutions have initiated career counseling centers to guide the students in choosing their career / profession.
- GoP has started various programs through Ministry of Women Affairs and Ministry of Youth Affairs.

- Family institutions need to be strengthened to support women to face the world.
- Along with job skills, women should learn life skills like financial literacy, time management, problem solving, teamwork, goal setting, effective communication skills, conflict resolution and presenting a professional appearance.
- For women to succeed in occupations there should be support system of family supporting wages, good benefits, job stability & prospects for advancement.

Success Stories



THINKING OUT OF THE BOX

“I learned what I could not learn during my studies in the university. No one ever told us how to behave in an office. Now I am able to handle any difficult situation at my work place” said Nadia in her office in Peshawar, Pakistan.

“**Nadia**,” a 25 year-old young woman from Khyber Pukhtun Khuwa province, belongs to a traditional pukhtun family from Umarzai, Mardan. She has done her majors in Economics from University of Peshawar. She always wanted to do something unusual that makes her different from rest of her family especially her brother and cousins. Since USAID began its “Career Counseling” training for the young unemployed women graduates in her area, Nadia has attended

every session. Motivated by the counseling of professional trainers she found her path. Knowing that her parents will not easily agree on her joining non-government organization as it is unsecured and carries a false reputation in KPK. They wanted her to be a teacher – the conventional / traditional career for a woman in KPK. Because of the program, she says, “I have found a job which exactly translates my dreams in to reality. I will prove myself in this field. At least I found a hope in our conflict prone province.”

The Career Counseling provides the knowledge and prepares young graduate women for starting a career. It provides soft skills which enables a woman to adjust in any situation at her work place. The work ethics has never been part of the curriculum in the university. Now it has proved its worth of introducing such courses in every public and private educational institution. Students are very much in need of such trainings which focus on constructive activities. Through this training many educated girls have come to know that there are many other fields in which women can prove themselves. Through this program many needy girls have found jobs and are moving towards the path of being independent and can financially support their families. She said that, “I have applied in many organizations but always had been rejected on the criteria that I never knew. Since I attended this training course I came to know about the gaps. I redesigned my resume, learned how to give an interview and how to manage conflict situations etc.” Nadia gave her best in an interview to a leading Swiss NGO and has been recently appointed in the organization offering a handsome salary package.

The main goal of this Career Counseling training program was making the young women understand the work ethics at work place. The various trainings such as understanding

emotions, managing argument circumstances, interviewing for the job, work place protocol, recognizing and responding to workers harassment and abuse etc. have proved useful for the women who are ready to start their career in near future.

Career Counseling trainings are initiated in Peshawar and Rawalpindi under the USAID Pakistan JOBS project. Under this project series of training courses are held over a period ranging from 13-15 days. The course is specifically designed to address the HR needs of employer, unemployed youth and to prepare talented young Pakistani women with the skills demanded by the job market.

Training programs to educate young female students also include job-hunting skills, including CV writing, job interviewing, interpersonal skills, to qualify them to enter the job market confidently. Up to now Career Counseling trainings successfully facilitated the interviewing and selection process that resulted in 16 of its graduates finding good and rewarding employment opportunities.

It is indeed a great opportunity for women from different areas of KPK getting right exposure to employment opportunities. Ms. Fauzia Malik, Executive Director, HRDN says that “No one comes to the interview / job from the vacuum; we bring our lives with us.”

Annexures

Annex-I

Interviews of WEE Trainees

Questions for Conducting Interviews of WEE trainees

Women Empowerment through Employment –a project of Human Resource Development Network, Islamabad

The following are samples of questions prepared to start you thinking about questions you can ask in an interview.

S. No	Questions	Indicators
A	Introductory Questions	
1	Introduction of the Panelist	Panel members will introduce themselves Name / Designation
2	The potential trainee will introduce her self	Answer in about two minutes -Avoid details, don't ramble. Touch on these four areas: -How many years, doing what function -Education – credentials -Major responsibility and accomplishments
3	What do you know about our organization?	How did she come to know regarding the WEE project Brief introduction by the panel members regarding WEE project
B	The professional background and experiences	
1	The potential trainee will tell the panel know about her qualification	Her qualification
2	What experience do you have?	She will give details of her job experience
3	According to your definition of success, how successful have you been so far?	Is this person mature and self aware? Define success-Observe consistent record of responsibility
C	The technical – professional skills	
1	According to your qualification what skills are required?	Appropriate skills required
2	In your current or last position, what were your most significant accomplishments?	Give one or two accomplishment statements
D	Initiator or a follower	
1	How would you describe your personality?	Answer should be short and simple What are the strong points?
2	What are your weak points?	See for one that is really a “positive in disguise.”
3	How did you do in school?	(Is the person motivated? What are his/her values, attitudes? Is there a fit?) See if she emphasizes her best and favorite subjects. Talk about extra-curricular activities (clubs, sports, volunteer work)
E	The Attitude-Commitment-*Can check References	
1	What do you look for in a job?	Selection of sector. Relate the employer's HR needs with the abilities of the

		potential trainees. Look at her interests, abilities and commitments
2	Describe what would be an ideal working environment?	Team work is the key
3	Do you prefer working with figures, or with words?	Is she interested in working with some specific personality or with encouragement
4	What is Empowerment?	Ask how can we achieve empowerment
5	What kinds of people do you find difficult to work with?	Use this question as a chance to show that she is a team player
6	Why do you want to work	Explain why –for financial or self grooming, serious about her career
7	If you had your choice of jobs and companies, where would you go?	Job preferences by the trainees.
8	What are you doing, or what have you done to reach your career objectives?	If she has attended any formal courses and training programs.
9	What kind of hours are you used to working?	(Does the person match employer's HR needs and criteria?) "As many hours as it takes to get the job done."
10	What's the most difficult situation you ever faced in your life or on the job?	Might discuss a difficult situation within family, friend, or with a subordinate, provided that the issues were resolved inventively and to everyone's satisfaction.
11	Describe some situations in which you have worked under pressure or met deadlines?	Refer to accomplishments. Behavior-related questions aim at assessing a candidate's character, attitude, and personality traits by asking for an account of how the candidate handled certain challenging situations.
12	How do you handle rejection?	Rejection is part of life or business. People don't always buy what you sell. It is just to see rejection as an opportunity, learning from it
13	Give an example of your creativity.	Refer to accomplishments.
14	What are your career goals?	Talk first about doing the job. Career goals should fit together with the hiring company goals.
15	What position do you expect to have in two years	Observe the promotable track.
16	Give examples of your leadership abilities.	Draw examples from accomplishments.
17	How do you handle stress in life?	How does the potential trainee handle stress? What is her confidence level?
18	Why should the employer hire you?	
F	The salary	
1	How much do you expect if a job is offered to you in future with the appropriate employer?	Expression of interest
2	What are your ideas about salary?	How much salary is she expecting
G	The timeframe – i.e. Availability	
1	Can you give time (at a stretch) to the training course i.e. for 15 days	-See her commitment -Check whether she has any domestic problem -How will she arrange her stay (if coming from a distant area)
2	Can she work till longer hours in the training, if needed	
3	Can she immediately join the employer	
	Any other question from the potential trainee to the panelists	

Written Test

Time: 30 min

Total Marks: 50

Part I

Tick the correct option

- i. A good manager will accomplish more by spending two hours at his desk than talking for two hours with subordinates.
(1) True (2) False
- ii. To get ahead in your career, you should not be afraid to do things that will make a few enemies.
(1) True (2) False
- iii. For most entry-level jobs, it is more important for applicants to have basic technical skills rather than people skills
(1) True (2) False
- iv. In my personal experience, groups of people I have conferred with have usually come to better decisions than I could have made myself.
(1) True (2) False
- v. When giving a work assignment, it is wise to ask if the worker agrees with it.
(1) True (2) False
- vi. Most workers perceive job satisfaction as more dependent on wage level than feeling appreciated for what they do for the company.
(1) True (2) False

Part II

Answer the following questions. Your answers should not exceed more than 3 sentences

- a) What is your philosophy towards work?

- b) Why do you want to work?

- c) What have you done to improve your knowledge in the last year?

- d) Tell me about your dream job?

**Summarizing the questions (with indicators)
For scoring sheet**

The leading questions in the sheet-I are summarized / clustered in the following questions on which the trainee will be scored

S. No	Questions	Indicators
1	The professional background and experiences	While interviewing the individual, first make sure that you find out about the professional past of the person. Try to find out the interviewee's first job, and other relevant details about her professional and personal life. You also want to verify her qualifications – education, courses and lessons.
2	The technical – professional skills	While the interview is going on, you should try to understand the personal traits as well as the attitude of the individual towards the job as well as their profession. Also, try to gauge how serious she is about the job.
3	Initiator or a follower	Also, make sure that you set questions that will decide whether the interviewee is an initiator in her professional life or whether they are more of a follower. Also, your questions should aim to find out whether the candidate brings about any kind of individual assets to the company, or whether the qualifications that they bring are more of a supportive kind.
4	The attitude-Commitment	You may check her attitude toward important issues such as – team work, communication capabilities, stressed situations, future plans, learning curve, motivations, dominancy (a team leader?) and methods of work.
5	References	If the interviewee has informed you about any references, allow the interviewee to speak about them. With this, you can get to cross check whatever the interviewee has informed you about them earlier. Also, you can also cross check these facts, later on when you give a call to the references. If the references that the interviewee has provided are her previous managers or colleagues, the interviewer should try to know the former-mutual-contact experiences.
6	Extra Curricular Activities and Documentation	Also, the interviewer should make sure that all the documentation and formal information that might be needed for the quick process of hiring are presented and collected as soon as possible. Apart from the academic qualifications, the interviewer should also ask about any hobbies or extracurricular activities that the interviewee has taken part in.
7	The salary	The interviewer should find out the expected salary of the interviewee, and also gauge whether the individual would bargain or negotiate about the salary for the future job.
8	The timeframe – i.e. Availability	The interview should make it a point to get a clear picture about the timeframe that they are looking at, in case they select the interviewee. With a concrete timeframe in mind, the interviewer is free to decide and discuss about whether the potential candidate is the best person for the training course and job in future.
9	The Balance	Finally, the interview should discover the balance between career professional and personal normal life of the candidate.
10	The answers- Observe the answers the potential candidate is giving	The interviewer should try to find out whether the interviewee is faking the answers, or is trying to withhold some information about the answer or themselves. If you do think that the interviewee is faking the answers, do not confront her about it. In turn, you can simply ask the interviewee to give any examples of anything that she has told you about.
11	Body language- Observe the answers the potential candidate is giving	Also, pay proper attention to the interviewee's body language. The body language of an individual goes a long way in informing you about many details of the individual.

Gender Strategy in WEE Project
(Draft)

Human Resource Development Network (HRDN) is a membership based organization, having more than 800 members in Pakistan and abroad. The vast membership base provides a rich resource pool of professional skills and expertise from public and private sectors. The network acts as strategic think tank for Human Resource Development and Management. HRDN has launched Women Empowerment through Employment (WEE) project which focuses on women's career building.

The goal of WEE project is career building and placing of women graduates. Bright and knowledgeable women are the potential trainees who are interested in pursuing their career choice. The program is specifically designed for trainees who are keen to learn and apply the career building program. The training centers shall be established in Rawalpindi and Peshawar.

The project will be executed in Peshawar and Rawalpindi. For working in the most sensitive areas the project has designed acceptable gender strategies to execute the project interventions. Following are the strategies against key performance indicators:

1. Identification of Trainees:

- Two different selection criteria are developed to select the best trainees
 - For external advertisement: The criteria will be circulated to different organizations, colleges, universities, departments, schools etc.
 - For trainees' assessment: These criteria will be developed internally. It will be used in assessing women trainees by a panel. Every trainee will go through a detail dialogue in the form of interview and aptitude test to observe her attitude towards career building. The objective of conducting a detail interview is to observe her seriousness towards career building.
- The selection criteria for identifying potential women trainees will be advertised through different channels. For example:
 - Cable
 - Different Departments
 - Different Organizations
 - Websites
 - Newspapers
 - FM Radio etc.
- Few assumptions as following
 - We may receive many applications but we need to assess right kind of women trainee for the right job.
 - Or we may not receive many applications from the women
- For the above assumptions following steps can be taken
 - For identifying more capable women trainees for the training and placement an initial discussion with women hubs may take place for the following reasons
 - Initial orientation regarding WEE project
 - Can include other organizations who are working in this regard

2. Selection of Potential Women Trainees:

- When women trainees are selected, few active women will be invited to the symposium of meeting with employers (not necessary in the first symposium). This will help them in understanding the WEE project, learn and interact with different employers in different sectors. These women will act as ambassadors who will be responsible to sensitize other women trainees regarding the project, self grooming and career building as well as requirements of the employers.

3. Symposiums:

- Keeping in view the socio-cultural constraints especially in NWFP, a strategy could be to have discussions with employers in the symposium regarding strategy on placement of women trainees and the required skills they may need to adjust themselves in the placement.
- The symposium will help in getting the requirements of the employers and trainees which will be helpful in designing the curriculum manual. The proposed contents for each training manual will be tailored according to the needs identified by the employers during the networking meetings and symposiums. The final document shall be shared with the employers' forum before the execution of the training. If an employer has any particular requirement which is not covered in the three manuals the employer shall be consulted to contribute for the extra course work or if possible to include in the present module. There are more possibilities that employers could suggest more variety of courses according to their own needs.

4. Training Manual and conducting trainings:

- Women rights and organizational gender policies shall be part of the curriculum manual.
- Sociocultural aspects will be considered while conducting trainings. Special focus will be on selection of venue which must be accessible for the women trainees, proper language used which is understandable and appropriate. Not offending women who are serious regarding career building.
- There can be many issues with the employer who have no proper policies and strategies for a friendly working environment for women in their organization. In this regard following strategies may be applied
 - Dialogues will be held with employers for sensitizing them regarding women rights and responsibilities in case of their disagreements. Events can be arranged to dialogue with such employers individually or collectively. An expert on the subject of women employment can be called to discuss their apprehensions. They will be sensitized regarding the provision of enabling environment to women where they can easily work and build their career.
- The employers and trainees can also be sensitized in what can be improved in the given environment inside and outside the work station. For example transport issues, need of day care center for working women in or outside the office, maternity leaves, job during pregnancy, salaries etc. The solutions may lie with the employer or with the peers.
- In the training sessions, the women employee as supervisors, receptionists, women managers etc. may be invited to learn and to share their experiences as working women.
- During training sessions thriving women may be invited to share their experiences as how they started their career and what sort of constraints they faced during building their career. This can be a motivational tool for the trainees who are going to start their career.

5. Placement and its follow up:

- After placement WEE will take up subsequent steps:
 - a. Follow up with the trainees to observe their progress, their adjustment in working environment and understanding organizational policies
 - b. Follow up with the employers for their commitments

6. Career Centers:

- Institutionalizing career building in academia through involving the teachers in capacity building program of WEE project and then utilizing their services in future to train other women in building their career.

7. Certificate for WEE graduates:

- The women trainees shall be awarded with certificates which may help them in searching good jobs during and after project.

Annex-III
Women Empowerment through Employment - Human Resource Development Network
Group 1 - Rawalpindi/Islamabad Region

No	Name	DoB	Location	Qualification	Sector	Contacts			
						Phone	Cell	Postal	Email address
1	Ansa Kanwal	19-1-1987	Rawalpindi	MBA	Finance		0333-5507135	Hs # BIII, 758, 28/2, Muslim Town, Khuram Collony, Rawalpindi	ansakhan_1@yahoo.com
2	Ayesha yaseen	14-8-1986	Rawalpindi	MBA	Finance		0345-5371517	Hs # m-1124, St # 45, Muhallah Amarpura, Rawalpindi	ayeshayaseen_1@yahoo.com
3	Alia Masood	2/3/1985	Rawalpindi	MA	Economics		0331-5091296	Hs # 1028, St # 28, Alama Iqbal Collony, Rawalpindi	alivamasood_295@yahoo.com
4	Ayesha Malik	30-12-1984	Rawalpindi	MA	English/Mass Com		0313-8567713	Hs # DD-27, St #6, Gulshan Dadan Khan, Near Muree Road, Rawalpindi	-
5	Bushra Kiani	29-6-1983	Rawalpindi	CA	Accounts		0331-5085680	Hs # J-34, St #4, Arya Muhallah Rawalpindi	splashy_smashy@yahoo.com
6	Elishbah Paul Nosheen	29-4-1987	Rawalpindi	MBA	HR		0344-4777002	Hs # 1031, 6th road, Satlite Town, Rawalpindi	elishbah_paul@yahoo.com
7	Fozia Maqsood	2/8/1982	Rawalpindi	MBA	HR		0321-5169468	P-1644, St # 2, Eid Gah road, Rawalpindi	foziamaqsood@gmail.com
8	Kiran Aftab	19-12-1979	Islamabad	ICMA	Finance/Banking	051-4447465	0305-5083204	Hs # 20, St \$ 8, D/17-2, Islamabad	akiran007@gmail.com
9	Lubna Tasawar	9/4/1986	Rawalpindi	MA	Mass Com		0345-5462561	Hs # 38, Shadman Collony, Jehlam Road, Rawalpindi	lubna_tassawar@yahoo.com
10	Mehwish Nawaz	5/6/1985	Rawalpindi	MBA	Finance		0300-9800276	Hs # BVII 108 FMC, Muhammadi Collony Muslim Town Rawalpindi	meh_12pk@yahoo.com

11	Maryam Khan	12/5/1986	Islamabad	MA	Mass Com		0345-5358704	Hs # 28, St # 39, I-8/2, Islamabad	maryam.khan.mahsud@gmail.com
12	Namrah Khalid	20-12-1984	Rawalpindi	MBA	HR	051-9506508	0323-5149424	Hs # C-17, St # 2, E-9/3, PAF Complex, AHQ, Islamabad	namrahkhalid@gmail.com
13	Nazia Hameed	6/4/1980	Islamabad	MA	Gender Studies		0321-4832831	Hs # 1, St # 32, F-8/1, Islamabad	naziahamid@gmail.com
14	Nadia Karim	18-12-1985	Rawalpindi	MBA	HR		0334-5184003	C-13/2, Sattlite Town Rawalpindi	zeestaly@hotmail.com
15	Nosheen Anwar	18-12-1983	KhyberPakhtoonkhawa	MSc	Statistics		0334-5396022	Hs # F-145, TNT Collony Hurry pur, Lhyberpakhtoonkhawa	-
16	Qurat-UI-Ain	4/12/1986	Rawalpindi	ACCA	Finance/Banking		0333-5349813	kh no 520-523 , Hill veiw avenue, street 7A, Adila Road Rawalpindi	anne.bashir.x@hotmail.com
17	Syeda Komal Fatima	29-5-1988	Islamabad	ICAF	Finance/Banking		0342-5061701	Flat # 6, Block D-4, Sector G-8/3, PIMS Collony	-
18	Shafaq Warsi	9/9/1983	Rawalpindi	MA	Gender Studies	051-4422702		Hs # D/559, Sattelite Town Rawalpindi	shafaqwarsi@gmail.com
19	Seema Raj	15-10-1986	Rawalpindi	ICMA	Finance/Banking	051-4424131	0300-5362588	Hs # 14, St #8, Shams Abad, Rawalpindi	Seema_r4i@yahoo.com
20	Sadia Hashmi	28-10-1984	Rawalpindi	BA	Arts	051-5518135	0300-5212217	House 76, Lane 7-B, Gulistan Colony, Rawalpindi	-
21	Fozia Maqsood	18-04-1983	Islamabad	MA	English	0334-5212925	0300-5340986	House 79, St 5, E-7, Islamabad	-
22	Saima Sarfraz	5/1/1986	Toba Tek Sing	MBA		0345-5023548	0334-6255028	House 64, St 2, Chauna Mandi, Toba Tek Sing	saima_srfz@hotmail.com
23	Saima Azam	10/2/1982	Islamabad	BA	Arts	051-2204378	0321-5009603	House 82, St 64, G-7/2-4, Islamabad	samazam786@gmail.com

24	Sadaf Zahra	25-1-1986	Islamabad	MA	Women Studies	051-2614637	0331-5086737	House 605, St 2, Main road, Shehzad Town, Islamabad	sadafzahra@live.com
25	Tahira Ifraq	10/4/1982	Rawalpindi	LLB	Law	051-4477791	0332-5153327	House 47, St 2, Sector 3, Alnoor Colony, KRL road, Rawalpindi	Tahiraifraq@yahoo.com
26	Uzma syed	22-11-1984	Rawalpindi	BA	Arts	051-2546133	0345-5294529	House 2228, Kousar Street, Umar Farooq Colony, Dhok Choudhrian, Rawalpindi Cantt	u_syed@yahoo.com

Women Empowerment through Employment - Human Resource Development Network
Group 2 - Rawalpindi/Islamabad Region

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2	Aamra Naeem	15-9-1985	Rawalpindi	MBA	HR	051-5683646	0334-5197454	Hs # 946, St #5, Madni Mullah, Dhok Sadian Rawalpindi	Aamra.Naeem@gmail.com
3	Abida Bashir	10/3/1984	Rawalpindi	MSC	Economics		0313-5347243	Hs # 352, Sector 26 G, PAF Wah Cant	noshi_bashir@yahoo.com
4	Amina Wazir	2/12/1983	Rawalpindi	MBA	HR		0322-8597228	Hs # 264, St # 62, I-8/3, Islamabad	Amina_zee@yahoo.com
5	Aster Maria	1/7/1979	Rawalpindi	M.Div			0322-6436729	Hs # 133/10, Ghari Awan, Hafiz abad.	aster_maria@hotmail.com
6	Bushra Zarif	25-6-1985	Rawalpindi	MBA	Finance	051-4454308		S.N. 214/3-1, Shams Abad, Rawalpindi	bushee_abs@yahoo.com
7	Gul Bahar	14-9-1984	Rawalpindi	MA	Social Work		0332-5318922	Muhamalah shesh mahel Behra Tahsil, Bahawal Dist: Sargodha	gul_sgd@hotmail.com
8	Hina Manzoor	5/2/1985	Rawalpindi	BA			0313-5327122	Hs # DT/175-6, Islamaic Street Sadiqabad Rawalpindi	-
9	Hina Waheed	22-1-1986	Rawalpindi	MBA	HR		0300-5634498	Malik Abdul Waheed Stemp Wender, Moh: Qatieel Shahfie, Haripur	hinamailk12316@yahoo.com

10	Jamila Syed	1/1/1986	Rawalpindi	MSC	Mass communication		0312-4593327	Mohallah kotlee kalan, Near Darbar Ahmed Wali, Malikwal, Dist: Mandi Bahaoudin	zaini_arian@yahoo.com
11	Kahkashan Manzoor	2/6/1989	Rawalpindi	B.com	IT		0333-5900902	Hs # DT/175-6, Islamic Street Sadiqabad, Rawalpindi	kahkashan_manzoor@hotmail.com
12	Kausar Shamim	7/1/1985	Rawalpindi	MSC	Economics		0334-5458069	Hs # 1312, St # 84, I-10/1, Islamabad	kakvzsk@hotmail.com
13	Khalida Begum	26-5-1981	Islamabad	MSC	Economics	051-2281329	0343-9492886	Hs # 224, St # 41, G-9/1 Islamabad	khalida.karim@hotmail.com
14	Maliha Tanweer	13-1-1986	Rawalpindi	MBA	Finance		0333-5305520	Hs # 1-204, St #1 Iqbal Road Rawalpindi	Maliha1986@gmail.com
15	Nadia Aftab	16-12-1986	Rawalpindi	MBA	Finance		0334-5095226	Hs # 463, Madini Mohallah, Chak Jalaldin Rawalpindi	nadia.aftab.kiyani@gmail.com
16	Nauzhat Zakir	26-4-1983	Islamabad	MBA	HR		0333-5753300	Hs # 599, St # 14, G-10/1 ,Islamabad	nezasfaavezster@gmail.com
17	Rukhsana Shaheen	17-08-1982	Gilgit	MBA	HR		0346-9557088	Mohallah Khrukshal near baltit Fort, P/O Karimabad Hunza	rukh_shahid@yahoo.com
18	Sabika Iqbal	15-31982	Turbaila	MBA	HR		0334-5100711	Hs # I-29,Sobra City, Turbaila Dam Dist: Haripur	-
19	Saima Adeel	8/7/1980	Rawalpindi	MBA	Finance		0334-5265102	Hs # NE-243/F, Nighatabad, Jehangir Road Rawalpindi	adeel_jhon@yahoo.com
20	Samina Akhter	1/1/1980	Rawalpindi	MBA	HR		0334-5034948	Tehsil Rawlakot, BPO Pak Gali, Dist: Poonch AJK	sam.shah02@gmail.com
21	Sarah Gill	3/7/1983	Rawalpindi	MBA	Finance		0332-9814904	Gil House, Hs # 140, KCB/2, Mukhtyar Gul Road, Kohat Cant	sarahgill7@yahoo.com

22	Shanila Iffat	11/11/1969	Islamabad	MSC	Mass communication		0314-5109603	Hs # 351, St # 17 D Block, Pak PWD Housing society Rawalpindi	-
23	Umm-e-Habiba	1/9/1985	Islamabad	MBA	HR		0307-8973890	Hs # 30, St # 8, Korang Town, Islamabad	-
24	Uzma Urooj	3/5/1982	Rawalpindi	M.ed	Education		0333-4952552	Hs # I-204, St # 1, Iqbal Road Rawalpindi	s.u.urooj@gmail.com
25	Yasmeen Syed	20-9-1983	Rawalpindi	MBA	HR	051-2518018	0344-9658245	HS # 21-C, C Block , Satellite Town, Rawalpindi	yasminsye@gmail.com

Women Empowerment through Employment - Human Resource Development Network
Group 3 - Rawalpindi/Islamabad Region

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						Phone	Cell	Postal	Email address
1	Akifa Saeed	22/10/1987	Rawalpindi	MBA	Finance	051-4830234		house # D-12/1, Sector # 2, Khybane Sirsyed Rawalpindi	akifa_saeed@yahoo.com
2	Aliya Kashif	30-9-1976	Rawalpindi	M.ed	Education		0321-5600981	Hs # 145, St # 14, Shaheen Town, Rawalpindi	aliakashif@live.com
3	Amna Rabbi	4/12/1985	Rawalpindi	M.sc	Botany		0332-5644108	Choor chowk misrial road PIA colony, C.B 712, rawalpindi cantt	searcherheanen@gmail.com
4	Anum Samuel	6/11/1987	Rawalpindi	B.A	Arts		0334-5155354	c/o Aziz javed,242,aziz bhatti road,RC church compound, lal kurti rawalpindi	-
5	Fouzia Tabassum	21/01/1979	Rawalpindi	B.A	Art5s		0334-5408471	Syed faezand hussain shah st.no 6, H.no 77, shah khalid colony chaklala.	-
6	Hafsah UI Islam	04/12//1987	Islamabad	M.B.A	Finance	051-2526491	0331-5116598	H.no 174, st. no 7, defence colony, KRL road rawalpindi	hafsahasghar@gmail.com
7	Humaira Abbas	5/5/1977	Rawalpindi	MBA			0313-5346665	shah jevan colony,st.no 3, dhoke shah syedidan, rawalpindi	-
8	Iffat Rubab	7/9/1989	Mianwali	B.com	Commerce	0459-230195	0302-3950373	Hs # D/67-D, Mohallah Khanke Khail, Ballo Khail Road, Mianwali	iffat.rubbab@gmail.com

9	Laila Tariq	26-1-1987	Rawalpindi	MA	sociology	051-4429019	0333-5247262	Hs # 14-C/1, Kasre Zaineb, Sattlite Town, Rawalpindi	misslailatariq@hotmail.com
10	Maria Mansha	19/07/1982	Rawalpindi	B.A			0331-5286871	House no. E-449, street no. 5, wahdaht colony taxila tehsil taxila dist.rawalpindi	-
11	Mamoona Tariq	24-11-1985	Rawalpindi	Bsc	Electrical Engineering	051-5781330	0346-5318024	Hs # CB893, St #1, Careof mashallah General Store, Near Jamie Masjeed, Qaze Abad, Rawalpindi	mamoonatariq4@yahoo.com
12	Nabila Akram	18/05/1986	Rawalpindi	MBA	HR		0334-8538164	House # 20-D,street#22, sec G-6/2 islamabad	nabila_khan64@yahoo.com
13	Nargis khatoon	16/10/1982	Attock				0342-5151447	village P.O kisran tehsil pindi gheb distt attock.	-
14	Nazia Begum	7/3/1986	Rawalpindi	B.A	Arts		0343-5787741	House # 219,street # 2, Majistrat Colony, Sadiq Abad rawalpindi	nazu_ali07@yahoo.com
15	Sadia Babar	28-4-1986	Rawalpindi	MBA	Finance		0332-5336011	Hs # DN173, St #11, Sector 4/A, Khyabane sirsyed Rawalpindi	sadiakureshi@live.com
16	Salma kafayat	5/7/1982	Rawalpindi	B.A	Arts		0333-5078207	House # 92-K Malikabad bhata chowk near ACL store chakra road P.O kohinoor mills rawalpindi.	-
17	Samina Akhter	18/01/1983	Rawalpindi	MBA	Marketing		0343-3444400	Naushahi house, street no 4, airport link road, mangral town, rawalpindi	saminaNaushahi@gmail.com
18	Seema Sabir	24/02/1988	Islamabad	BSC	General	051-9201587	0321-5253879	H.no. J29/15, sector E-9, PAF complex air headquater islamabad.	seemasabir@live.com
19	Shamsi Kamil	16/10/1983	Rawalpindi	M.sc	Environmental sciences		3448589356	Mujahid colony konodass gilgit.	shamsi.kamil@gmail.com

20	Sumaira Anwar	2/6/1980	Rawalpindi	B.ED			0312-2446134	House # 43, street no 2, jinah abad okara.	-
21	Taskeen Zahra	26/10/1985	Rawalpindi	MBA	HRM		0302-5126901	House no 353, street no 35, pwd colony, islamabad	taskeen_18@hotmail.com
22	Uzma Kafayat	30/09/1975	Rawalpindi	BS ED	science		0333-5078207	House no 92-K , Malikabad bhata chowk near ACL store chakra road P.O kohinor mills rawalpindi.	-
23	Zille Huma	6/2/1988	Sargudha	MBA	Finance		0343-8540229	Hs # 156, Muhallah Health Center Salam Road, Kot momen, Sargudha	zillelastnameuma@yahoo.com

Women Empowerment through Employment - Human Resource Development Network
Group 4 - Rawalpindi/Islamabad Region

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1	Amra Ghazal	15/09/1987	Rawalpindi	Bcom	IT		0345-5883487	Afshshan Colony, Near Qasim Market, Rawalpindi Cant	
2	Bibi Farzana Aqil	8/2/1983	Gilgit	MSc	Economics		0344-8857095	MohallaSHamgole Demyone, District Gilgit	alam.abadi@hotmail.com
3	Fahmina Zareen	11/2/1979	Rawalpindi	MA	Urdu		0323-5023539	NE-713, DM-33, Road Rehmad, Rawalpindi	fahmenaz@yahoo.com
4	Huma Qayyum	3/1/1989	Islamabad	BSc	Science	051-9267227	0334-3839545	House 15/8, G-10/3, Islamabad	-
5	Madiha rashid	2/5/1989	Rawalpindi	MBA	HRM		0301-5378889	House no. 105-A, satellite town 6th road rawalpindi.	mmomna@yahoo.com
6	Mehreen Qaiser	11/11/1987	Rawalpindi	MSc	Gender Studies		0333-5303105	House 41, Gulshan-e-Saeed, Chakri road, Dhamial Camp, Rawalpindi	mehreengaisar@hotmail.com
7	Maliha Asif	20/12/1982	Rawalpindi	MBA	HRM	051-2281666	03065959213-03005106727	House #505, treet #128, G-9/3, islamabad.	maliha822000@yahoo.com
8	Maryam	21/09/1980	Rawalpindi	MBA	HRM	051-5731027	0300-5302470	House# 1751, street # 57, phase III, Bahria town,rawalpindi.	marvammuddassar@hotmail.com
9	Mehnaz Begum	21/02/1981	Rawalpindi	B.ED			3439787067	House no 53, street no 2,ideal homes, gulzar-e-quaid rawalpindi	younas.wahab@gmail.com
	Nadia Kazmi	31/12/1988	Islamabad	B.A	Arts	051-2230501	0345-5200836	street no 3, house no.301, sector G-6/2, islamabad.	-
	Naila Jamir	15/02/1977	Islamabad	B.ED			3325148957	28-E-3, G-10/2, st.no 22 A, islamabad.	-
12	Nasira begum	21/03/1985	Gilgit	MSC	Economics		0346-4667796/ 03449507588	House no. 325,lane no.06, main peshawar road rawalpindi	alam.abadi@hotmail.com

13	Noor-ul-ain	21/04/1986	Islamabad	B.A	Arts	051-9267227	0344-5933104	House no 15/8 E, G-10/3,islamabad	-
14	Rakshanda Umar	5/1/1983	Rawalpindi	CSS	Continued		0336-5382870	NE-713, DM-33, Dhok Munshi Talain, Rehmanabad, Rawalpindi	rakshandaumer@gmail.com
	Sahar maqsood	21/10/1984	Islamabad	BSc	Science	051-4339811	0321-7434591	726-B, street 82, I-8/4, islamabad.	-
16	Shaida Kamal	19/07/1978	Rawalpindi	M.A	Urdu		0321-5235850	NE-713, DM-33, road, rehmanabad, awalpindi	shahidasarfraz@gmail.com
17	Sobia Khatoon	16/02/1986	Islamabad	B.A	Arts	051-2230501	3455200836	street no 03, house no 301, sector G/6/2, Islamabad	-
18	Sundas aslam	21/04/1987	Taxila	M.Sc	plant pathology		0332-5025769	House no. 05, street no 08, model town H.M.C road. Taxila	-
	Zahida Khan	26/12/1989	Rawalpindi				3235023538	NE-713,DM-33, rehmanabad,muree road, rawalpindi.	-
20	Sidra Nayyar	29/01/1986	Rawalpindi	B.com	commerce			Flate no 42, block 67-B, G-9/2 , islamabad.	-
21	Zara Fatima	7/7/1987	Islamabad	MBA	HRM		3325470455	House no 11, block D-28,sector G-8/4 ptcl colony islamabad.	szfiatri@hotmail.com

Women Empowerment through Employment - Human Resource Development Network
Group 5 - Rawalpindi/Islamabad Region

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1	Aisha Saeed	12/9/1986	Rawalpindi	MBA	HRM	051-5575939	0312-5232992	H. no 5, Gulshan-e-saeed dhamial camp chakree road rawalpindi.	aishabutt_95@hotmail.com
2	Ambreen Sadia	17/6/1987	Rawalpindi	MBA	Finance		0333-5400108	H.# 929/30 sharif street no. 1, aziz abad tench bhatta rawalpindi	ambreen.khan64@yahoo.com
3	Amna Sabir	19/4/1987	Rawalpindi	MBA	Marketing		0331-5051641	H. # 163, Gulshan-e-lqbal, purani abadi tench bhatta, rawalpindi.	amnasabir2009@gmail.com
4	Atoofa Sabir	18/9/1987	Chakwal	M.Sc	Communication sciences		0321-5988694	Ward # 04 near new abadi talagang sharq, dist chakwal	Atoofasabir@gmail.com
5	Beenish Zhara	19/10/1985	Rawalpindi	M.Sc	Economics		0313-5380632	H. # 35/A, dhoke kasmiran, rawalpindi	benabena.19.2@hotmail.com
6	Fahmeena Shaheen	14/5/1984	Jhelm	M.COM	Electronic media	0544-626725	0333-5800570	Main nadeem akram, dhoke abduallah, abduallah street jhelm city.	Fahmeena_shaheen@hotmail.com
7	Hina Abbas	19/6/1987	Rawalpindi	MBA	Finance		0345-5247603	H. # 233/15, st # 6, lane no. 7, raja akram colony lalazar, rawalpindi.	abbasshunny@gmail.com
8	Hina Afsar	12/1/1984	Rawalpindi				0333-5548983	H.no J-125, st.no 8, ariya mohallah rawalpindi.	-
9	Irum Shaheen	24/5/1986	Rawalpindi	MBA	HRM		0334-5292040	H.# 21/49, block A, rehmatabad chaklala rawalpindi.	irumshaheen24@gmail.com
10	Javaria Saleem	11/8/1985	Rawalpindi	MBA	Finance		0345-5920145	Abbasia town P.O & Tehsil muree district rawalpindi.	javaria.saleem08@gmail.com
11	Kanwal Salam	2/8/1987	Rawalpindi	M.Sc	Economics		0333-5091046	H.# 638, lane # 8, ali town ,adyala road, rawalpindi	kanwalsalam1987@hotmail.com

12	Maryam Nawaz	3/2/1987	Rawalpindi			051-5576307	0331-5150944	Quaid-e-azam colony, dhamila camp rawalpindi lane # 6.	-
13	Mehwish Gillani	25/1/1987	Rawalpindi	MBA	Finance		0321-5088141	H.# 4748 Annandpura gawalmindi rawalpindi cantt.	mehwish.g1987@yahoo.com
14	Mehwish Tayyab	15/7/1987	Rawalpindi	MBA	Finance		0323-5055451	H. # 262/43 Jan colony tench bhatta rawalpindi.	meh.tayyab@yahoo.com
15	Nadia Ashraf	25/2/1985	Rawalpindi	M.Sc	Communication sciences	051-2279545	0334-5518823	H. # 312-B, street no 14, G-6/2, islamabad.	kanwal.ambreen@yahoo.com
16	Nauman Faisal	1-Nov-89	Chakwal	MBA	Finance		0334-5764899	P.O Dandot The. Chao saiden shah distt. Chakwal.	naumanfaisal1989@yahoo.com
17	Noor-e-Tasmia	23/8/1987	Rawalpindi	M.Edu	Counseling		0342-5303370	H. #19, st.17, sector G, phase 2,DHA islamabad.	tasmia87@yahoo.com
18	Saba Bibi	23/3/1986	Rawalpindi	M.Edu	Counseling		0343-5565690	H.# 80 'R' railway scheme #1, chaklala rawalpindi.	sabajaved@ymail.com
19	Sadaf Bashir	17/3/1986	Chakwal	MPA	Finance	0543-410964	0345-5969634	Village & P.O talagang, distt, chakwal	sadaf_bashir28@yahoo.com
20	Sadaf Qureshi	6/5/1988	Rawalpindi	MBA	HRM	051-4324425	0346-5705313	H. # 27-F/86, P.O Fs wah cantt.	sadafnuqtadar@yahoo.com
21	Sadia Munir	22/4/1987	Rawalpindi	MPA	Finance	051-5795678	0332-5130249	H.#98 B/17 new abadi tahli mohry rawalpindi	sadia.munir10@gmail.com
22	Saima Zaman	2/11/1988	Rawalpindi	M.Sc	Economics		0334-5042157	H. # 446, P.O.F wah cantt	saima.zaman48@yahoo.com
23	Sameeha Khaliq	14/9/1986	Rawalpindi	M.COM	Electronics		0343-8569836	H. # 2, high way staff colony muree road faiza abad.	sameehakhaliq@yahoo.com
24	Sana Anwar	3/7/1988	Rawalpindi	MBA	Finance	051-5462358	0331-5693722	H. # 31, F/23, cantt view colony misrial road rawalpindi	sanaanwar007@hotmail.com
25	Shafia Pirzada	26/11/1986	Muzaffarabad	MPA	HRM	0582-2442152	3215755465	Fahad ahmed pirzada C/O pirzada house lower plate neelum town muzaffrabad.	-
26	Shamsa Arooj	14/2/1986	Rawalpindi	M.Sc	Communication sciences		0301-3171744	H. # 81, st.4, ayub colony chaklala scheme 3 rawalpindi	shamsa.aroojbutt@gmail.com
27	Shazia Mehboob	14/2/1983	Rawalpindi	M.Sc	Mass comunication		0334-518802	H.no CB-190, street no 3, aziza abad kiyani road rawalpindi cantt	shizrehman@gmail.com

28	Sidra Ayub Raja	17/9/1984	Rawalpindi	M.Sc	Mass comunication		0334-5089278	Flat no.11/251, anwar chok P.O.F wahh cantt	sidra_ayub2001@yahoo.com
29	Sidra Gul	28/3/1984	Rawalpindi	M.Sc	Gender studies	051-5731140	0334-5516323	H. no 1159, st.no 45, baheria town rawalpindi	pearl_paradise85@yahoo.com
30	Sina Ayub Awan	5/5/1986	Rawalpindi	MBA	HRM	051-5951883	0344-5891307	H.no 69, army scheme 2, rehmeta abad chaklala rawalpindi	sina_alvi@yahoo.com
31	Sobia Amjad	27/10/1985	Gujraat	MPA	HRM	051-5386504	0333-5867602	Malik umair amjad vill & post office khohar tehsil sarai alamgir distt gujraat.	awan_sobi@hotmail.com
32	Zubia Khalid	1/2/1987	Rawalpindi	M.Sc	Economics	051-5854085	0342-5568381	H.no 46, st. 4, gulraiz face 3, rawalpindi	zubiak@yahoo.com

Women Empowerment through Employment - Human Resource Development Network

Group 6 - Rawalpindi/Islamabad Region

No	Name	DoB	Location	Qualification	Sector	Contacts			
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2	Ambreen Bashir	9/3/1988	Rawalpindi	M.A	English lit.	051-5461294	0333-5690669	H.no 566 , st.8 , WSTG III allahabad rawalpindi.	ambreen_bashir
3	Amina Rasheed	30/6/1987	Rawalpindi	M.Sc	Defence & Diplomatic studies	051-4428070	0321-5582237	H. # 296-B , Satellite Town, Near Naunihal Public School, Rawalpindi	aminaraheed2010@hotmail.com
4	Aneela Zafeer	15/2/1987	Rawalpindi	M.Sc	Defence & Diplomatic studies	051-4575372	0331-5079546	H.# SN 317, L shamsa abad rawalpindi	aneela_zafeer@yahoo.com
5	Asma Irshad	27/5/1985	Islamabad	M.A	Gender studies	051-4491547	0321-4265473	H.# 1047, st .no 7, humak modal town islamabad	imansays@yahoo.com
6	Asma Khatoon		Rawalpindi	M.A	English lit.		0331-5073700	H#6. E72 Rehmtabad chaklala Rap	asmakhatooncheema@yahoo.com
7	Ayesha Saeed	6/4/1986	Rawalpindi	MPA	Public administration		0321-5011246	49/ f-2, lane # 5, shairzaman colony tulsala road lala zar rawalpindi	missaash@yahoo.com
8	Beenish Hayat	25/8/1985	Rawalpindi	M.Sc	Defence & Diplomatic studies		0321-5192230	chongi # 26, motorway chok, shahenabad islamabad	beenish_hayat1@yahoo.com
9	Ghazala Hanif	16/9/1986	Rawalpindi	M.Sc	Gender studies	051-5475568	0331-5010863	H.# 443/H 9, bahadar khan road pehwar road rawalpindi.	ghazala_hn@yahoo.com
10	Javeria Rehman	1/1/1988	Attock	M.Sc	Behavioral sciences		0343-9463663	Near masjid dera wali ward # 11/4, pindi gheb distt attock.	javeria_r@ymail.com
11	Maida Kiran	13/9/1987	Rawalpindi	M.A	English lit.	051-5730259	0331-5318044	H.#386 B, st.no 25, face 2 bahraia town rawalpindi	maida_kiran@yahoo.com
12	Munazza Sabir	25/3/1986	Rawalpindi	M.Sc	Defence & Diplomatic studies	051-5502322	0322-8566247	kashana e zameer flat #1 , st # 9, jahangir road rawalpindi	munazzasabir86@gmail.com
13	Nadia Naeem But	8/6/1986	Rawalpindi	M.A	Gender studies		0322-5084219	250,faizanchi ahata sadar rawalpindi	butt.nadia@rocketmail.com
14	Najida Hameed	23/4/1987	Rawalpindi	B.Sc	Communication sciences		0313-5355363	first flloor doctor mazoor clinic kamala abad dhok	najidahameed@ymail.com

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15	Nosheen Akhter	12-Jan-60	Rawalpindi	MDDS	DEfence studies	051-5519422	0333-5467577	H.# 963/13 A6, st.no 13, aziza abad rawalpindi cantt	nosheenakhter707@gmail.com
16	Rabab Aisha	5/12/1988	Rawalpindi	B.A	Arts	051-5585794	0332-5286165	Babu house 765/3-P, st.no 2, dheri hassan abad rawalpindi.	-
17	Rabia Naeem But	26/2/1985	Rawalpindi	MPA	Public administration		0334-9544540	250 khazanchi ahata sadar rawalpindi.	butrabia@rocketmail.com
18	Rabia Naz	17/1/1986	Chakwal	MCS	Computer sciences	0543-540787	0331-5761243	CH.ahemd khan house # 4/ 335 A, officers colony chakwal	rabianazfiwu@gmail.com
19	Rahima Bano	16/12/1986	Islamabad	M.A	Gender studies		0322-5263387	H.# 236, st.# 06, gulraiz colony face 2 .	rahima_bano@yahoo.com
20	Rehana Irshad	10/1/1987	Islamabad	M.A	English lit.	051-4493042	0331-4438795	H.# 654, st. no 6, model town shariqi humak islamabad.	anayah.mueed@yahoo.com
21	Sadaf Javed	11/5/1987	Jhelum	M.A	Gender studies	0544-621247	0332-5827096	R/O Kantrila, P/O kala gujran tehsil & jhelum disst jhelum.	sada.sana@live.com
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23	Saima	11/5/1985	Rawalpindi	M.Sc	Defence & Diplomatic Studies		0343-5800978	H.# ZB 6189, st.no 16, bangash colony, pirwadahi, rawalpindi.	saimajilani@gmail.com
24	Samia Farid	3/6/1985	Islamabad	M.Sc	Gender studies		0300-5324572	H.# D-228, st.# 54, Pakistan atomic energy employees housing society rawat islamabad.	-
25	Samra Malik	9/5/1986	Gujranwala	B.A	Arts		0322-6462245	Mohalla sultan nizamabad wazirabad gujranwala	-
26	Sana Fatima	8/2/1988	Rawalpindi	M.A	English lit.	051-5513068	0331-5090531	H.no 149, Gulshan shafi colony nai abadi tahli mohri rawalpindi.	fatimasana85@yahoo.com
27	Sana Raja	9/7/1987	Rawalpindi	MPA	Public administration		3455920621	H.# 281, st.no 22, rawalpindi.	sana.raja@live.com
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30	Sidra Naqvi	24/7/1986	Rawalpindi	MDDS	Defence	051-5468245	0313-5440706	H.# zb-799-c, Bangish colony pirwadahi, rawalpindi.	sidra.naqvi66@gmail.com
31	Sobia Amber	21/6/1986	Rawalpindi	M.A	Gender studies		0343-5892334	NE- 547-15 B, st.no 2,	sobinazar@yahoo.com

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32	Sonia Rafique	21/7/1988	Rawalpindi	BS	Communication sciences	051-5501332	0342-5036227	H # 127-B, se # 3, Khayaban-i-faisal, P.I.A,link road Rawalpindi.	sonia.rfiq@yahoo.com
33	Sumera Sajjad	29/9/1980	Rawalpindi	M.A	English lit.		0331-9088091	x-ray tech,sajjid ahmed ,attock oil hospital(pvt) ltd,morgah, rawalpindi.	sameera_sameera91@yahoo.com
34	Sunbal Fatima	22/7/1987	Rawalpindi	M.Sc	Diplomatic studies		0300-8326407	H.# E 111, mohalla Azam Nagar, ward # 10 Tehsil Kahuta, Disst rawalpindi.	fsunbal@yahoo.com
35	Sundas Javed	4/7/1988	Rawalpindi	M.A	English lit.		0336-5035331, 0332-5052428 , 0346-5337455	H. no 92, st.# 5, Abadi # 2 , tench bhatta, rawalpindi.	sundas.iaved77@gmail.com
36	Syeda Hira Naqvi	19/7/1988	Rawalpindi	B.A	Arts	051-5707661	0331-5567740	H.# 534, st. no 6, sector 1, Airport housing society rawalpindi.	
37	Umm e Aiman	11/12/1985	Rawalpindi	M.A	Gender studies		0322-5743613	H.no 555, st. no 15/A shami road rawalpindi.	ms_qureshi85@yahoo.com

Women Empowerment through Employment - Human Resource Development Network
Group 7 - Rawalpindi/Islamabad Region

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3	Amna Ejaz	17-05-1987	Rawalpindi	BBA	Finance	051-5514577	0321-5593433	House CB/185, Lane 3, Peshawar road, Rawalpindi Cantt	amna_a24@hotmail.com
4	Anam Rashid	12/2/1987	Rawalpindi	MDDS		051-4411794	0323-5405818	House CA/46, Saidpur road, Rawalpindi	anam.rashid@hotmail.com
5	Ayesha Gul	11/11/1988	Rawalpindi	BSc	Economics	051-5487107	0321-5122054	17/C, Gul House, Nadir Street, Adayala road, Rawalpindi	ayeshagul88@gmail.com
6	Ayesha Muhammadi	15-03-1986	Peshawar			051-4346497	0333-5114755	Mera Urmar Payan, Village Urmar, Payan, Peshawar	-
7	Ayesha Rashid	7/8/1986	Rawalpindi	MA	Behavioral Sciences	051-5818364	0332-5595481	House 167, Street 9, Shah Khalid Colony, Rawalpindi	ayeshatanoli@gmail.com
8	Bibi Ayima	17-11-1985	Rawalpindi	MA	Education		0344-5064388	House BH22, Sattelite Town, Rawalpindi	aayema@hotmail.com
9	Darakshan jabeen	29-09-1988	Rawalpindi	BSc	Economics	051-5895941	0332-5579918	House 89, Street 2, Banaras Colony, Rehmatabad, Chaklala, Rawalpindi	darakshanjabeen2@gmail.com
10	Dur-e- Shahwar	20-10-1986	Gujranwala	BS	Behavioural Sciences	055-3861509	0312-7209386	House 141, Sector D, Askari 1, Gujranwala Cantt	dureshahwar@live.com
11	Falak Naz	20-01-1986	Rawalpindi	MCs	Computer Sciences		0303-8940664	Village Sahal Khinger, P/O Daryala Khaki Tehsil Gujjar Khan	falaknaz.fiwu@gmail.com
12	Filza Rehman Butt	10/2/1975	Rawalpindi	MA	Education	051-5509330	0321-5150108	House 49, Street 17/A, Chaklala Scheme III, Rawalpindi Cantt	filza.imran@gmail.com
13	Hira Tahir	17/01/1987	Rawalpindi	M.Sc	Environmental sciences	051-5803708	0314-5310069	DN 70-C sector 4/A khayaban-e- sirsyed Rawalpindi	hiratahir04@hotmail.com

14	Kiran Ameer	11/2/1987	Rawalpindi	M.Sc	Behavioral science	0514-560460	0331-5186606	Village Ghri Sikander, tehsil taxila, district rawalpindi, P)O box ahatta.	kirankhan.fiwu@yahoo.com
15	Maryam Nawaz	2-Mar-87	Rawalpindi	BBA	Finance		0331-5150944	House # 7, lane #6 Quaid-e-azam colony Dhamial camp rawalpindi.	mn-1887@yahoo.com
16	Nabile Naz	10/1/1986	Gujranwala	M.A	Fine Arts		0345-6591891	H. # 290/14, st #2, hafizabad road Gujranwala	redrose_naz1986@yahoo.com
17	Naila Rashid	6/8/1985	Rawalpindi	M.A	Islamic studies	051-5818364	0332-5595481	H. # 167, st. # 9, shah khalid colony rawalpindi.	nailatanoli@hotmail.com
18	Nausheen Akhtar	16/11/1984	Attock	M.Sc	Communication Sciences		0332-5711312	H. # 1761- Dhoke fateh-Attock.	nausheenmaalik@yahoo.com
19	Rubina Gul	23/06/1985	Abbottabad	M.Sc	Communication Sciences		0333-5034419	Mardan dopatta house gumani street Main bazar abbotabad.	moonlight2387@yahoo.com
20	Sabah Silvat	5/9/1987	Rawalpindi	M.Sc	Communication Sciences		0344-5508109	C/O Abdul Ghafoor, near gulistan-e- Akbar gate, gulistan colony, rawalpindi.	sabah_satti@yahoo.com
21	Sana Sheikh	18/4/1986	Attock	MSC	Communication Sciences	051-2603434	0323-5346123	house no d-107 civil bazae attock	sanasif86@gmail.com
22	Sehrish Ayaz	6/10/1987	Rawalpindi	MPA	Public policy		0343-5582043	H.no NE 733, st #06, Rawalpindi.	sehrishkiani1153@yahoo.com
23	Sehrish Kiran Qazi	22/4/1987	Rawalpindi	M.Sc	Behavioral science	051-5501772	0332-5501772	H. no CB-352, street # 1, pipeline road, rahimabad , sir syed chowk, rawalpindi.	sehrish_fiwu@yahoo.com
24	Sehrish Shabeer	13/5/1989	Rawalpindi	MDDS		051/3001024	3435901060	house no 206, ward no 9, mohallah kassi gujarkhan	sehrishshabeer@yahoo.com
25	Sidra Kanwal	26/9/1988	Rawalpindi	BBA	Finance	051-2506146	0313-5487768	H. no CB66, street no 1/2, ahmadabad dhamial camp, rawalpindi.	sidrachaudary@hotmail.com
26	Sidra Noreen	20/12/1987	Rawalpindi	M.A	Education	515477322	0333-5285585	h no d-15 railway schemeno 7, westridge Rawalpindi	sidranoor20@gmail.com
27	Sobia Jannat	28/10/1980	Rawalpindi	BBA	Finance		0333-5554210	house noBIV 479 chirah road ,m muslim town sadiqabad rawalpindi	sobiajannat@gmail.com
28	Sumaira	14/10/1984	Abbottabad	MPA	Public policy		0312-9117555	H.# 238 lower malikpura mera abbotabad.	sumaira084@gmail.com
29	Sumiha Gulfraz	26/12/1986	Rawalpindi	B.Sc	Behavioral science	051-5953196	0332-5319046	H. # 14 Railway Housing scheme # 2, chaklala rawalpindi.	sumihagulfraz@yahoo.com
30	Summara Naz	17/6/1988	Attock	Msc	Environmental sciences		3225721639	malik muhammad ishtiaq.village.dhok sharfap.o box saddar t&d attock	ammar_2k10@yahoo.copm

31	Syeda Rabia Gillani	8/9/1986	Islamabad	MPA	Public policy	0582-2444033	0345-4896665	H. # 3, G8 service road west 9th Avenue Islamabad.	rabia_noni@yahoo.com
32	Tahira Hussain	21/9/1985	Rawalpindi	MSc	Communication Sciences		0345-5337294	h no 521/A lane no 1, officer colony misrial road Rawalpindi	irfa_basharat@yahoo.com
33	Tahira Jabeen	12/1/1988	Islamabad	BSC	Behavioral science	051-2523089	0333-4919765	tahira jabin c/o muhammad ismail fehmi, dep regesterar establishment div block no 1, room no 6 allama iqbal uni, sec h8 islamabad	tahira@live.com
34	Tayyaba Naz	28/8/1986	Rawalpindi	MA	Education	051-5392677	0314-5200418	mohallah new abadi chakra road rawalpindi	tayyaba.edu@gmail.com
35	Yasmeen Akbar	20/3/1986	Rawalpindi	MSC	Communication Sciences		0333-5755829	h no 82/21/A/3 ghaffar kiyuyani road rawalpindi canntt	yasmeen.akbar@ymail.com
36	Zainab Bibi	20/1/1987	Rawalpindi	MDDS			0315-5089974	sandal road ward no 14 gujarkhan	zainabbibi26@yahoo.com

WEE Trainees Profile - for interview
Women Empowerment through Employment - a project of Human Resource Development Network, Islamabad
Region: Lahore

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1	Abida Bano	18/5/1983	Lahore	M.A	Urdu literature		0322-7960512	Meer Anis street imamia colony Shahdar Lahore	-
2	Amreen Zubair	6/4/1986	Lahore	M.A	Islamic studies		0336-4489130	House no 852, Bblock, Sabzazar scheme, Multan Road Lahore	-
3	Ayesha Ashraf	27/8/1988	Lahore	F.A	Commerece		0301-4099874	House no 370/869 st#2 shabnam colony kotlakhpat Lahore Lahore	-
4	Benish Khokhar	28/11/1989	Lahore	F.A	Humanities		0323-4621639	H#34, St#5, Inayat colony, C-block, Gulberg III Lahore	-
5	Fatima Jamil	12/6/1992	Lahore	Metric	Science	042-35212028	0322-4031421	H#C1, St# 49, Nespal housing society Lahore	
6	Ilfrah Hassan	13/7/1992	Lahore	Metric	G.Science		0305-5252046	H#5 St#2 Jhangir park, near general hospital Lahore	-
7	Mehnaz Aslam	23/09/1977	Lahore	F.A	Humanities		0333-4774015	H#47-b, Abdalians co-operative housing society.Lahore	-
8	Misbah Yaqoob	7/11/1988	Lahore	F.A	Humanities		0345-4622492	H #51, st# 10, khan colony ,MQ Block Model town Lahore	-
9	Noreen Mumtaz	29/10/1987	Lahore	B.A	Humanities	042-5834697	0314-4995250	H#332, R-Block, Model town(EXT) Lahore	-
10	Nazia Hasnain	3/11/1983	Lahore	B.A	Humanities	042-35853993	0331-4050373	h#77-A,B-Block,New muslim town,Lahore	-
11	Neelam Aslam	3/10/1990	Lahore	B.A	Humanities		0321-9407259	H#24,st#110,Godhi wedhra,ichhea, Lahore	-
12	Nusrat Asif	28/7/1979	Lahore	F.A	Humanities		0323-4621639	H#34,ST#5,INYAT COLONY ,L-block,Gulberg III Lahore	-
13	Qudsia Ali	12/01/1977	Lahore	M.A	Commerece	042-7832757	0322-4123133	h#6/A, st#26,Shah freedabad,multan road Lahore	
14	Rubia Ali	17/8/1983	Lahore	Metric	Sciences		0300-6960976	h#865, st#2, Shbnam colony,kot lakhpat,Lahore	

15	Sahiba Kamil	1/10/1984	Lahore	B.S honours	Agiculture		0336-5568977	Mujahid colony, Kondoass Gilgit Baltistan	-
16	Saima Arzoo	11/8/1981	Lahore	F.A	Humanities		0332-4751160	Rana mehboob haider,st#11, salarpure, pindi rajputan, kot lakh pat lahore	-
17	Sajida Naqvi	1/1/1988	Lahore	F.A	Humanities		0343-4018885	Jamia ul muntizar,H-block model town lahore	
18	Sarah Hasnain	15/7/1982	Lahore	B.A	Humanities	042-35853993	0345-4053834	h#77-A,B-Block,New muslim town,Lahore	-
19	Shehar Bano	26/2/1992	Lahore	Metric	Science	042-35180904	0300-4143045	h#253 c-1 nespak colony, near ghazi chowk, college road lahore	
20	Sumera Naiz	9/2/1982	Lahore	B.A	Humanities		0321-4844643	H#1, ST#33, KAURAR colony,near model town lahore,	-
21	Syed Tehrem Bukhari	25/2/1991	Sheikhupura	B.A	Humanities		0322-4006871	Syed shukat ali, street sheeraz bakeez, muhalla hanjranwala, sheikhupura	
22	Syed Zubaida Aslam	13/1/1985	Lahore	B.A	Sciences		0334-9763086	H#694, N-BLOCK, SABZAZAR SCHEME LAHORE	-
23	Tasleem Arshad	9/7/1986	Lahore	F.A	Sciences		0300-4721497	h#79, J-BLOCJ, MODEL TOWN LAHORE	-
24	Urooj Bakht	1/9/1992	Lahore	Metric	Sciences	o42-5175114	0322-4223368	h#368, block A-2, johar town Lahore	
25	Yousra Naeem	2/4/1988	Lahore	B.A. Economics	Economics	051-5533813	0313-5363695	G-602, st.no 10, DAV college road rawalpindi	yousra.naeem9@gmail.com
26	Serish Munawar	2/9/1986		MSC	Gender studies		0331-5128933	H.#22, St.# 5, New abadi khokar abad rawalpindi	silent listener@hotmail.com
27	Amina Akbar	18/11/1987		BE Electrical	Telecom	051-5788687	0333-5516977	H.# 6, st.# 9, DHA-1, islamabad	aamina.akbar@gmail.com
28	Ayesha Saghir	14/10/1987		BCA	Computer Arts	051-5961893	0332-5489457	H.no 68, st.no 5, chaklalla scheme 3, rawalpindi	amiableash@live.com
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Women Empowerment through Employment - Human Resource Development Network
Group 1 - Peshawar, Peshawar Region
May 5 - 19, 2010

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3	Ayesha Tasneem	31-12-1983	Peshawar	MA	Urdu, Archeology	091-5274192	0334-9440657	H# 4, Jalil Street, Opp Ibrahim Mosque, Gulberg 2, Peshawar Cantt	manahill_malik@yahoo.com
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5	Faiza Tariq	2/6/1988	Peshawar	MPA	HRM	091-5200432	0334-9110254	H#T-261, S#3, Shadman Colony, Warsak Rd, Peshawar	faiza_tariqpk@hotmail.com
6	Faiza yousaf	25-07-1983	Peshawar	MA	Journalism & Mass Com.	091-2570461	0332-9371303	Moon Cottage, Al khair Street, Gulbahar 3/4, Javaid Town, Peshawar	eisha_blackcurrent@yahoo.com
7	Farhat Saba Mufti	9/3/1983	Peshawar	MA	Journalism & Mass Com.	091-2260652	0315-9095999	House No 5, Qureshi Street, Gulbahar no 3, Lucky dehri Rd, Peshawar.	pharmacis-79@yahoo.com
8	Farheen Khan	27/2/85	Peshawar	BCS	Computer Sciences		0321-9090080	house#42, street#5, Falcon complex, Khyber road, Peshawar	
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10	Gulsanga Khan	10/10/1985	Peshawar	MPA	Public Adminisration	091-5842647	0321-5904969	H#109 A, S#11, Scheme III, Chaklala Rawalpindi	mariumiqbal@gmail.com
11	Kousar Khan	19/8/86	Peshawar	MBA	Finance	091-2651887	0321-9055323	H# A20, Muhammadia Street A1, Momin Town, Dalazak Road Peshawar	kousarkhan25@hotmail.com
12	Madiha Gul	11/2/1987	Peshawar	MSc	Economics	091-5845032	0313-5271315	H#146, New Usmania Lane, New Arbab Colony, Uni Rd Peshawar	madiha_gul87@yahoo.com
13	Maryam Hina	21/6/84	Peshawar	BCS	Computer Sciences	091-5270796	0332-9968617	Hazara House, Izat Khan Chowk, Gulberg No.3, Peshawar	mariam.hina@gmail.com
14	Masooma Nadeem	11/4/88	Peshawar	MA	Sociology	091-2262005	0300-8581404	House T-3055, Street 01, Sikandar Town, GT Rd, Peshawar	masooma_nadeem@hotmail.com
15	Misbah	3/1/1986	Peshawar	BCS	Computer Sciences	091-5813080		House#145, street#7, sector J-1, Phase 2, Hayatabad Peshawar	mechal_86@hotmail.com
16	Monazza	4/5/1987	Peshawar	MPA	HRM	091-5811456	0332-	H#519, S#15, Sector E-3, Phase 1,	monazza@live.com

	Hamadani					6808464		Hayatabad, Peshawar	
17	Nosheen Niaz	28/2/87	Peshawar	MBA	Finance	0345-9105919	0313/9440884	Mohallah Miandad Kheil, P.O & Village Prang, The & Distt Charsadda	ibmsmahts1@yahoo.com
18	Rabia Jabeen	22/2/84	Lakki	Msc	Zoology	0333-9216482	0332-9215663	H#51, S#21, Sector D4, Phase1, Hayatabad, Peshawar	rabiajabeen09@yahoo.com
19	Rabia Sabir	1/6/1985	Peshawar	Msc	Economics	0313-9667713	0345-9115299	Muslim Street Ishrat Cenima Road Gulbahar #3, Peshawar City	rabiasabir85@gmail.com
20	Rukhsaar Mughal	9/12/1986	Peshawar	BA	Fine Arts	091-2219840	0342-9813314	7 star building,2nd floor hashtnagri phattak, pesh	rukshar_bashir@yahoo.com
21	Saima Ghazan	1/6/1985	Peshawar	MA	Social Work	091-5862676	0321-9080828	H#676, S#19, Sector F9 Phase#6, Hayatabad Peshawar	drizzle_85@hotmail.com
22	Samina Ibrahim	1/3/1981	Peshawar	BA	Arts	091-5004914	0321-9116886	H#31, S#11, K-6, Phase 3, Hayatabad, Pesh	asad9002@gmail.com
23	Sana Malik	26/2/1987	Peshawar	MSc		091-5275549	0315-9122206	H#T-6572, Near Haji Muhammad Hujra, Mushtaq Abad, Nauthia Jadid Peshawar	sani_malik87@yahoo.com
24	Sana Najeeb	25/12/1987	Peshawar	MPA	HRM	091-5202877	0321-9159837	House#22, Sher ali town, Khushal bagh babu gari, Warsal road Peshawar	blueariel@hotmail.com
25	Sana Nisar	23/8/1985	Peshawar	BA	Arts	0336-9075729	0336-9075729	Radio Colony Near Haji Camp GT Rd, / Nisar Ahmed H.P.T.1, Peshawar	sweet_suny002@yahoo.com
26	Shama Bashir	13/2/80	Peshawar	BA	Social Sciences	091-2219840	0342-9813314	Seven Star Building Khushhal Bazaar Rd way Hosue Hashtnagri Phatak Pesh	rukshar_bashir@yahoo.com
27	Uzma Elahi	9/1/1985	Peshawar	MA	Pol Science	091-5829311	0333-9080808	H#310, Sector K-6, S#11, Hayatabad Pase3, Peshawar	uzmaelahi@yahoo.com
28	Waheeda	8/2/1989	Peshawar	BA	Ecnomics/Statistics	091-7107957	0331-9925138	H#281, Mohala Malik Zaman Nouthia Qadeem Cantt, Peshawar	komal_saeed89@hotmail.com
29	Zaheera Azeem	13/8/1987	Peshawar	MBA	Finance	091-2217569	0313-9511164	H# 272, Moh Rati, Pankha sazan Street Peshawar City	zaheerazeem@gmail.com

Women Empowerment through Employment - Human Resource Development Network
Group 2 - Peshawar, Peshawar Region
May 15 - 31, 2010

No	Name	DoB	Location	Qualification	Sector	Address			
						Phone	Cell	Postal	Email
1	Amreena	9/24/1988	Mardan	MA	Rural Sociology	0937-242862	0334-8468763	House 3, Street 7, Center Colony, Mardan	amreena.2009@gmail.com
2	Atiya Rasool	30/3/85	Peshawar	BA	Arts	091-2215276	0321-9110631	House 2760, Kochi Bazar, Chock Nasir Khan, , S#2	attiakhan28@yahoo.com
3	Ayesha Hashmi	10/8/1986	Peshawar	BBA		091-5861625	0345-9085336	House# 444, street # 4, sector F-8, phase 6, Hayyatabad	ayesha.hashmi3@gmail.com
4	Ayeza Khan	5/10/1987	Peshawar	MBA	HR	091-5811683	0301-3033164	House 117, Street 11, Sector H-1, phase 2, Hayatabad	ayeza_0o0@hotmail.com
5	Gul jabeen	25/3/1988	Peshawar	MA	Islamiyat	091-5597733	0334-9099134	Faqirabad #2, Opp-Afridi Khan Masjid Quarter#7, Karim Khan Quarters	-
6	Hina Sher	2/3/1988	Bannu City	MBA	HRM	0928-622193	0333-9275009	1.house#26,Bhatiya Street, inside kachehri, bannu	hina_ustb@yahoo.com
7	Hula Gul	03/12/1986	Charsadda	BA	Arts		0313-9938977	Village kot P.O Kot, Tehsil & District Charsadda,	-
8	Iram Gul	11/11/1986	Charsadda	BA	Arts	091-6580315	0307-8461965	M. Israr, Village & P.O Kot, Tehsil & District Charsadda	-
9	Komal Habiba	6/6/1986	Kohat	MA	IR		0332-9782380	Haji Ali ahmad. House# T-42, O.T.S road, kohat	komalshah2008@hotmail.com
10	Mehrab Arshad	3/8/1986	Peshawar	MBA	Finance	091-2211164	0346-9739619	St. Johns High school,city circular road, house#2	
11	Nabeela Sarwar	4/10/1985	Peshawar	MA	sociology		0346-9535699	room no 51, agriculture girls hostel no.2 agri uni	-
12	Nadia Mohammad	23-02-1984	Peshawar	MBA	H.R	091-5810319	0333-9212546	house 254,street#1, j-4, phase 2 hayatabad,peshawar	nadiamzai@hotmail.com
13	Naeema Bano	22/6/1986	Peshawar	BA	Arts		0343-5206007	Agri girls hostel, room#9, hostel#2, agri university,peshawar	
14	Nighat Yasmin	28/10/1986	Peshawar	MBA	Finance	091-5817341	0333-9372481	59 house, street 10, sector D-3, Phase 1 Hayatabad Peshawar	nice_chatterbox@yahoo.com
15	Razwana Kowsar	3/8/1986	Peshawar	BBA	Finance	0927-250350	0333-9712226	41, street -2, sector j-5 Hayatabad Peshawar	coolkhattak@hotmail.com
16	Rozina Yousaf Afridi	5/8/1983	Peshawar	MA	IR	091-5861115	0334-9062074	House 747, Zaryab Colony, Faqirabad No. 2	comeliestroz@yahoo.com
17	Sadia Noor	23/12/1983	Peshawar	MA	Islamiyat	091-2590546	0343-9853068	H#3258,Mohallah Muhammad Dad, Illaqa Dabgari	sadiaaju@yahoo.com

18	Sana Shah	14/4/1984	Haripur	MA	Economics	0938-502003	0332-9086977	Quarter#2, agri girls hostel, agri uni peshawar	sana.shah14@ymail.com
19	Sanya Durrani	12/03/1988	Peshawar	BFA	Fine Arts		0315-9144092	Flat 35-C, Gate 4, Army Flates, Peshawar Cant	sanya_durrani@yahoo.com
20	Shawana Butt	15/12/85	Peshawar	MA	Psychology	091-2583483	0346-8000077	Bukhsh Colony, Faqirabad #2, house#5,peshawar	eyes_radiant@yahoo.com
21	Somaira Khan	27/6/1987	Peshawar	MBA	HR		0345-9050526	House 18, Street 1, F-4, Phase 6, Hayatabad	somairakhan@hotmail.com
22	Tasneem Zeb	31/3/1985	Nowshera	MSc	Env. Sciences	0923-590034	0300-5919294	Village & PO Akbarpura, District & Tehsil Nowshera	wisal99us@yahoo.com
23	Tayyaba Nizami	16/08/1986	Peshawar	MBA	HR	091-5813367	0333-4169629	H no.62, Street no.5, Sector k 5, Phase 3 Hayyatabad	tayyabanizami@gmail.com
24	Touseef Qaseem Khan	6/9/1986	Mardan	MA	Economics		0344-5119671	Mohallah Bughdada, Mardan	sherkp78@yahoo.com
25	Uzma Ishaq	2/1/1984	Peshawar	MBA	HR	091-5813080	0333-9298502	H-145, St.7,sector J-1,phase 2,Hayyatabad,peshawar	uzmaishaq84@hotmail.com
26	Zoya yousaf	03/07/1986	Peshawar	MA	Islamiyat	091-5202371		Village dermangi,tehsil and district terahi payyan, warsak road, pehawar	

Women Empowerment through Employment - Human Resource Development Network
Group 3 - Lakki Marwat, Peshawar Region
May 27 - June 10, 2010

No	Name	DoB	Location	Qualification	Sector	Address		
						Phone	Cell	Postal
1	Aasia Parveen	12/5/1992	Lakki	SSC			0301-7182001	Mohallah khoidad khel
2	Abida parveen	4/25/1983	Lakki	FA	Arts		0313-9336714	Mohallah khoidad khel
3	Anjum Noubahar	3/18/1992	Lakki	SSC			0344-8989126	Safdar town near old railway station(police lane)
4	Bela zarlisht	8/17/1988	Lakki	FA	ARTS	0969-703800		Mohallah Shairu Khel Nazd Shabir jan mimber house
5	Farzana Kulsoom	5/17/1989	Lakki	FA	Arts		0344-5615399	Mohallah bazo khel, Jhang khel
6	Irum Mehreen	8/19/1992	Lakki	SSC			0346-9516656	Mohallah Bahgban
7	Ishrat Fatima	4/22/1993	Lakki	SSC			0343-9340322	khel kachi kamar
8	Jawaria Gulrukh	4/12/1993	Lakki	FA	Arts	0969-512175		near kabir market bazar zargarani, Mohallah meena khel
9	Kishwar sultana	4/6/1976	Lakki	FA	Arts	0969-510288		Mohallah meena khel
10	Maryam bibi	1/7/1990	Lakki	SSC			0345-5610192	Mohallah bazo khel, Jhang khel
11	Mehnaz bibi	7/10/1985	Lakki	SSC			0305-9365390	Mohallah mochain khel
12	Mehwish gul	4/12/1993	Lakki	FA	Arts		0301-7182001	Mohallah Shero khel
13	Momal Gulrukh	5/25/1987	Lakki	BA	ARTS	0969-703800		Mohallah shairu Khel Nazd Shabir jan mimber house
14	Monia anam	5/9/1991	Lakki	FSC	SCIENCE		0343-9346992	Mohallah Khoidad khel u/c Lakki-2
15	Nadia bibi	3/15/1990	Lakki	FSC	SCIENCE		0343-9327013	Mohallah Khoidad khel u/c Lakki-2
16	Naheed Akhtar	9/3/1987	Lakki	BA	ARTS		0346-6413977	Mohallah khoidad khel near G.B school
17	Naila qureshi	4/14/1993	Lakki	FA	Arts	0969-512218	0313-9336714	Mohallah meena khel G.H.S
18	Nousheen bibi	4/10/1989	Lakki	BA	Arts		0302-8075991	Mohallah Malik abad near safdar town
19	Palwasha rehman	9/26/1980	Lakki	BA	Arts	0969-511666	0314-6904485	Mohallah Shehro khel and meena khel
20	Robina bibi	9/1/1987	Lakki	BA	Arts		0344-	Mohallah khoidad khel

							8987974	
21	Robina Qayyum	5/15/1988	Lakki	BSC	Science		0342-9052585	Mohallah meena khel near G.G.C.M.H SCHOOL-2
22	Rukhsana Andaleep	8/25/1983	Lakki	BA	ARTS	0969-549097	0345-7530014	Jhang khel, Mohallah Bazu khe
23	Rukhsana Meher	4/20/1992	Lakki	FSC	SCIENCE		0313-9109019	Mohallah shairu khel or Meena khel
24	Sabeen Akhtar	8/22/1992	Lakki	SSC			0345-9853304	mohallah michen khel
25	Safina Rehman	6/1/1990	Lakki	SSC			0302-5530557	Nazad govt.high school-3 kachan khel
26	Saira Raheem	4/8/1986	Lakki	Msc	PS	0969-511662	0313-9002327	Mohallah Meenakhel near National bank of pakistan
27	Shaheela Noureen	5/13/1993	Lakki	SSC		0969-510020	0302-5045339	Mohallah Shehro khel
28	Shahnaz Parveen	4/3/1993	Lakki	BA	ARTS		0301-7182001	Mohallah khoidad khel
29	Shamshad Begum	5/3/1998	Lakki	FA	Arts	0969-511505		Mohallah machen khel near G.H.S no-3
30	Tahira Raheem	12/11/1981	Lakki	BA	ARTS	0969-511662	0313-9002327	Mohallah Meena khel
31	Wafa Noubahar	4/3/1993	Lakki	9TH			0344-8989126	Janabad near railway station
32	Zahida bibi	4/4/1984	Lakki	MA	Arts		0344-9346091	Mohallah Baghban
33	Zainab Gul	5/21/1987	Lakki	SSC			0313-9336714	Mohallah khoidad khel

Women Empowerment through Employment - Human Resource Development Network

Group 4 - Peshawar, Peshawar Region

June 3 - 17, 2010

No	Name	DoB	Location	Qualification	Sector	Address			
						Phone	Cell	Postal	Email
1	Andaleep Jahan	14/03/1986	Bannu	BSc	Computer		0302-8082018	H no 141/c muhala char bijli, chwak banu	-
2	Attiya Israel	12/12/1983	Bannu	MSc	Economics	0928-611231	0332-9752615	Village Gharib Abad, PO Khwajamad Mandan	attya.khan@yahoo.com
3	Farah Hameed	12/12/1985	Abbottabad	Msc	Genetic		0331-5749549	iqbal road supply	
4	Hina Tahir	15/01/1985	Charsadda	MA	Biotechnology	091-6513444	0336-9077264	village and p.o. prang kandi sado khail	
5	Hira Jameel	12/10/1987	Swabi	BSc	Honours	0938-271183	0334-5627463	Muhala khulham khel, village topi	
6	Humaria Abbas	26/11/1984	Peshawar	MA	Urdu		0321-9021483	house # 8, Street Kocha Malik Nazir Mohallah jaghirabad kakshal city	
7	Humaria Gul	12/09/1978	Swabi	MA	IT		0333-9233692	H#55, Askari-6, Nasir Bagh Rd	humairazar@yahoo.com
8	Irum Sumaira Sidra		Mardan	MA	Education	0937-580646	0313-9662853	Mohallad Miangan, Village Bagheecha Dhairi, District	irum.sumera@yahoo.com
9	Lala Rukh	25/04/1985	Peshawar	BBA	Honours		0333-9476966	village and p.o char bagh, district sawat, muhalla monri	pgal_555@yahoo.com
10	Lubna Mahsud	22/04/1986	Peshawar	MBA	Finance	091-5252184	0333-9981603	Flat # 27B, Gate 1,	lubnamahsud@yahoo.com
11	Madiha Iqbal	01/02/1986	Peshawar	Mphil	Biotechnology	091-2563428	0345-9427174	H no 76/B3, street 2, near maki musjid, gulbahar no 4, peshawar	kooki2k7@gmail.com
12	Maryam Asif	15/08/1987	Peshawar	BCS	Computer	091-5817073	0333-9299154	House 145, Street 7, J-7, Phase 2, Hayatabad, Peshawar	hayya_87@yahoo.com
13	Neelma Shah		Peshawar	MA			0333-9301169	H# 656, Sector F5, Phase-VI, S#9, Hayatabad	-
14	Rakhshanda Jabeen	05/05/1987	Bannu City	MBA	HRM	0928-610313		Kotka Gharib Abad Mandan P/O Kwajamad Mandan Banuu city.	attya.khan@yahoo.com
15	Riasat Amin	08/01/1983	Nowshera	MBA	Finance	0923-212825	0333-9033311	House 413, Armour Colony, Phase 1, Manki road, Nowshera	khattakisgreat@yahoo.com
16	Sadaf	05/09/1985	Nowshera	MBA	Finance	0923-613206	0334-8922657	Phase 1, H 112, st 3, Armour Cop Housing Society Manki Raod, Nowshera	
17	Sadaf Raheem Khattak	01/04/1985	Karak	MBA	Finance	091-5817988	0333-9137724	House 99, Street 2, sector p2, phase 4, hayyat abad, peshawar	sundas_rahim@live.com
18	Safira Attache	10/05/1984	Malakand	Mphil	Continued	0932-508261	0343-9727296	p.o and village tola gram tehsil batkhela	

19	Shagufta	04/01/1986	Charsada	LLB	Law	091-5860029	0346-9094739	Sector F-9, Street 21, House 746, phase 6, Hayatabad Peshawar	
20	Shehla Sattar	05/04/1985	Peshawar	Msc	EPM		0333-6746792	S 2/4 irrigation colony warsak road, peshawar	-
21	Shumaila	15/03/1987	Peshawar	BcS	Computer	0928-9270350	0336-9087308	Banazais girls hostel, room no 77(vop) peshwar	
22	Sumbal Javed	02/02/1987	Peshawar	MA	Anthropology	091-5843843	0332-9358922	Muhala Mandi kalan, vilage tehkal,p/o tehkal, bala peshawar	barbiedoll_200115@yahoo.com
23	Sundas Anwar	24/6/1987	haripur	BIT	IT	0995-661360	0345-5617775	House C-21, SOBRA CITY Tarbela dam	sundas_anwar@yahoo.com
24	Tahira Rabbani	18/6/84	Peshawar	MBA	Finance	091-5861666	0321-9036666	H.679, St.9, Sector F-5, Phase.6, Hayatabad, Peshawar	t_rabbani@hotmail.com
25	Ulfat Amin		Nowshera				0313-5777097	House 413, Armour Colony, Phase 1, Manki road, Nowshera	-
26	Zarmeena Riaz	02/01/1985	Peshawar	MA	IR	091-5505866	0332-9338184		zarmina_ahmed85@yahoo.com

Women Empowerment through Employment - Human Resource Development Network

Group 5 - Nowshera, Peshawar Region

June 9 - 19, 2010

No	Name	DoB	Location	Qualification	Sector	Address		
						Phone	Cell	Postal
1	Akhtar sultan	5/10/1982	Nowshera	FA	Arts		0333-9020997	Mohallah Shah mir Ghari
2	Allah rakhi	30/04/1981	Nowshera	MA	Arts		0332-9390412	village zakhimiana Post office akbarpura
3	Asma gul	9/9/1988	Nowshera	BA	Arts		0300-5773995	Mohallah abakhel fasil chowk
4	Basmina arsalan	1/1/1984	Nowshera	BA	Arts		0313-9684642	Mohallah shah hussaini
5	Beenish nawaz	1/3/1980	Nowshera	Matric	Science		0313-6820921	Mohallah hotti khel
6	Faheema	3/3/1982	Nowshera	FA	Arts		0323-9223168	bara khel nowshehra kalan
7	Faiza hidayat	15/5/1986	Nowshera	Matric	Science		0314-9682525	Shala khel nowshehra kalan
8	Farzana abdul aziz	25/05/1980	Nowshera	SSc	Science	0923-644843	0334-9414912	New dagi khel tanky road Nowshera
9	Firasat miraslam khan	5/4/1990	Nowshera	FA	Arts		0333-4523461	New abakhel nowshehra kalan
10	Kaloom fazal-e- subhan	7/1/1993	Nowshera	Matric	Science		0305-5543774	mohallah bara khail
11	Khadija yousaf	29/7/1991	Nowshera	Matric	Science		0313-9684781	zwani khel
12	khaleda Rashid	03/03/1978	Nowshera	Matric	Arts			Abakhel, Nowshera Kalan
13	Maryam rasool	13/4/1991	Nowshera	Matric	Science		0300-8362813	Mohallah Alayar khel
14	memona shahalam	10/4/1993	Nowshera	Matric	Science		0321-9769526	Behram khan khel nowshehra kalan
15	Minhas gul	1/8/1979	Nowshera	MSC	Chemistry	0923-200719	0343-3430464	Mohallah khai sheikhul bandi
16	Mobina kousar	1/4/1984	Nowshera	Matric	Science		0321-9031584	Mohallah usman khel charsada road
17	Nadia badshah	19/12/1988	Nowshera	BA	Arts		0314-9656473	kabul river station near hayyat academy school
18	Nadia jamil	5/5/1987	Nowshera	BA	Arts	0923-644408	0314-9671778	Mohallah parachgan
19	Nagina kousar	1/1/1979	Nowshera	Matric	Science		0321-9031584	Mohallah usman khel (shah house) charsada road
20	Najma asfandiyar	1/8/1989	Nowshera	FA	Arts		0321-9762553	Mohallah shala khel Nowshehra kalan
21	nazia islam	24/04/1991	Nowshera	BA	Arts		0333-9020997	Mohallah Shah mir Ghari
22	Neelam javed	8/12/1989	Nowshera	Matric	Science		0305-8693316	Janaz gah road new abakhel
23	Raheela kifayat	15/02/1984	Nowshera	FA	Arts		0342-9020009	Mohallah shah hassani
24	Rainaz	15/04/1988	Nowshera	FA	Arts		0333-9011024	malik abad
25	Rubina arsalan	10/2/1982	Nowshera	BA	Arts		0313-9684642	Mohallah shah hussaini
26	Rukhsana Abdul wadood	15/04/1983	Nowshera	FA	Science	0923-644843	0321-9761395	New dagi khel tanky road
27	Rukhsana shahjahan	10/6/1982	Nowshera	BA	Arts		0313-9666917	Mohallah raheem abad
28	Saba gul	4/3/1994	Nowshera	Matric	Science		0300-8362813	Mohallah Alayar khel
29	Sabina habib	9/12/1975	Nowshera	FA	Arts		0342-9020009	Mohallah atta khel
30	Salvia akhtar	1/1/1986	Nowshera	BA	Arts	0923-644052	0315-9136626	Mohallah samander gari near masjid-e-ramzan
31	Shabana abdul wadood	10/3/1975	Nowshera	SSC	Science	0923-644843	0334-9414912	New dagi khel tanky road Nowshera
32	Shehnaz sarfaraz	5/4/1984	Nowshera	FA	Science		0321-9734920	Mohallah usmankhel

33	Sumaira kifayat	21/1/1992	Nowshera	ssc	Science		0345-2600491	Mohalah usman khel charsada road
34	Usra ehsan	27/12/1988	Nowshera	BA	Arts	0923-644052		Mohallah samandar gari nowshehra kalan
35	Wajida noushad	1/4/1971	Nowshera	BA	Arts		0334-9882495	Mohallah new dagi khel
36	Wilayat basheer ahmad	12/3/1987	Nowshera	Matric	Science		0334-8924534	Mohallah behraam khan khel
37	Yasmin Akhtar	10/7/1961	Nowshera	Matric	Science		0323-9207560	h#1152/2 Mian feroz shah khattak building
38	Zainab Jamil	1/10/1993	Nowshera	Matric	Science	0923-644408	0314-9671778	Mohallah parchgan

Women Empowerment through Employment -a project of Human Resource Development Network, Islamabad

Group 6 - Peshawar, Peshawar Region

July 30 - August 10, 2010

No	Name	DoB	Location	Qualification	Sector	Address			Email
						Phone	Cell	Postal	
1	Beenish Naeem	20/3/1985	peshawar	BA	Maths	0321-9169719	0321-9090495	Moman Town, Dalazak Road	gtimba@yahoo.com
2	Bibi Kausar Fatima	3/20/1986	peshawar	BA	Arts	0302-8061035	0333-9076207	Shajee flat colony main gharibabad chowk	softwareengineer1@live.com
3	Brikhna Shehzad	4/2/1988	Peshawar	FA		0334-4459162	0333-8207272	House 410, Street 4, Sector F-9, Phase 6, Hayatabad	jily_hashmi@yahoo.com
4	Fatima Durrani	2/2/1986	Charsada	MA	IR	091-5703308	0300-5828518	h#12D, Chinar road, University road	fatimad15@msn.com
5	Hina Mehmood	1/9/1986	peshawar	MA	Sociology	091-5285353	0333-9788993	Flat 9/A, Army officers colony, Gate # 1, Saddar	peace_maker990@yahoo.com
6	Hina Urooj	25/11/1988	peshawar	BA	Economics		0300-5823352	H. 3, Rehman Street, Gulbahar 2	gtimba@yahoo.com
7	Huma Dad Khan	25/10/1987	peshawar	MA	Economics	091-5829311	0346-9195931	H 310, St 11, K-6, Phase 3, Hayatabad	humadadkhan@yahoo.com
8	Kanwal zahoor	3/13/1988	peshawar	BA	Arts	091-6012842	0333-9302668	Sector-L2, Street-2, house#264, phase-3, hayatabad	kanwal_zahoor@hotmail.com
9	Maryam Hussain	17/7/1982	Nowshera	MA	LLB	0923-200186	0321-9735052	H 17(B), Sec.A, Asc Colony Nowshera	rubabswabi@yahoo.com
10	Rakhshanda Gulzar	20/4/1987	Charsada	MPA	Finance	091-6224102	0307-8439554	district charsada, tehsil shabqadar village haji zai	joian100@yahoo.com
11	Rona Akbari	9/5/1988	peshawar	Bsc	Science	091-5822646	0333-9372959	House 689, St 32, D-4, Ph 1, Hayatabad	rona_akbari@yahoo.com
12	Sadia jamil	1/11/1986	peshawar	BBA	HR	0336-9063991	0333-9189936	House#181, sector-(E7) Street#3 phase#7, Hayatabad	sadiaorakzai@hotmail.com
13	Sadia Mukhtar	14/11/1983	peshawar	MBA	Finance	0321-9101004	0321-9117825	House C-1518, Mohalla Muqarab Khan, I/S, Yaka Toot	sadia14nov@yahoo.com
14	Saima Kanwal	1/2/1987	Pabbi	BA		0305-2873530	0344-9826764	Village Chowkey Mumraz, Muhallah Maingan Tehsil Pabbi	
15	Sajida Bibi	12/5/1986	Charsadda	BA	Arts		0344-8933835	Village spalmai kalai, p/o &tehsil tangi, distt charsadda	salma_sahiba@yahoo.com
16	Salma Jamali	19/5/1984	Peshawar	MBA	HR	091-5816481	0333-9201301	h#104, st-49, secot-D2, Phase-1, hayatabad peshawar	s_jamali@hotmail.com
17	Sara Javed		peshawar	FA	Arts	0313-9983815	0300-5889261	Wazir Colony, Ring road, Peshawar	
18	Sarah Khalil	30/12/1984	peshawar	MBA	Finance	091-5837362	0333-9252123	H#545, S#16, Sector E-3, Phase 1, Hayatabad Peshawar	sweet_sarah248@hotmail.com

19	Shabana Iqbal	13/3/1984	Peshawar	MA	Sociology	091-5285399	0345-9057202	Flat 6 Block-B, New N/C flats Khyber raod peshawar	
20	Shamim	8/2/1986	Charsadda	BA	Arts	091-5339415	0333-9345962	Shaikh Kaley, PO Box Miyana Charsadda	
21	Tahira Jabeen	4/27/1976	peshawar	BA	Arts	091-2562190		Mohalla shalie kauban h#3306 namakmandi peshawar	
22	Ulfat Amin	12/4/1982	peshawar	MA	Philosophy	0345-9211103	0333-9272882	Al Imran House, Opposite PAF Camp Badaber, Peshawar	ulfatimran2000@yahoo.com
23	Yumna Nizam	13/3/1985	kohat	MA	Economics	0922-516357	0333-9639432	Nizam khan, h#533, mohallah janas khail behzadi chikerkot kohat	Yumna_bangash@yahoo.com
24	Shafqat Nasar	20-06-1987	peshawar	FA	Arts	091-5509055	0332-9078605	Flate 419, Liaqat Street 2, Peshawar Cannt	

Women Empowerment through Employment - Human Resource Development Network

Group 7 - Mardan, Peshawar Region

July 30 - August 10, 2010

No	Name	DoB	Location	Qualification	Sector	Address			
						Phone	Cell	Postal	Email
1	Afsheen Shah		Mardan	Fsc		0312-6369004	0300-9176198	Chamrang Garhi Kapoora Mardan	-
2	Alia		Swat	FA	Midwaifry			Akun kali P.O. Cable District Swat	
3	Azra		Malakand	Midwifery	Diploma			Bior Kharki Dargai Dakhana, Tehsil Samad raizai, Malakand	
4	Falak naz	03/01/1987	Mardan	BA	Arts		0313-9119865	Jamra Chamfar Nasafa Road Mardan	
5	Ghazala Naz	02/12/1982	Mardan	MSC		0937-880756	0346-9346605	Village Baram Khan kalli P/o Tehsil & Distt Mardan	Ghazalanaz82@yahoo.com
6	Ghulshan	01/01/1983	Mardan	FA	PTCL			Dakhana Muhallah Mustafa Abad, Mardan	
7	Haleem Mena	15/4/1983	Uper Deer	Midwifery	Diploma			Lawoyar Almas, Tehsil and Zila Uper Deer	
8	Irum Huma	03/05/1973	Mardan	BA	Arts		0331-9211723	Shamsi Rd, H#78, S#7, Tariq colony, Post office mardan	-
9	Jamila Shad	29/09/1986	Mardan	BA	Arts			Shaikh Maltoon Town, H#54, S#1, Sector C Mardan	-
10	Madiha Javed	28/2/1988	Mardan	BBA			0301-8191123	Madina Colony, S#1, Mumtaz Wela Guli Bagh Hoti Mardan	bilalkhan591@gmail.com
11	Masawat Begum	05/01/1978	Swat	Midwifery	Diploma			Pao Khar bari Dakhana Mata tehsil Swat	
12	Mehwish Malik	02/03/1987	Mardan	MBA	in process	0937-863204	0342-9566224	H#19, Near Record Wing PRC Mardan Cantt	cute_omish@yahoo.com
13	Memona Imran	03/01/1980	Mardan	BA	English		0301-5261499	H#28, S#1, Sector L-3, Phase 3 Hayatabad Pesh	mona_imran80@hotmail.com
14	Nadia Kausar	24/4/1986	Mardan	BA	Arts	0937-536326		Village & PO Medy baba Tehsil Takht bahi Mardan	-
15	Nadra Yousaf	13/9/1984	Mardan	BA		0300-9176198	0331-9210098	Muhallah Baso Khel Mardan Khas, Tehsil Mardan	-
16	Nargis Bibi		Malakand	LHV	Diploma			Wazir Abad PO dargai district Malakand	
17	Nazish	03/07/1982	Mardan	MA	Islamiyat	0937-867319	3469310968	Hasta Nagar Colony Eid Gha Rd mardan	-
18	Neelam	05/01/1982	Mardan	BA	Arts		0332-9030226	Tariq colony Shamsi rd Mardan	-

19	Neelofar Shujaat	14/3/1976	Mardan	SSC	Arts		0345-9224080	H#C-23, the fazle Haq College Mardan	
20	Robina Inzar		Swat	FA	Midwaifry			Muhallah, Koz palo, Distric Swat	-
21	Sahil Bibi	03/10/1998	Mardan	FA	Arts	0344-9570835	0345-9339740	Village & PO Lundkhar Mohallah seni Tehsil Takhat bhai Mardan	-
22	Saima Anwar	02/09/1981	Mardan	BA	in progress		0346-9364740	Civil Vaternity Hospital Shamsi Rd Mardan	-
23	Saima Yousaf	14/4/1990	Mardan	BA	Arts		0307-5735903	Katlang Rd. Kati Grahi District & Tehsil Mardan	-
24	Salma	06/01/1982	Mardan	Msc	Botany	0346-9301040	0334-9142814	Street#4, Ghaznavi Colony by pass Rd Mardan	khandya80@yahoo.com
25	Sanam Khan	20/10/1986	Mardan	MBA	HRM	0937-9230075	0345-9331335	Head Master hou, The fazle haq college Mardan	-
26	Sehrish Gul	18/6/1987	Mardan	MBA	in process		0333-9859565	H#2, Muhallah Abdul Raheem, Sham Gunj bank road mardan	sehrkhan87@gmail.com
27	Shaista	03/03/1977	Mardan	FA	PTCL			Khas Korona, H#4, S#1, Muhallah syed abad No1. Mardan	
28	Shama Mir	28/4/1977	Mardan	BA	Arts	0937-232462	0300-9305722	New bagh colony near Irm colony Mardan (Marchako Kaly)	
29	Shamim Begum	08/03/1980	Deer	LHV	Diploma			Gamingay PO Sarai Bala District Deer	
30	Sumbal Mehmood	03/01/1988	Charsadda	FA				Kala Dandh bala Mera, Umer Zahi, Charsada	
31	Syyeda Aisha bibi	18/4/1988	Mardan	Fsc			0344-9150246	H#111, Muhallah Dehlay, Mardan	
32	Wasim Akhtar	18/4/1984	Mardan	BA	Arts	0300-9176198	0332-5354207	Makam Chowk #1, Sanwer Abad Mardan	
33	Zarmeena Hakeem Khan	24/10/1989	Mardan	MBA		0937-9230075	0345-9331335	Vice principal house Fazle Haq college Mardan	neweyedee@yahoo.com
34	Zenat Begum	04/01/1988	Mardan	BA	Islamiyat		0346-9346605	Fazal Abad, Tehsil Takhat bahi Zila Mardan	-

Women Empowerment through Employment -a project of Human Resource Development Network, Islamabad

Region: ABBOTTABAD(GROUP-8)

Updated: 4th -13th AUGUST 2010

S. No	Name	DoB	Location	Qualification	Sector	Address			
						Phone	Cell	Postal	Email address
1	Afsheen Akram	6/14/1986	Abbottabad	BSc	Science	0302-2584904	0331-5717256	House no 11, Rehmatabad Cantt, Abbottabad	
2	Aisha	5/1/1989	Abbottabad	FA	Arts	0992-885556	0334-5608470	Allama Iqbal Colony Murree Road Jogain, Abbottabad	
3	Aniqa Hanif	2/1/1990	Abbottabad	FA	Arts	0992-343848	0345-9576684	Village Banda Batang, Abbottabad	
4	Asma Wali	12/6/1986	Abbottabad	BBA	Admn	0333-5041323	0345-9585058	House 1488/48, Allama Iqbal Colony, Murree road, Nawan Shehar, Abbottabad	
5	Ayesha Aslam	7/4/1988	Abbottabad	FA	Arts		0345-4156476	Village & PO Box Dobather, Tehsil & District Abbottabad	
6	Ayesha Bibi	6/2/1989	Abbottabad	BA	Arts		0331-5726564	House K-442, Kunj Qadeem, Abbottabad	
7	Ayesha Iftikhar	5/31/1990	Abbottabad	BSc	Science	0992-390730	0345-7031706	House T-C 317, Mohallah Mohammad Zai Nawan Shehar, Abbottabad	ayesha.iftikhar309@gmail.com
8	Bushra Akram	12/12/1989	Abbottabad	BSc	Science	0302-2584904	0334-3713724	House 11, Rehmatabad Cantt, Abbottabad	
9	Faryal Jehangir	5/25/1982	Abbottabad	MS	Computer		0333-6402081	Village and P/O Amloke Banda Dobathar, Abbottabad	
10	Ghazal Bibi	1/12/1985	Abbottabad	MSc	Chemistry	0992-885556	0334-568470	Village Rehmanabad P/O kokal Barsin, District Abbottabad	
11	Ghazala Shaheen	1/12/1982	Abbottabad	FA	Arts		0321-9981265	Mehra Mandroach, Near Shamma Public School, Nawan Shehar, Abbottabad	
12	Gul Bibi	4/21/1978	Abbottabad	Matric	Arts		0322-9908641	Maira Mandroach, Neelor road, Nawan Shehar Abbottabad	
13	Haleema Bibi	7/6/1986	Abbottabad	MSc	Stat	0992-524268	0346-9524162	House 1488/2, Allama Iqbal Colony Murree road, Nawan Shehar, Abbottabad	
14	Hira Asif	10/15/1989	Abbottabad	FA	Arts	0313-5801240	0346-5746037	House LM-40/1, Lower Malikpura, Chitta Pul, Mohallah Madni, Abbottabad	
15	Huma Gul	4/4/1986	Abbottabad	LLB	Law	0333-5031244	0313-585461	Jhangi lamba, maira abbottabad	
16	Kanwal Rafiq	4/18/1984	Abbottabad	BSc	Science	0992-330450		House K-232, Kunj jadeed, abbottabad	xhallian_great@yahoo.com
17	Mehtab Bibi	4/10/1981	Abbottabad	BA	Arts		0344-9443387	M.Ishfaq, Banda Amloke, Dohobhatar, Abbotabad	
18	Mehwish Bibi	3/19/1989	Abbottabad	BA	Arts	0314-9365732	0344-9480807	Village maira mandroach, Nawan Shehar, Abbottabad	

19	Munnaza Bibi	1/3/1988	Abbottabad	FA	Arts			Mohallah Qazian, Dhodial, Nawan Shehar, Abbottabad	
20	Muqadsa Iftikhar	11/6/1991	Abbottabad	FSc	Science	0992-390730	0345-7031706	House TC 317, Mohalla Muhammad Zai, Nawan Shehar, Abbottabad	angelx97@yahoo.com
21	Nageena Shaheen	3/2/1978	Abbottabad	BSc	Science	0992-391608	0321-9836311	House TC 374, Mohalla Muhammad Zai, Nawan Shehar, Abbottabad	
22	Naila Azhar	4/25/1986	Abbottabad	BA	Arts	0331-9085569	0312-3334486	House TC-1480/2, Allama Iqbal colony, Jogan, Nawan Shehar, Abbottabad	
23	Naila Farzana	1/6/1981	Abbottabad	MA	English		0333-5064699	Banda Amloke, Dobathar, Abbottabad	
24	Rahima Khan	11/1/1990	Abbottabad	FSc	Science	0300-9114705	0331-9114419	Banda Amloke, Dobathar, Abbottabad	
25	Rifat Bano	1/4/1978	Abbottabad	FA	Arts	0992-391034		House TC-433/434, Mohallah Muhammadzai, Nawan Shehar, Abbottabad	
26	Shahida Bano	1/2/1986	Abbottabad	Fsc	Science	0992-333704		Banda Amloke, Dobathar, Abbottabad	
27	Rushna Khan	1/19/1993	Abbottabad	Matric	Arts	0307-5618282	0331-9099188	Village Banda Amloke, Dohobathar, Abbottabad	
28	Saba Pervaiz	4/30/1989	Abbottabad	FA	Arts		0333-5057382	House K-442, Kunj Qadeem, Abbottabad	
29	Sadaf Jadoon	3/15/1983	Abbottabad	BA	Arts			Mohalla Qazia, Dhodial, Nawan Shehar, Abbottabad	
30	Samra Umer	9/12/1987	Haripur	BA	Arts	0313-5928399	0332-5078626	Mohalah Asifabad, Malikyar road, Haripur	
31	Sana Asif	9/18/1986	Abbottabad	BA	Arts	0334-8969798	0313-5801240	House LM-40/1, Lower Malikpura, Chitta Pul, Abbottabad	
32	Seerat Saeed	11/12/1990	Abbottabad	BSc	Science		0336-5071171	House 112/85, St 6, Hasan Town, PMA, Kakool road, Abbottabad	saeedshah1959@yahoo.com
33	Sehrish	4/8/1992	Abbottabad	BA	Arts		0344-9445681	Village Maira Mandroach, Nawan Shehar, Abbottabad	
34	Shahida Bano	4/2/1986	Abbottabad	FSc	Science			Amloke banda, Dobathar, Abbottabad	
35	Shumaila Bibi	2/3/1987	Abbottabad	BA	Arts	0992-9588209	0334-5608470	Rehmanabad P/O Kokal Barsin, Havalian, Abbottabd	
36	Shumaila Yousaf	11/8/1984	Mansehra	MA	English	0997-302531	0336-5284245	Dub No. 1, Mohalla Jalalabad, Mansehra	
37	Sidra Nazir	7/22/1989	Abbottabad	BA	Arts	0992-333702		House no.K-436/1, Kunj qadeem abbottabad	
38	Tehmina Jan	1/20/1989	Abbottabad	FA	Arts	0992-391730		House 330, Mohallah Muhammad Zai, Nawan Shehar, Abbottabad	
39	Zarnish	1/7/1993	Abbottabad	Matric	Science	0336-5640179	0344-9588486	M.Ishfaq, Banda Amloke, Dohobhatar, Abbotabad	
40	Zuhara	1/5/1989	Abbottabad	BA	Arts	0992-392745	0346-9588209	Allama Iqbal colony, Murree road, Jogain, Abbottabad	