

# DIARY 2008



**WOMEN OF PAKISTAN:  
SOME BREAK THROUGH  
THE BUREAUCRATIC  
GLASS CEILING**

UKS

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# ***Diary 2008***

## **WOMEN OF PAKISTAN: SOME BREAK THROUGH THE BUREAUCRATIC GLASS CEILING**



Uks - A Research, Resource &  
Publication Centre on Women and Media

# PERSONAL DATA

**Name**.....

**N.I.C No.** .....

**Address (office)**.....

**Address (home)**.....

**Tel. (office)**..... **(Home)**.....

**Mobile** ..... **Fax**.....

**e-mail**.....

**Bank Account**.....

**Blood Group** .....

## Telephone Nos.

**Hospital (emer.)**..... **Tel. Complaint** .....

**Police** ..... **Electricity Complaint** .....

**Fire Brigade** .....



**While** discussing the theme for our 2008 diary, the editorial team was quick to select *Women in Bureaucracy*. This was an area, we felt, that had hitherto remained unexplored. And we wanted to give credit to hundreds of women in the public offices, pay tribute to those who had reached the highest positions and talk about issues that blocked their entry to the top. We thought that some of the relevant data was there in the print media and the rest would/should be available in the Cabinet or Establishment Divisions, the line departments and other public offices. Thus began our struggle to get data on this theme, and let me admit, there was very little available on women in bureaucracy from almost all the offices that our team visited. There was some material available on the Internet and some press clippings- not enough to represent these women. We realized that for the first time there was not enough data to compile a chronology on Women in Pakistani Bureaucracy as has been a tradition of Uks diaries. There were not many editorials either. There was an invisibilitybarring a fewof women bureaucrats in the press clipping at Uks. Disappointing as it was, lack of media coverage was not the only issue that disturbed us. After going through whatever data was available, we realized that women bureaucrats were not only under represented in the media; they were also not there at top levels. For example: Ms. Naheed Haider-Secretary Port and Shipping is perhaps the only woman out of a current list of 47 Federal secretaries, and Dr. Gulzar Bano and Dr. Masooma Hasan were the only two women who served as secretaries in the Cabinet Division. There have been no women Chief Justices. Strange though that hundreds of women are inducted in various departments and yet there are less than a handful to reach the top. Thus, our editorial this time takes up two issues that emerged as big: lack of media coverage on women in bureaucracy and the glass ceiling, that invisible barrier that keeps women from getting to high-powered positions in a private or public office.

While some may argue that the presence and status of women in the Pakistani bureaucracy have somewhat increased over the years, there can be no two opinion that there exists an invisible barrier--a glass ceilingthat prevents women from getting ahead in their professions mostly through an unwritten and unofficial policy.. Although this is not a Pakistan-specific, but global phenomena (coined in the 70s by *The Wall Street Journal*) and many women have faced this situation, it impacts more when women are also confronted with multiple impediments such as patriarchy, tribal and feudal customs etc.

The "glass ceiling" is more frustrating as it stems out of mere gender bias and has nothing to do with their capabilities. Many a times it happens that women who have progressed within a public office, despite their ambitions and qualifications are unable to reach the position they deserve. Spending many years trying to fight out these biases and prejudices, compels many women to quit-taking early retirement. The unheard tales of the agony these women go through when less deserving and much less qualified men keep moving upwards, have never got the attention of our media. Neither has the stories of courage that these women could share.

Media can also analyse, investigate and report on issues that are directly linked with women in bureaucracy. For example, how gender can transform the relationship between bureaucrats and their clients. Will there be more willingness to file violence complaints, will the number of rape arrests, and the percentage of court convictions go up if there are more women at the top? Media can also investigate on how this blockade can be removed. How the successful elimination of glass ceilings would require not just an effective enforcement strategy but the involvement and political will of employers, employees and others in identifying and reducing attitudinal and other forms of organizational barriers encountered by women in making it to higher level positions in different departments. Media could also urge the next elected government to plan something on the pattern of American government's specially appointed Glass Ceiling Commission or any where else in world?

Today, more than ever before, women need support enabling them to break the glass ceiling. One way of doing this is using the entire media (mainstream, national and local) highlights more and more case studies of women making to the top. It is hoped that greater visibility of women who have managed to breakthrough the glass ceiling will not only provide positive role models for other women but also pave way for acceptance and acknowledgement for them at home and in the public sphere.

Uks has always maintained that media must stop projecting "traditional" gender roles along with images of patriarchal authority. We have also been urging that rather than focusing on women's physical beauty, dress and roles within the family, media must take up

violence against women, the impediments to their professional development and how to overcome these. If our media picks up and begins to present some of these issues, and if it is done in a gender-sensitive manner, this will definitely have a powerful effect in the public mind. When viewers/listeners and readers will constantly be presented with images of women in the public offices, facing and overcoming problems and finally making it to the top, the public will eventually come to perceive of these images as being normal and acceptable. The public will also begin to then question why women are faced with the glass ceiling and how can they break it- leading to hopefully more and more women at the top positions that they deserve. If this happens then maybe next time someone researches on women in Pakistani bureaucracy, they may come up with more data than we could. Maybe the media can also look at genderblindness of the way bureaucracy is defined and how it smacks of gender bias. One definition says: *It is a system of authority, men, offices, and methods that government utilizes to carry out its programmes.* Can the media urge the inclusion of the word *women* here?

We at Uks are hopeful that media in Pakistan will support our women in overcoming the existing gender biases and blindness and breaking any barriers that prevent them from getting to the highest position, aren't you?

Wishing you a very happy new year!

Tasneem Ahmar

## **Women in Public Sector Employment: Bet ween Heartache and Hope**

As always, it is an honour to be asked to contribute to the preparation of the Uks annual diary, right from the conceptualisation stage to the introductory note, and this time, even the title! Tasneem Ahmar and the Uks team are to be commended for taking up an issue of critical importance, and one which has hitherto received such scant attention.

The Government of Pakistan reiterated the setting of a 5% quota for women's induction into the public sector in 1998, and, in fact, stated its commitment to increasing that figure to 25% in its National Plan of Action, to implement the commitments it made at the Fourth World Conference on Women (Beijing, 1995), and the ratification, in 1996, of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). However, this led to a heated debate between two fiercely opposing camps. One comprised those who oppose any form of reservation at all, believing in competition based on merit alone. The other believed that 5% was too little, too late, and that there ought to be an immediate increase in the quota, to at least 33%, IN ADDITION to open merit.

The latter group based its contention on Constitutional guarantees of gender equality and affirmative action (1973, Articles 25, 37 and 38-a), and on the above international commitments. The reality is that, barring a few Ministries/Departments, such as Education and Health, even the 5% quota mostly remains unfulfilled. Further, barring the shining exceptions chronicled in this diary, there is still a conspicuous absence of women (a) at the senior-most decision-making levels and cadres, and (b) in the "non-traditional" fields, i.e. other than the Social Sectors of the national economy.

A number of factors are cited as "justification" for this situation, including the (mis) perception that adequate numbers of qualified women are not available for recruitment at the entry or junior levels; that women employed at junior levels are neither technically qualified, nor trained, nor experienced, nor "suitable" (sic) for promotion; that women, by temperament, do not make good managers; and, most importantly, that "inducting the female gender into public sector employment is very problematic, as most women get married and are either not permitted (sic) to work any longer, or, of those who do continue, most take off too much time for maternity leave and family responsibilities". This view is still widely held by male decision-makers, and is a real disincentive for women's recruitment or retention in the public sector.

Taking the human rights-based approach to women's employment as a means towards empowerment, means that such biased, sexist thinking needs to be urgently dispelled. Given the opportunity, Pakistani women excel as much in the public sector as they do in the private or NGO sectors, and in non-traditional fields as well. Those who struggle and succeed in breaking through the real glass ceiling are the icons, serving as strong role models for the rest. They overcome male resistance, attitudinal biases, sexual harassment, non-selection for training and career development opportunities, and the loss of seniority and promotion due to their reproductive responsibilities, lack of support systems, such as transport, child care, postings and transfers, and separate toilets, to cite just a few of the formidable challenges they face.

In 2003, the Pakistan National Commission on the Status of Women (NCSW) published the report of its "Inquiry on the Status of Women's Employment in Public Sector Organizations". This is a very important report, full of data and facts, and research-based recommendations from the primary stakeholders themselves. One could do nothing better than call upon the Government to take immediate steps to implement these recommendations, in both letter and spirit, and with genuine commitment and political will. And our icons could lecture at universities to motivate young women to join the public sector, while universities could introduce student career counselling, especially for graduating girls.

**Tahira Abdullah**  
development worker & rights activist

## Begum Shaista Ikramullah

Begum Shaista Ikramullah, the first female representative of the first Constituent Assembly of Pakistan (1947), Pakistan's former Ambassador to Morocco, mother-in-law of Jordan's Crown Prince, and niece of the great leader Huseyn Shaheed Suhrawardy, was born on July 22, 1915, at Calcutta in the prominent Suhrawardy family of West Bengal. She was educated at Calcutta and London. During that period, strict purdah environment was prevalent in the Muslim society of India. Her mother was a traditionalist while her father, an eminent surgeon and politician, was a dynamic liberal who encouraged his daughter to study.

She got married at quite a young age. Her husband was a diplomat and served as Pakistan's first Foreign Secretary. He encouraged her pursuit of modern education. She was the first Muslim woman to obtain a doctorate from the University of London in 1940. Her doctorate thesis "Development of the Urdu Novel and Short Story" was a critical survey of Urdu novel and short stories.

In 1945, Begum Ikramullah was asked by the Government of India to attend the Pacific Relations Conference. Quaid-i-Azam convinced Begum Ikramullah not to accept the offer, as he wanted her to go as the representative of the Muslim League and to speak on its behalf. Six weeks after the establishment of Pakistan, the Quaid asked Begum Ikramullah to go as a delegate to the United Nations.

Begum Shaista Ikramullah was one of the few Muslim women to have taken an active part in the Pakistan Movement. She was totally committed to the creation, and the building of Pakistan. The first legislature of Pakistan in 1947 had two women representatives, Begum Jehan Ara Shah Nawaz and Begum Shaista Ikramullah. Together with Begum Shah Nawaz, she made untiring efforts to get the "Islamic Personal Law of Shariah" approved. Her male counterparts in the legislature had certain reservations towards this law, which recognized women's right to inherit property in accordance with the Islamic Law. The law also guaranteed all citizens; male and female alike, equal pay for equal work, equality of status and equal opportunities. After protests by women both inside and outside the legislature, the bill was finally approved in 1948, and became effective in 1951 when Pakistan adopted its first constitution. She continued to play an active role in Pakistani politics in the critical years preceding the Martial Law.

Begum Ikramullah served Pakistan as a delegate to various international conferences and United Nation's Conferences. She also served as Ambassador to Morocco from 1964 to 1967.

In the late 80's, Begum Ikramullah started work on a book about the life and times of her late uncle, Huseyn Shaheed Suhrawardy. The book, "Huseyn Shaheed Suhrawardy: A Biography" was completed and published in 1991. Her works in the English language include "Letters to Neena", the much acclaimed "Behind the Veil" first published in 1953, and "From Purdah to Parliament" published in 1963. "Common Heritage" was her idea to improve ties between Pakistan and India by providing a platform to both Pakistanis and Indians who had lived in the Sub-continent before Partition.

She also completed her English translation of "Mirat-ul-Uroos", an Urdu classic by Deputy Nazir Ahmad, and an Urdu volume on "Kahavat aur Muhavray" but unfortunately, could not see them in print.

Begum Ikramullah often regretted that a golden era of women's struggle and achievements seemed no longer accessible to the common person and may be lost. To revive these memories, she translated her book "From Purdah to Parliament" in Urdu.

She used to contribute regularly for the magazines "Tehzeeb-i-Niswan" and "Ismat". "Koshish-i-Natamaam", a volume comprised of short stories, "Safarnama" and "Dilli ki Begamat key Muhawarey" are her other works in Urdu.

She passed away on December 11, 2000 in Karachi at the age of 85.

**Source: <http://www.storyofpakistan.com/s>**

## **First female Pakistani judge elected ICTR Vice President**

Justice Khalida Rashid Khan, Pakistan's first female judge, has been elected vice president of the International Criminal Tribunal for Rwanda (ICTR).

In an official statement issued here on Friday, Justice Rashid Khan has served as a judge for the tribunal since August 2003 and Presiding Judge of Trial Chamber III. Prior to joining the tribunal, she served as a Peshawar High Court Judge, where she was the first Pakistani woman ever appointed to that position.

Rashid Khan began her career as a civil judge in 1974 and later became the NWFP Law Department's deputy secretary. She was the first woman to be appointed as a sessions judge in the Indian Subcontinent. Starting her career as a civil judge, Justice Khalida Rashid Khan was the first woman in Pakistan to have joined the judicial service and after a long and dedicated service as a civil judge, Additional District Judge and Sessions Judge, she was finally appointed as a Peshawar High Court's Judge. The government of Pakistan sent her to the ICTR in 2003 after examining her record.

**Daily Times: May 26, 2007**

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## **Tasnim appointed ambassador to Italy**

Foreign office announced the appointment of Tasmin Aslam as ambassador of Pakistan to Italy, a foreign office press release said Friday. She holds a Master's degrees in Business Education and International Relations. She joined the foreign service of Pakistan in October 1984 and held various diplomatic assignments in Pakistan missions abroad. At present she is serving as the spokesperson of the Ministry of Foreign Affairs. Foreign office, however, did not announce the name of her replacement.

**The Post: August 11, 2007**



# FEBRUARY

5  
Tuesday

6  
Wednesday



ڈاکٹر ملیحہ اودھی

برطانیہ میں پاکستان کی سفیر

- بطورچہ رہائش گاہ کے استعمال۔
- خواتین کی سہولتوں کی فراہمی۔
- خواتین کی آمدنیوں میں توازن کیلئے پالیسیاں وضع۔
- خواتین کی استعداد کار میں اضافہ کے پروگرام۔
- سرکاری اداروں کو خواتین کی
- داخلی آمدنیوں کے

ملکی ترقی کی ضرورت - ہر شعبے میں مرد اور عورت

منصوبہ برائے اصلاح خنث (GRAP)

پنجاب





## Efforts on for welfare of Overseas Pakistanis

Minister for Labour, Manpower and Overseas Pakistanis Ghulam Sarwar Khan said that OPF Board of Governors and Overseas Pakistanis Advisory Committee (OPAC) have been reconstituted by induction of prominent Overseas Pakistanis.

Addressing the OPF Board of Governors meeting held here on Thursday, the Minister said that it was the first time in the history of OPF, when 50 per cent representation to Overseas Pakistanis was given which would determine the right direction of foundation.

He said that OPAC would be a forum of 25 Overseas Pakistanis who would contribute for introducing desiring steps for the welfare of Pakistani expatriates.

Minister of State for Overseas Pakistanis Division Muhammad Raza Hayat Harraj, **Secretary Overseas Pakistanis Division Ms. Naheed Haider**, Managing Director OPF Syed Nayyer Hasnain Haider and Overseas Members Sir Anwar Pervez, Zafar Iqbal Chaudhry, Masood M. Khan, Tariq Sharif Bhatti, Tayyab Siddiqi, Barrister Hassan Aurangzeb and other senior officials attended the meeting.

*Associated Press of Pakistan: February 05, 2004*



*Dr. Masooma Hasan (Former Cabinet Secretary) with  
Dr. Pervaiz Iqbal Cheema*

## بیگم سلیمہ احمد صوبائی آمد و خرچ کا بھی کھاتہ لکھتی ہیں

مشرقی پاکستان کی اکاؤنٹ جنرل بیگم سلیمہ احمد گنتی کی چند خوش قسمت پاکستانی خواتین میں سے ایک ہیں جنہیں اعلیٰ سرکاری ملازمتوں میں ایک ممتاز عہدے پر فائز ہونے کا موقع ملا ہے۔ انہیں اس بات کا ملال نہیں ہے کہ صرف عورت ہونے کی وجہ سے ان کی صلاحیت سے وہ کام نہیں لیا جاسکے جس کے لئے انہوں نے اعلیٰ ملازمت کے مقابلے میں امور خارجہ کا انتخاب کیا تھا اور اس میں نمایاں طور پر کامیاب بھی ہوئی تھیں۔ ان کو مرد و جن نظام کی خرابی سے زیادہ معاشرے میں غیر ضروری تقلید پرستی اور قد امت پسندی کے رجحان سے گلہ ہے اور اسے وہ مرد، عورت اور معاشرہ تینوں کی مجبوری اور بد قسمتی سے تعبیر کرتی ہیں۔

بیگم سلیمہ احمد کی تعلیم و تربیت میں ان کے والد کی دوراندیشی و وسیع القلمی اور کشادہ دلی کا بڑا ہاتھ ہے۔ انہوں نے اپنی تمام سات اولادوں کو صرف تعلیم حاصل کر لینے کی حد تک تعلیم نہیں دلائی بلکہ تعلیمی معاملات میں ان کا موقف یہ تھا کہ علوم و فنون صرف حاصل ہی کر لینے کی چیز نہیں ہے بلکہ بڑا مدعا انہیں قومی زندگی میں بروئے کار لانے اور اپنے علمی تجربات کو قومی اور ملکی تعمیر میں ڈھالنے کا ہے۔ یہی وجہ ہے کہ بیگم سلیمہ احمد اپنے محکمے کے غیر دلچسپ حساب اور ہندسوں میں غیر معمولی دلچسپی لیتی ہیں اور دفتری کاروبار کو عبادت کی حیثیت دیتی ہیں۔ سچ بھی یہی ہے کہ قومی تعمیر و ترقی کے کاموں کو عبادت کا درجہ دینے بغیر نہ خارجی شیاطین سے نجات مل سکتی ہے اور نہ داخلی نفس امارہ سے۔

بیگم سلیمہ احمد سادگی پسند ہیں اور ان کی خصوصیت گھر کے باورچی خانے سے لیکر دفتر کے کمرے تک کہیں رنگ نہیں بدلتی سادہ خوراک، سادہ پوشش، سادہ رہائش اور سادہ مزاجی کو اصول کی طرح برتی ہیں۔ سہ منزلہ عمارت میں ان کے کشادہ اور روشن کمرے، عمارت کی دیواریں ایسے خاکوں اور زائچوں سے بھری ہوئی ہے جن پر حساب اور ہندسے کی فراوانی سے سرچکرانے لگتا ہے لیکن اس کے ساتھ ہی ان کی میز پر پیتل کے چمکتے ہوئے گلدان کبھی موسمی پھولوں سے خالی نہیں ہوتے۔ ذہن پر صوبے کے سارے اعداد و شمار منتقل ہو جانے کے بعد ان کے احساس لطیف کو اس کی ضرورت پڑتی ہے۔ سلیمہ احمد اتنی مصروف اور اعلیٰ افسر ہونے کے بعد بھی ایک شفیق ماں ہیں اور اپنے بیٹیوں بچوں کی پرورش اور تعلیم و تربیت پر اپنی توجہ مرکوز رکھتی ہیں بلکہ ان کی ان کی انگلیوں اور دلوں میں اپنی ذات کو شامل کر دیتی ہیں۔ ان کا خیال ہے کہ تعلیم و تربیت کے لئے ماں سے عظیم تر اور کوئی دوسرا ادارہ نہیں ہے۔ اور اگر ماں تعلیم یافتہ اور متمدن ہو تو اس کی اولاد کے بہک جانے کا کوئی سوال ہی پیدا نہیں ہوتا۔ وہ اس عقیدے کی سختی سے مخالف ہیں کہ مصروف اور ملازم پیشہ ماؤں کی اولاد عدم توجہی کا شکار ہو جاتی ہے بلکہ ان کا ایمان ہے کہ ایسی ماؤں کی اولاد کم سے کم لمحہ غنیمت میں زیادہ سے زیادہ توجہ کا سبب بنتی ہے۔ اور یہ سب ان کے ذاتی تجربوں کی باتیں ہیں۔

بیگم سلیمہ احمد کا آبائی وطن مدراس ہے اور ان کے شوہر بنگالی ہیں۔ انگریزی طریقہ تعلیم کے باوجود ان کے بچوں نے بنگالی میں تحریر و تقریر کے کئی انعامات حاصل کئے ہیں۔ اس چھوٹے سے گھرانے نے نہایت خوبصورتی سے جغرافیائی اور تہذیبی آب و ہوا کو قبول کر لیا ہے اور

پاکستان کی مٹی، پانی، دھوپ اور ہوا میں تندرست بچے مستقبل کے توانا معمار بن رہے ہیں۔ سلیمہ احمد کا خیال ہے کہ پاکستانی قوم کے لئے اردو، بنگالی اور انگریزی زبانیں جانا ضروری ہے۔

عورت اور مرد، میاں اور بیوی کے حقوق وحدود کا مسئلہ آج کی زندگی کا ایک عالمگیر نصابی موضوع ہے اور اس کے بارے میں بیگم سلیمہ احمد کے تجزیے تمام الجھنوں سے پاک اور فیصلے قطعی اور دو ٹوک ہیں۔ ہماری عورتیں فی الحال تعلیم سے ہارنگھار کا مصرف لیتی ہیں اسے ملکی اور قومی تعمیر میں بروئے کار لانے کا رجحان ابھی عام نہیں ہوا ہے۔ مرد کی بھی ذہنیت ابھی تک اس طرح نہیں بدل سکی ہے جو اپنی بیویوں اور لڑکیوں کو مصروفیات ومشغولیات کے آزادانہ انتخاب پر مبارکباد دے سکے، حالانکہ میاں بیوی کی معاشی مشغولیت صرف خاندان کی معاشی خوشحالی میں اضافہ نہیں کرتی بلکہ عورتوں کے حقوق اور مساوات کا دائرہ وسیع کرتی ہے۔ سلیمہ احمد کا خیال ہے کہ غیر تعلیم یافتہ بیوی زیادہ خوشگوار زندگی بسر کرتی ہے اور تعلیم یافتہ بیوی کے مقابلے میں ملازم پیشہ بیوی کو اور بھی زیادہ خوشگوار زندگی حاصل ہوتی ہے۔

سلیمہ احمد نے اعلیٰ تعلیمی سندھ سے حاصل کی ہے۔ اعلیٰ سرکاری عہدے پر فائز ہیں۔ سماجی زندگی اور ثقافتی اقدار کے بارے میں اعلیٰ نظریہ رکھتی ہیں اور کئی تحریکوں کی سرگرم کارکن ہیں۔ گزشتہ تین سال سے آل پاکستان ویمنز ایسوسی ایشن کی صدر رہیں ہیں۔ مشرقی پاکستان کی ثقافتی سرگرمی اور نسوانی تحریکات میں بیگم سلیمہ احمد کا بڑا ہاتھ ہے۔ ان کا خیال ہے کہ تعلیم نسواں، آزادی نسواں اور ایسے ہی دوسرے رجحانات آہستہ آہستہ جڑ پکڑتے جا رہے ہیں اور عورتیں اگر آج نہیں تو چند سال بعد ملک کی سیاسی، سماجی اور تعمیری سرگرمی میں مردوں سے پیش پیش نہیں تو دوش بدوش ضرور نظر آئیں گی اور اس دن ہم یہ دعویٰ کر سکیں گے کہ سارا ملک تعمیر و ترقی کے کاموں میں حصہ لے رہا ہے۔

تہیہ احمد: اخبارِ خواتین، 20-14 ستمبر، 1968

## حمیرا حسن اسپین میں پاکستانی سفیر تعینات

حکومت پاکستان نے مس حمیرا حسن کو اسپین میں اپنا سفیر تعینات کیا ہے۔ اس وقت وہ دفتر خارجہ میں ایڈیشنل سیکریٹری کے عہدہ پر کام کر رہی ہیں۔ حمیرا حسن نے ایم ایس سی ایلائیڈ سائیکالوجی کر رکھا ہے اور 19 مارچ 1977ء سے فارن سروس گروپ میں کام کر رہی ہیں۔

خبریں: 22 جون، 2007

## **Male CSS candidates protest against women's quota**

Successful candidates of the Central Superior Services (SCC) examination 2006 stage demonstration at the Quaid-e-Azam Library to protest the implementation of 10 percent quota for women. They vowed to go to court.

The new quota rules will deprive male candidates of their desired groups and 160<sup>th</sup> and 170<sup>th</sup> position from Punjab will be deprived of their due right, they said.

Rana Rashid Javed (Civil Judge Lahore) who passed the examination this year, said, "It is well settled principal of law that a new public policy does not have any retrospective effect. If the Federal Public Service Commission (FPSC) had to implement the new quota system, it should have announced it before conducting the examination in 2006".

Muhammad Ali Khan said that women should be allocated on leftover seats of other provinces.

"It is good that the government wants to give jobs to women but quota system is affecting male candidates in Punjab and NWFP. The new rules should be implemented two years later and this information must be given to candidates before the examination", said Husnain Ahmad Hali, another CSS position holder.

Sajid Ahmad said that quota system should be abolished. "If female candidates are given quota, then Punjab should also be divided into urban and rural areas like Sindh", he said.

Athar Abbas, an expected affectee, said that the new rules were violation of Article 27 of the constitution. He said according to the constitution, there should not be any discrimination on the basis of religion, race, caste, sex, residence or place. He said that women quota was sex-based discrimination.

Tahir Naeem Sipra said that the Punjab candidates were being deprived

of their basic rights. He demanded that the Punjab Chief Minister to contact the federal government on the issue and resolve the matter. He suggested that instead of quota system, the government should establish modern universities.

Shahzad Akram Wahla said that quota system should be abolished. He said that quota system was a form of undue relaxation to women.

Waqar Aziz Bhutta urged that women quota was not mentioned in 2006 exam; therefore it should not be implemented.

A potential affectee of the CSS exam 2006, Sanaullah, said that due to quota system, he would be deprived of the police group.

Tayaba Bukhari at 68<sup>th</sup> position raised her voice in favour of male candidates. She said that although the federal government had allocated 10 percent quota for women, it was yet to be rectified by Senate. The President's assent is also needed, thus, it has no legal validity, she said. It becomes law; it should be implemented from 2007 not retrospectively from 2006. Four affected candidates have decided to move the Lahore High Court against implementation of women quota in CSS examination 2006.

**Abdul Manan: Daily Times, July 07, 2007**

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## **Grade 22 for women**

Recently there was a news item captioned "First Pakistani woman promoted to grade 22". According to the said news item, Mrs Perveen Qadir Agha became the first woman in Pakistan to be promoted to grade 22, the highest position in the Civil Services of Pakistan. If I am not wrong, Mrs Salima R Ahmad, belonging to the Accounts Groups was, in fact, the first women to have been promoted to grade 22 in early eighties. She retired as Federal Secretary, Women's Division, and government of Pakistan.

**M. Fazal Elahi: Pakistan Observer, September 28, 1999**

## Women in top posts

I read with interest the news report about the promotion of Ms Parveen Qadir Agha from the Income Tax Department to grade 22 (The News: September 22). The report goes on to claim that she is the first woman in Pakistan to have acquired that grade.

While it is cause for satisfaction that another woman has achieved this rank, it is absolutely incorrect to claim that she is the first women to do so in Pakistan. Ms Gulzar Bano was the first woman to be promoted to grade 22 and was Cabinet Secretary and later, Secretary Women's Division, in the 1980s.

Dr Salima Ahmad was appointed secretary, women's division in grade 22 in 1982. Dr Masuma Hasan, currently Director, NIPA Karachi was promoted to grade 22 as far back as 1993 and served as ambassador to Austria and permanent representative to the United Nations in Vienna from 1995 to 1997.

This is apart from a few women employed by various governments on contract in grade 22 who, naturally, do not fall into this category of career women within the government.

**Salma Begum: The News, September 28, 1999**

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## Pakistani woman cop declared best

Superintendent Traffic Police, Islamabad, Haleena Iqbal, has been declared "Best woman police officer," by the International Women Police Association, out of 60 countries.

She has also been invited to a five-day conference in Australia.

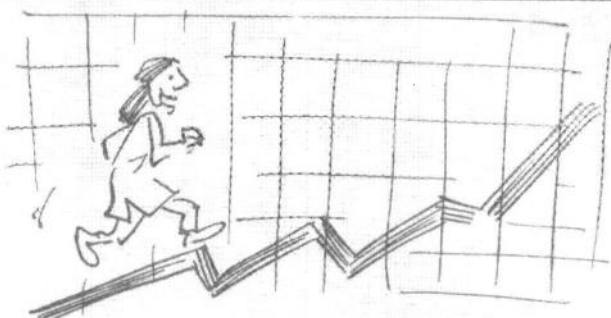
**The Nation: July 25, 2002**

APRIL

29  
Tuesday

30  
Wednesday

### Women on the up



**W**riting in *Jang*, Kishwar Naheed stated that the appointment of Ms Shamshad Akbar as governor of the State Bank of Pakistan was a new milestone. The post seemed to have been a male preserve but this time a woman was better suited. This was not the first time that a woman had come to the

fore. The first woman governor (of a province) was Begum Liaquat Ali Khan, the first woman ambassador was Begum Shaista Khatun, the first Girl Guides leader was Begum G.A. Khan and the first woman senior civil servant was Ms Gulzar Bano; and the first woman prime minister was Ms Benazir Bhutto.

of International Lawyers where I learnt that the first female judge was hired there. At that point it seemed like a distant dream for women in Pakistan. I was later proved wrong in 1988."

Apart from her practice, she also wrote articles for a magazine, Akhbar-e-Khawateen, and various English dailies in which she highlighted women's issues. She also gave lectures at social welfare community centers in low-income neighbourhoods like Lyari and Landi where women were not as educated. With the help of community radios, Justice Rizvi also reached out to women in rural areas and through her discussions educated women on their rights which was not welcomed by male members of the Pushto community [mostly], who felt she was trying to emancipate women. "I only wanted to create awareness on women rights as guaranteed by Islam but received life threats in return," she reveals.

Rizvi lost three of her family members in a span of three years, which she believes helped her emerge as a stronger woman. "I lost my mother in 1972. Then my father died in 1973 followed by my brother's death in 1975, who left behind a daughter. My entire family was wiped off and I was left with the responsibility of my own daughter and niece whom I had to raise on my own," she reveal refusing to share details about her husband and married life.

Justice Rizvi believes her faith in God gave her the courage to face men. "I believe if you are convinced you are fighting for the right cause and believe in Him (God), there is nothing that can stop you from progressing."

The hardworking lady, even after retirement, is involved in social work. Apart from dealing with cases privately, she heads an NGO Panah (a shelter home for women). Majida Rizvi is a member of the governing body of a charity run hospital Al-Mehrab Tibbi Imdad and of Soroptimist Club Pakistan as well, while she continues writing on legal issues pertaining women and children.

**Aroosa Masroor: The News, October 29, 2007**



## ملیجہ لودھی کو امریکہ میں پاکستان کی سفیر مقرر کر دیا گیا

وزیر مملکت کا مرتبہ حاصل ہوگا، دی نیوز کی ایڈیٹر ہیں 1993-97ء میں امریکہ میں سفیر رہیں



ایک سرکاری اعلان کے مطابق "دی نیوز" کی سابق ایڈیٹر ڈاکٹر ملیجہ لودھی کو وزیر مملکت کے مرتبے اور حیثیت کے ساتھ امریکہ میں پاکستان کی سفیر مقرر کیا گیا ہے، ڈاکٹر ملیجہ لودھی قبل ازیں نومبر 1993ء جنوری سے سفارتی ذمہ داریاں ادا کر چکی۔ 1997ء تک واشنگٹن میں ہیں، ان کی میعاد سفارت کے دوران پاکستان اور امریکہ کے تعلقات میں اہم پیشرفت ہوئی اور براؤن ترمیم کے ذریعے پاکستان پر پریسلر قانون کے تحت عائد پابندیاں نرم کی گئیں، ڈاکٹر ملیجہ لودھی نے لندن اسکول آف اکنامکس سے بی ایس سی (اکنامکس) کیا اور سیاست میں پی ایچ ڈی کیا۔ انہوں نے اسی ادارے میں

پانچ سال تدریس کے فرائض بھی انجام دیے، ڈاکٹر ملیجہ لودھی کا صحافت اور علم و تحقیق میں نمایاں کیریئر ہے۔ انہوں نے ایک سال قائد اعظم یونیورسٹی اسلام آباد میں تدریسی ذمہ داریاں انجام دیں۔ وہ اسلام آباد سے شائع ہونے والے اخبار مسلم کی 1987ء سے 1990ء تک ایڈیٹر رہیں۔ اس طرح وہ ایک بڑے انگریزی اخبار کی پہلی خاتون ایشیائی ایڈیٹر بنیں۔ 1991ء میں وہ "دی نیوز" کی بانی ایڈیٹر بنیں، انہوں نے 1990-93ء کے دوران دی نیوز کی ادارت کی پھر وہ واشنگٹن سے واپسی کے بعد انہوں نے دوبارہ "دی نیوز" جو آئن کر لیا اور واشنگٹن میں دوبارہ سفارتی ذمہ داریاں سنبھالنے تک دی نیوز سے ہی وابستہ رہیں اس بار انہیں اعلیٰ مقام و مرتبے کے ساتھ سفارتی ذمہ داریاں سونپی گئی ہیں۔ ڈاکٹر ملیجہ لودھی اپنے کام کے سلسلے میں انتہائی مخلص اور محنتی شخصیت ہیں۔ انہوں نے مشہور بین الاقوامی جرائد اور مطبوعات میں سلامتی کے مسائل، بین الاقوامی تعلقات اور پاکستان سے اقتصادی و سیاسی مسائل پر بہت کچھ لکھا ہے، ان کے علمی و تحقیقی کام کو خاصا سراہا گیا ہے۔ انہوں نے صحافت سے متعلق بھی متعدد ایوارڈز حاصل کئے ہیں۔ ڈاکٹر ملیجہ لودھی نے امریکہ اور برطانیہ کے ممتاز تھنک ٹینکس اور یونیورسٹیوں سے خطاب کیا ہے، وہ نیشنل ڈیفنس کالج اسلام آباد اور اسٹاف کالج کونسل میں باقاعدگی سے خطاب کرتی رہی ہیں، وہ لندن کے انٹرنیشنل انسٹیٹیوٹ آف اسٹریٹجک اسٹڈیز کی وزیٹنگ فیلور رہی ہیں، 1994ء میں "ٹائم میگزین" نے انہیں دنیا کے ان ایک سو افراد میں شامل کیا تھا جو ایک سو صدی کے چیلنجوں کا مقابلہ کرنے میں مدد دے سکتے ہیں ملیجہ لودھی پاکستان کی واحد سفیر ہیں جنہیں دوبارہ واشنگٹن بھیجا گیا ہے۔

## Gulzar Bano launches her book 'Lost Found, Found Lost'



Gulzar Bano, a poetess and former civil servant, launched her book 'Lost Found, Found Lost' at Durab Patel Auditorium of Human Rights Commission of Pakistan (HRCP) on Friday.

Several poetry fans attended the launch. IA Rehman said Bano was a talented poetess and that her poetry and personal experiences always overlapped. He praised Bano's efforts to associate herself with people and share their aspirations. "We should uphold works of such people," he added.

Professor Razi Abidi said that Bano's poetry often highlighted feminism, exploitation, liberty and love, though her range of subjects was vast and varied. Regarding the book, he said, "This small collection of poems reveals the maturity of her mind, which can only be achieved through persistent thinking and writing". He said like Ghalib, Bano had written a lot, but she published only a select few items. Maybe, it was the right thing because people did not have the patience or time to read big volumes, he added. Feminism was the most emphatic strain of her poetry, he said, adding that her poetry included feminist poems for special occasions, international conferences, which had been separately published in a volume titled 'Voice Against Violence'. He said that the poems in this book were marked with excruciating pain and cited the following verses: "Surely heaven lies beneath the feet of mothers Even when feet are bleeding, Mothers, whose breasts are drying, With children sucking blessed broken nipples, Proclaimed paradise blooms beneath the feet of mothers, Still more violent is the passion in these lines, Monsters forget their mothers' encircling arms."

He said that in the past, women were not even considered human beings and their work in literature was only recognised in the 20th century. Women were now able to demand their rights in today's dynamic environment; he said and added that feminist movements in the world

proved the fact. He said women occupied the centre stage in almost all the dramas of this century. He said that Sylvia Plath and Adrienne Rich were great feminists of the century. Women were still not being given the status that they deserved, said Abidi.

He cited the example of Margret Drabble in this regard, who said that England's problems could be solved, but women's problems could not. Abidi said that Bano's poetry also explored the issues of exploitation and cruelty.

Professor Surriya Shaffi Mir said that Bano's poetry was a reflection of reality. Mir said that her poetry was emotional and intellectual. She said Bano's poetry was about struggle and justice and added that Bano was an asset to the country.

Raza Kazim, a lawyer and classical music professor, said Bano represented the new generation of women. Her poetry was a combination of sensitivity and realities, he added

Shaista Sirajuddin, English Department Head, Punjab University, said Bano's poetry was passionate and termed it rational.

Lahore Arts Forum President Muzaffar Ghuffar said Bano criticised violence against women through poetry.

**Shoaib Ahmed: Daily Times, September 17, 2005**

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## **FPSC women seats**

A quota of 10 percent has been reserved for women in the Federal Public Service Commission. This is unjust and unfair. The selection procedure of FPSC has now become professional, technical and transparent. And this should not be sacrificed in any way. I request the President to revoke the order and let the selection procedure be merit-based.

**Syed Farhad Hussain: The News, August 10, 2006**

## **Pakistani lady bureaucrat receives French award**

The French President has awarded the highly prestigious award of "Ordre National Du Merite" to Amna Imran Khan, Deputy Secretary, Ministry of Interior as a Knight, said a press release here Wednesday.

Ms. Khan, who is an officer of District Management Group has been given this award in recognition of her outstanding performance, commitment and dedication towards enhancing cooperation in the field of law enforcement with special focus between the police forces of France and Pakistan.

Mrs Khan who has the distinction to receive this highly prestigious award has further enhanced the positive image of Pakistan in terms of appointment of female officers on important and sensitive assignments.

**Dawn: May 24, 2007**

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## **Women's quota in CSS**

Reference Sadia Saeed's letter, "Equal opportunity" (News Post: February 14).

The author believes regional quota in Civil Superior Services ensures equal opportunity to the people belonging to backward areas. Likewise, women who constitute 52 percent of the population-also need to be given opportunity for equal participation in all walks of life. Their role in nation's development must not be ignored, as it has been the will of the father of the nation.

The honourable members of the National Assembly and Senate are requested to reserve 10 percent seats in civil superior services for women, region- wise.

**The News: February 28, 1999**

Ms. Attiya Mehmood, presently serving as Director General UN at the Ministry of Foreign Affairs, Islamabad, joined the Government Service in 1979. She has served in Pakistan missions in Turkey, Phillippines and Canada in different capacities.

She has also served as the Deputy High Commissioner in United Kingdom from 2000-2003. She then was appointed as Ambassador to Morocco from 2003 to 2007. Ms. Mehmood, a Masters in Journalism from Punjab University, Lahore, was among the founder members of the team that in 1979 brought out *The Muslim*, the first English language newspaper from Islamabad. Attiya Mehmood is proud to be a single parent of a daughter.



*Attiya Mehmood speaking at the Global Climate Conference in Bali, December 2007*

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## **Naghmana named Pak envoy to Ireland**

Pakistan has appointed Ms. Naghmana Hashmi as its Ambassador to Ireland.

Ms. Hahmi has held various diplomatic assignments in Pakistani Missions Abroad: Paris (1987-1990), Jakarta (1994-1997) & Copenhagen (1997-2000).

Presently, she is serving as Minister / DHM in the Embassy of Pakistan, Beijing. She has also served at the Headquarters as Section Officer (1985-1987 & 1991-1992) and Director (1992-1994 & 2001-2003).

Ms. Hashmi is married and holds a degree of Bachelor in Arts. She joined Foreign Service of Pakistan on October 02, 1983.

**The Nation: August 5, 2007**

## **Women need to struggle against feudalism: Akram Khatoon**

Akram Khatoon the founder of the First Women's Bank of Pakistan has urged Pakistani society, especially women, to struggle against the feudal mindset for a better future

She was talking to Daily Times in connection with Women's Day, which is today (Thursday). Sharing her professional experiences and views on women empowerment, she praised the government's efforts to protect women and their rights. She said, "Thirty-three percent representation for women in the assemblies is great," she said, adding that the passing of the Women's Protection Bill was also an achievement for Pakistani women. "The government has now started including women in the military. I feel that is a great step towards prosperity and success," she added.

However, she said the people's mindsets needed to be changed. "I say the set up of the assemblies should be revamped and Pakistan's feudal system should be gotten rid of," she said. "We need to be bold and I feel that the most pressing need these days is to change the feudal mindset and structure of our society," she said, adding, "The government should also increase and standardise its social services and budget allocation for women empowerment." She said that although many steps were being taken in this regard, there was a need for better good governance.

Talking about her experience at the First Women's Bank, she said the financial institution was launched because women faced many problems in conventional banks. She said middle class women found it very hard to get loans.

"We followed the pattern of Grameen Bank and replicated that system in Pakistan for starting small loans. About 600,000 women benefited from such schemes till 2001." She said the bank encouraged women to start small non-traditional businesses and to export. "We encouraged them to get into catering, fast-food, printing and publication, fish farms etc." She said the bank became a pioneer in introducing micro financing in Pakistan to cater to the credit needs of the underprivileged businesswomen, both in urban and rural areas. "Another innovative step taken by the bank was to arrange training programmes for women entrepreneurs to develop their business. These included behavioural and marketing skills." She said that during her tenure the bank set up

business centres in all large cities, housing marketing outlets and business development skill centres for businesswomen. "For these innovative strategies the bank was given the EURO Money Award for 1994 for being the best bank in Pakistan," she added

She urged Pakistani women including women parliamentarians to be aggressive. She said women must excel in all professionals and should focus on economic development and new businesses. "Women must try to improve their literacy rate for which all segments of Pakistani society need to step forward and help them. The current literacy rate is only 28 percent," she added.

**Ali Waqar:Daily Times, March 08, 2007**

### **A brief profile**

Akram Khatoon has a Masters in Economics and DAIBP from the Institute of Bankers in Pakistan. She has worked in the banking industry for 41 years. She was the founding president of the First Women's Bank and headed it for 11 and a half years (from 1989 to 2001). Before being made the bank's CEO, she worked for the Muslim Commercial Bank for 28 years. She also has the privilege of starting women banking by heading MCB's first all-women branch in the early days of her career. Her last assignment at MCB was chief of the Recruitment & Training Division at its head office. She has also been a council member of the Institute of Bankers in Pakistan and a member of the board of governors of NIPA in Karachi. She was on the executive committee of the Pakistan Bank Association till her retirement. She has received more than 50 awards from various institutions and organisations in recognition of her excellent performance in banking. These days she writes on banking, economy, management and women issues in newspapers and magazines. Akram Khatoon is also a director on the board of the First Micro Finance Bank Limited in Islamabad, an Aga Khan Foundation project. She is the president of the Pakistan Federation of University Women, a member on the Marketing and Fund Raising Committee of the International Federation of University Women Switzerland, vice president of the Senior Citizen's Council in Sindh, and a representative of the board of governors of Jinnah Women University in Karachi. staff report

**Daily Times: March 08, 2007**



اعلیٰ عہدوں پر ترقی سے خواتین کی حوصلہ افزائی ہوئی ہے

پاکستان میں ایس پی کے عہدے پر ترقی پانے والی پہلی خاتون فرخندہ اقبال کہتی ہیں

جب کوئی کام کرنے کا عزم ہو تو ترقی کے راستے خود بخود ہی کھلتے چلے جاتے ہیں لیکن اس کے لیے ثابت قدمی شرط ہے۔ فرخندہ اقبال بھی گزشتہ 26 سال سے پولیس کے محکمے سے وابستہ ہیں۔ مگر یہ فیصلہ کیا گیا تھا۔ کہ خواتین کو ڈی ایس پی سے اوپر کا عہدہ نہیں دیا جائے گا۔ اس لئے وہ ڈی ایس پی کے عہدہ پر ہی مسلسل کام کرتی رہیں لیکن ہمت نہیں ہاری۔ بالآخر ان کی سہی گئی اور انسپیکٹر کے عہدے پر بھرتی ہونے والی سارٹ سی یہ خاتون آج پنجاب میں ایس پی کے عہدے پر ترقی پانے والی پہلی خاتون ہیں۔ اسلام آباد میں ایک اور خاتون بھی اس عہدے پر کام کر رہی ہیں لیکن ان کی تقرری فارن سروس سے براہ راست اس عہدے پر کی گئی ہے آئیے فرخندہ اقبال سے ملتے ہیں!

س:- فرخندہ آپ پولیس میں کیسے آئیں؟

ج:- 26 سال پہلے جب میں پولیس میں انسپیکٹر بھرتی ہوئی تو اس وقت پولیس میں خواتین کام نہیں کرتی تھیں سسزین اے شاہ تقسیم ہند سے پہلے اس محکمے سے منسلک تھیں، وہ بھی ریٹائر ہو چکی تھیں۔

میرے جوائن کرنے کے بعد ناہیدورانی اور دس بارہ لیڈی کانٹریبلز نے جوائن کیا۔

س:- آپ کے پولیس میں آنے کے فیصلے کو گھر والوں نے پسند کیا؟

ج:- گھر والوں نے میری حوصلہ افزائی کی ان کے علم میں یہ بات تو تھی کہ دنیا کے کئی ممالک میں لیڈی پولیس موجود ہے۔

س:- جب آپ نے پولیس کا محکمہ جوائن کیا تو کیا مشکلات پیش آئیں؟

ج:- شروع میں مشکلات پیش آئیں محکمے کے اندر لوگ حیرت زدہ تھے کہ یہ کیوں ہیں اور کیا کریں، گی کیسے چوروں اور ڈاکوؤں کو پکڑیں گی، کیسے تفتیش کریں گی۔ اس وقت 15 سب انسپیکٹر بھی خواتین بھرتی ہوئی تھیں۔ شروع میں محکمے میں ڈیک ورک دیا گیا۔ فیلڈ ورک نہیں دیا گیا تاکہ محکمے کے بارے میں ہمیں مکمل معلومات حاصل ہو جائیں کہ یہ ہے کیا۔ یہ بھی تربیت کا ایک حصہ تھا کاغذی کارروائی سے پتہ چلا کہ محکمہ کیا ہے جب 1977ء میں میں نے پولیس فورس جوائن کی تو ملک کے سیاسی حالات خراب تھے۔ جلے جلوس پر ڈیوٹیاں لگنے لگیں۔ جلے جلوس کو کنٹرول کرنے کے لیے باقاعدہ تربیت دی گئی، وائرلیس پیغام دینے کی تربیت بھی دی گئی۔ لوگوں نے پولیس میں خواتین کی شمولیت پر منفی رد عمل ظاہر نہیں کیا۔

س:- یہ آپ کا پہلا تجربہ تھا؟

ج:- سب سے پہلا تجربہ ٹریفک کے حوالے سے تھا۔ بھرتی کے فوراً بعد لاہور میں 6 مقامات میں ٹریفک کنٹرول کرنے کے لیے خواتین کو ڈیوٹی دی گئی وہ تجربہ بہت اچھا تھا ہم عوام سے بھی متعارف ہو گئے عوام نے اس تبدیلی کو پسند کیا پاکستان میں پہلی بار لاہور میں لیڈیز کو پولیس میں بھرتی کیا گیا اور لیڈیز پولیس عوام میں متعارف ہوئی۔ ہم لوگوں کو ٹریفک قوانین کا شعور دیتے اور خلاف ورزی پر فوری ایکشن لینے پھر مارشل لا لگ گیا اسمبلی ہال میں خواتین کیلئے ایک شکایت سیل قائم کیا گیا میں اس کی انچارج تھی۔ مارشل لا دور میں اڑھائی سال اس شکایت سیل میں کام کیا اس دوران اڑھائی لاکھ شکایات خواتین کی طرف سے موصول ہوئیں جس میں زیادہ تر شکایات گھریلو تشدد کے



حوالے سے تھیں۔ ہم نے زیادہ تر خاندانوں کی صلح کرائی۔ خواتین عموماً اپنا گھر خراب کرنا نہیں چاہتیں اور کوشش کرتی ہیں کہ گھر بھی آباد رہے اور تشدد کو بھی روکا جائے۔ پھر فالو اپ بھی کرتے، شوہر تسلیم کرتے تھے کہ ان کی غلطی تھی اور بعض اوقات شکریہ کا خط بھی لکھتے کہ کچھ ایسے معاملات ہوتے ہیں کہ ہم خاندان والوں کو ملوث نہیں کر سکتے کیونکہ بڑوں کی ڈیمانڈ کچھ اور ہوتی ہے اور فریقین کا مطالبہ کچھ اور ہوتا ہے شوہر کو بیوی کو گھر سے نکالنے پر مجبور کیا جاتا ہے۔ ایسے میں لیڈی پولیس مصالحتی کردار ادا کرتی تھی اس کے بعد 1985ء میں ڈی ایس پی بن گئی۔

س:- آپ لیڈی پولیس سنٹر کی انچارج بھی رہی ہیں یہ تجربہ کیسا رہا؟

ج:- 1988ء میں جب میں پیشل برانچ سے منسلک تھی تو مجھے بتایا گیا کہ مجھے ایک نئے پراجیکٹ کا انچارج بنایا جا رہا ہے۔ میرے لئے یہ اعزاز کی بات تھی اچھرہ میں لیڈی پولیس سنٹر بنایا گیا۔ ہمارے لئے محکمے کے اندر اور باہر چیلنج تھا، خواتین کے بہت سے مسائل تھے، وہ جوق در جوق آنے لگیں یہاں ہمیں بھی بہت سے مسائل کا سامنا کرنا پڑا کہ چونکہ یہ سنٹر تھا اسے تھانے کا درجہ حاصل نہیں تھا۔ ایف آئی آر دوسرے تھانے میں جا کر کٹوانی پڑتی تھی۔ پہلا لیڈی پولیس سٹیشن راولپنڈی میں بنایا گیا جبکہ اس سے قبل ملک بھر میں ویمن پولیس سنٹر کھولے جا چکے تھے۔ 1995ء میں اچھرہ کے ویمن پولیس سنٹر کو پولیس سٹیشن کا درجہ دیا گیا۔

س:- جب آپ ویمن پولیس سنٹر کی انچارج تھیں تو آپ نے برن یونٹ میں چند پولیس کانسٹیبلوں کی ڈیوٹی لگائی تھی اس کا مقصد کیا تھا؟

ج:- اکثر اخبارات میں خبریں چھپتی تھیں کہ عورت نے خود کو آگ لگا کر خودکشی کر لی یا چوہا پھٹ گیا اور عورت مر گئی وغیرہ وغیرہ۔ اس پر میں نے سینئرز کے تعاون سے میوہ ہسپتال میں برن یونٹ میں پولیس فورس تعینات کی تاکہ فوری طور پر مریضہ سے واقعہ کے بارے میں معلومات حاصل کی جاسکیں۔ تھانے میں تین شفٹوں میں لیڈی پولیس 24 گھنٹے ڈیوٹی پر موجود رہتی تھی۔ اس سے پتہ چلا کہ اکثر گھروں میں بہو کو راستے سے ہٹانے کے لیے جلایا جاتا ہے اور چوہا پھٹ ثابت موجود ہیں۔ اس میں پولیس کو وقت کا سامنا اس لئے کرنا پڑا کہ لواحقین فالو اپ نہیں کرتے تھے۔ چاہئے کہ وہ ساتھ دیں اور ملزمان کو سزا دلوانے میں مدد کریں لیکن وہ اسے اللہ کی رضا کہہ کر نال جاتے۔ لڑکی کے گھر والے فریق بننے سے اس لئے ڈرتے ہیں کہ اس صورت میں مرنیوالی کی اولاد کی ذمہ داری انہیں اٹھانا پڑتی۔ یہ واقعات زیادہ تر غریب لوگوں کے گھروں میں اور ایسے علاقوں میں ہوتے ہیں جہاں سوئی گیس نہیں تھی اور مٹی کے تیل کے چولہے جلتے ہیں۔ پولیس کی مداخلت سے ایک بات سامنے آئی کہ چولہے پھٹنے نہیں۔ کمپنیوں کے خلاف بھی ہائیکورٹ کے آرڈر تھے کہ ناقص چولہے ثابت ہونے پر کمپنی کے خلاف کارروائی کی جائے اس سے چولہے کی کوالٹی میں بھی بہتری آئی۔ اکثر جل کر آنے والی عورت بیان سے پہلے مر جاتی تھی جس پر ہائیکورٹ نے آرڈر پاس کیا کہ ڈاکٹر اس کا بیان قلم بند کرے اور پھر اسے عدالت میں پیش کرے۔

# **Women Bureaucrats: Challenges in Punjab**

“We announced 31 grade-17 officers posts out of which 21 are females. They were selected on open merit through PPSC, but when they joined there was the issue of mobility. Women don't want to be posted outside Lahore... Security issues are also more pronounced as far as females are concerned.

Officers should be officers, not male and female. Women are less financially corrupt. But most of the times female officers are terrible bosses for females they misbehave with female subordinates and have derogatory behaviour towards men also. Men are also prejudiced against working under female officers... Our socio-cultural environment is also a barrier and has seen boundaries placed around women.”

*Source: Interview with Mr. Mehdi Syed Director General Social Welfare Department, Punjab 18/11/06*

## **Contexts of Participation : World Bank Country Gender Assessment (CGA)**

Restrictions on both physical mobility and access to information for women in Pakistan undercuts their ability to acquire key services and pursue life opportunities, according to the World Bank's Country Gender Assessment (CGA) report... It finds that current restrictions on women's movement outside the home arise from concerns about their security and reputation. By fostering a safer environment, the report suggests, a positive cycle of increased female participation in the world beyond the household can be activated... improvements in gender equality will endure only to the degree that formal institutions reinforce them and society accepts them, the report says. Policies therefore must incorporate long-term measures to create an environment that enables the reduction of gender gaps.

*Source: <http://www.ungei.org/news/ind/697.html>, 2006*

### **Challenges for Women in Public Life: Achieving Gender Equality in Public Offices in Pakistan, UNDP**

## فرائض کی ادائیگی کے دوران کبھی اصولوں پر سمجھوتہ نہیں کیا

بائیسویں گریڈ میں ریٹائر ہونے والی پہلی خاتون بیورو کریٹ پروین قادر آغا کا جنگ کو خصوصی انٹرویو

قابلیت اور ذہانت وہ ایسی خداداد صلاحیتیں ہیں جنہیں اللہ نے بغیر کسی تفریق کے مرد اور عورت دونوں کو عطا کی ہیں۔ آج خواتین اپنی ذہانت اور قابلیت ہی کی وجہ سے زندگی کے ہر شعبہ میں مردوں کے شانہ بشانہ کام کرتی نظر آتی ہیں۔ آج عورت کے بارے میں مرد کی سوچ مثبت رویوں میں ڈھل چکی ہے۔ مگر آج سے پہلے بھی ایسی منفرد خواتین تھیں جنہوں نے ایسے شعبوں کو اختیار کیا جو صرف مرد کی ملکیت سمجھے جاتے تھے۔ انہی شعبوں میں خواتین نے اپنی محنت،



صلاحیت اور ذہانت کے بل بوتے پر کامیابیوں کا سفر طے کرتے ہوئے آخری سیڑھی پر جا قدم رکھا اور ثابت کیا کہ خواتین صلاحیتوں میں مردوں سے کسی طور پر کم نہیں ہیں۔ پروین قادر آغا بھی ایسی ہی خاتون ہیں جنہوں نے سی بی آر میں بطوری ایس ایس آفیسر کے قدم رکھا اور سرکاری عہدے کی آخری سیڑھی یعنی 22 گریڈ کو چھو لیا۔ انہوں نے یہ سفر کیسے طے کیا۔ کن کن مراحل سے گزریں۔ اس بارے میں ان سے بات چیت کا موقع ملا جس کے دوران انہوں نے بتایا وہ سنگاپور میں پیدا ہوئیں۔ ان کے والد انڈین نیشنل آرمی میں تھے جبکہ دادا سر عبدالقادر نج تھے اور وہ علامہ اقبال کے گہرے دوستوں میں سے تھے۔ بچپن کو یاد کرتے ہوئے انہوں نے کہا کہ ان کا بچپن سنگاپور میں گزرا۔ وہاں ایک دو سال گزارنے کے بعد لاہور آ گئیں۔ ابتدائی تعلیم کا نوڈل سکول مری سے حاصل کی۔ پھر لاہور کینٹر ڈکالچ میں تعلیم حاصل کی۔ اس کے بعد انگلینڈ اور امریکہ سے ایم اے پولیٹیکل سائنس اور ڈیفنس اینڈ سٹریٹجک سٹڈیز میں ماسٹر کیا۔ ہارورڈ سے سکا لرشپ ملا وہاں انہوں نے انٹرنیشنل فیکسیشن کا کورس کیا۔ انہوں نے لا منچسٹ ہارورڈ سے ہی کیا۔ یہ کورس اور لا منچسٹ کرنے والی وہ پہلی پاکستانی خاتون تھیں۔ انہوں نے بتایا کہ میرا بچپن عام لڑکیوں سے یکسر مختلف تھا۔ لاہور شفٹ ہونے کے بعد ان کے والد لاپتہ ہو گئے ان کی والدہ نے اس صورت حال میں بڑی ہمت سے کام لیا۔ اپنی زندگی کو از سر نو شروع کیا۔ سب سے پہلے انہوں نے اپنی تعلیم مکمل کی۔ اس کے بعد مقامی کالج میں بطور پروفیسر جاب شروع کی۔ وہ بہت مختصر خاتون تھیں۔ ہم چونکہ تینوں بہنیں تھیں اس لیے ماں نے لڑکوں کی کمی پورا کرنے کے لیے ہماری لڑکوں جیسی تربیت کی۔ گھڑ سواری اور ڈرائیونگ سکھائی۔ ہم نے بچپن سے وہ تمام کھیل کھیلے جو عموماً لڑکے کھیلتے تھے۔ انہوں نے بتایا کہ ان کی والدہ کو شوق تھا کہ ہم بہنوں میں سے کوئی ایک آئی سی ایس کا امتحان دیں۔ اس زمانے میں آئی سی ایس ہوتا تھا جو کہ بعد

میں سی ایس ہو گیا۔ اسی لیے میں نے سی ایس کا امتحان دیا۔ اس طرح میں 65 کے بیچ میں پہلی خاتون تھی جس نے یہ امتحان پاس کیا۔ اس امتحان کو پاس کرنے کے بعد میرٹ بنایا جاتا تھا جس کی بنیاد پر مجھے اکاؤنٹ کی سروس ملی۔ مجھے اکاؤنٹ کے شعبے سے خاصی دلچسپی تھی۔ میری سروس کی ابتدا لاہور سے ہوئی اور زیادہ عرصہ وہیں گزرا۔ تقریباً 19 سال وہاں کام کیا۔ چونکہ لاہور شہر اپنا تھا وہاں کے لوگ بھی جان پہچان کے تھے اس لیے سروس کے دوران زیادہ مشکلات پیش نہیں آئیں۔ وہاں کے لوگوں نے بہت محبت دی اور ہر طرح سے تعاون کیا۔ اس زمانے میں واحد خاتون تھی جو میکسیشن کے محکمے میں آفیسر پوسٹ پر تھی۔ اس لیے میں نے کوشش کی کہ میرا رویہ اور کام ایسا ہونا چاہیے جس کی وجہ سے دوسری خواتین اس شعبے میں آئیں۔ انہوں نے بتایا کہ مردوں کا رویہ میرے ساتھ بہت اچھا تھا۔ میں نے کوشش کی میں اپنی ڈیوٹی صحیح طریقے سے کروں تاکہ مردوں کو یہ محسوس نہ ہو کہ خواتین صلاحیتوں میں مردوں سے کسی طرح بھی کم ہیں۔ میں نے سروس کے دوران مردوں کی نسبت اچھی پرفارمنس دی۔ اسی وجہ سے میرٹ کی بنیاد پر میری ترقی ہوتی گئی۔ دوران سروس کم سے کم چھٹیاں کیں اور کام کے معاملے میں اصولوں پر کبھی سمجھوتہ نہیں کیا اور لوگوں کے جائز کام میں کبھی رکاوٹ نہیں بنی۔ محنت اور لگن سے کام کیا۔

آج کل کی خواتین بھی اگر اعتماد، محنت اور جذبے سے کام کریں تو کوئی وجہ نہیں کہ وہ مردوں سے کسی طرح پیچھے رہ جائیں۔ اپنا کام ایمانداری سے کریں اور دوسری خواتین کے لیے مثال بنیں اور ان کے لیے راہ ہموار کریں تاکہ انہیں زیادہ سے زیادہ شعبوں میں آنے کا موقع ملے۔ میری وجہ سے بہت سی خواتین اس شعبے میں آئیں اور آج بڑے بڑے عہدوں پر خواتین نظر آتی ہیں۔ ہمارے محکمے میں اب خواتین افسروں کی تعداد بہت زیادہ ہے۔ یہ خوش آئند تبدیلی ہے۔ میں نے 22 ویں گریڈ میں ترقی پانے کے بعد 3 سال کام کیا۔ اس عہدے پر پہنچنے کے بعد ایک سال محکمہ انکم ٹیکس میں بطور چیئر مین سیٹلمنٹ کمیشن میں خدمات انجام دیں۔ اس کے بعد دو بین ڈیولپمنٹ منسٹری میں فیڈرل سیکٹری رہی۔ فیڈرل سیکرٹری کی حیثیت سے کام کے دوران بہت اچھا ٹھکانا۔ میں حکومت پاکستان کی شکر گزار ہوں جنہوں نے مجھے اس عہدے کے قابل سمجھا۔ ان کا کہنا تھا سول سروس میں یہ سب سے بڑا عہدہ ہے۔ جس طرح فوج میں لوگ جرنیل بننے کے خواب دیکھتے ہیں۔ اسی طرح سول سروس کے لیے یہ عہدہ جرنیل کے برابر ہی ہے۔

گھریلو زندگی کے بارے میں انہوں نے بتایا کہ ان کی اربخ میر تھی۔ ان کے شوہر نے ہر قدم پر ان کا ساتھ دیا۔ ان کی حوصلہ افزائی اور تعاون سے ہی وہ اپنے شعبے میں کامیابیاں حاصل کرتی رہیں۔ ان کی ازدواجی زندگی بہت کامیاب رہی۔ ان کا کہنا تھا کہ اس کامیابی میں دونوں برابر کے شریک ہیں۔ دونوں نے گھر کی ذمہ داریاں مل کر نبھائیں۔ انہوں نے بتایا کہ ان کے بچے نہیں ہیں مگر انہیں کبھی بچوں کی کمی محسوس نہیں ہوئی کیونکہ ان کی زندگی اتنی مصروف تھی کہ اس بارے میں زیادہ سوچنے کا وقت ہی نہیں ملا۔ ان کے سسرال والوں نے بھی ان کے ساتھ بہت اچھے تعلقات رکھے۔ وہ مشترکہ خاندانی نظام میں رہتی تھیں اور انہیں اس طرح مل جل کر رہنا بہت اچھا لگتا ہے۔ ان کا کہنا تھا کہ مشترکہ خاندانی نظام ہمارے معاشرے کی خوبصورت روایت ہے جس کو زندہ رکھنا ہمارا کام ہے۔ ہمیں اولد ہاؤسز کی قطعی ضرورت نہیں کیونکہ ہمارے گھر کے بزرگ ہمارے ساتھ رہتے ہیں اس طرح گھر میں برکت اور رونق کا عنصر رہتا ہے۔ انہوں نے کہا ہمارے معاشرے میں مرد کو بالادستی حاصل نہیں ہے۔ آج بھی گھروں میں نانیوں دادیوں کا راج ہے۔ گھر کے اہم فیصلے بزرگ خواتین ہی کرتی ہیں۔ آج کی عورت آزاد ہے زیادہ پر اعتماد ہے۔ خواتین کے لیے حقوق کا شور شرابا کرنے والا ایک مخصوص طبقہ ہے ورنہ مشرقی عورت کو جو

مقام حاصل ہے مغرب کی عورت اس کا تصور بھی نہیں کر سکتی۔ ہمارے ہاں کوئی عورت کسی وجہ سے اکیلی رہ جائے تو وہ کسی نہ کسی رشتہ دار کے ہاں رہتی ہے اس طرح اسے تحفظ مل جاتا ہے۔ ہمارے ہاں عید اور دیگر تہواروں اور خوشی کے موقع پر تحفے تحائف اور نقدی دینے کا رواج ہے۔ یہ ایک بہت اچھا طریقہ ہے کہ ہم دوسروں کے کام آسکیں۔ بروقت ان کی مدد کر سکیں۔ ایک سوال کے جواب میں انہوں نے کہا کہ گھر چلانا آفس چلانے سے زیادہ مشکل کا ہے۔ آفس کا کام ذہن سے کیا جاتا ہے جبکہ گھر میں ذہنی جسمانی دونوں قوتوں کی ضرورت پڑتی ہے۔ میں نے اپنی ماں کی زندگی کی تقلید کی کیونکہ انہوں نے ہمیشہ حوصلے اور صبر سے گھر کے معاملات چلائے۔ اسی وجہ سے انہوں نے کامیاب زندگی گزاری اور میری زندگی بھی اسی وجہ سے کامیاب رہی۔ اس کے علاوہ میں نے اپنی دادی کی سحر انگیز شخصیت سے بہت کچھ سیکھا۔ وہ اپنے زمانے میں سرگرم خاتون تھیں جنہوں نے انجمن حمایت اسلام کے لیے بے شمار کام کیے۔ اسی انجمن کے کام کو آگے بڑھاتے ہوئے اردو زبان کے تحفظ کے لیے کافی کام کیا۔

ایک سوال کے جواب میں انہوں نے کہا کہ ان کی ماں ان کے لیے آئیڈیل تھیں۔ وہ بہت بہادر خاتون تھیں۔ انہوں نے لاہور میں ایک کالج کی بنیاد رکھی اس کے علاوہ اپنے علاقے میں بھی دو کالج قائم کیے اور کامیابی سے انہیں چلایا۔ انہوں نے ہم تینوں بہنوں کی تربیت میں بہت محنت کی اور توجہ دی جس کی وجہ سے ہم تینوں اپنی اپنی فیلڈ میں کامیاب رہیں۔ انہوں نے بتایا کہ انہیں ادب سے گہرا لگاؤ ہے۔ انہوں نے علامہ اقبال کو تفصیل سے پڑھا ہے۔ مگر رومانوی شاعری انہیں پسند نہیں ہے۔ ان کی ایم اے انگلش کرنے کی خواہش ابھی باقی ہے جو پوری نہ ہو سکی۔

ریٹائرمنٹ کے بعد اپنے آپ کو مصروف رکھنے کے لیے کئی نئی اداروں سے منسلک ہوں۔ خواتین کی فلاح و بہبود کے حوالے سے اب تک بے شمار کام کیے ہیں۔ اس کے علاوہ وہ پروین شاکر ٹرسٹ کو بڑی کامیابی سے چلا رہی ہیں۔ انہوں نے بتایا کہ ان کی ملاقات پروین شاکر سے اتفاق ہو گئی تھی اس وقت انہیں یہ معلوم نہ تھا کہ وہ اس ملک کی نامور شاعرہ ہیں بعد میں یہ ملاقات دوستی میں بدل گئی۔ اب وہ ہر سال اس ٹرسٹ کے لیے فنکشن کراتی ہیں تاکہ پروین شاکر کا نام زندہ رہے۔ ان کا کہنا تھا کہ پروین شاکر نفیس خاتون تھیں۔ وہ بے حد حساس دل کی مالک تھیں ان کو یاد کر کے پروین قادر آغا کی آنکھیں نم ہو گئیں۔

پروین قادر آغا جیسی خواتین جو بظاہر نازک سی نظر آتی ہیں مگر ارادوں میں کسی چٹان سے کم نہیں ہیں اور ہمارے ملک کا قیمتی سرمایہ ہیں ایسی خواتین کے نام تاریخ ہمیشہ یاد رکھتی ہے۔ حوا کی یہ ذہین و باصلاحیت بیٹیاں قابل ستائش اور قابل تقلید ہیں۔

جنگ: 23 جنوری، 2007ء

## **Seven women diplomats appointed ambassadors**

The government has appointed seven women from the Foreign Service Cadre as ambassadors to important world capitals.

“It is the first time that we have so many women officers designated as ambassadors”, Riaz Syed, the Director General of research at ministry of foreign affairs, told DAWN on Saturday.

All the women officers are career diplomats and most of them have been posted to European countries. Their names and countries of posting are: Fauzia Nasreen, ambassador to Poland; Durr-e-Shahwar Qureshi, ambassador to Kazakhstan; Riffat Iqbal, ambassador to Ireland; Shireen Safdar, ambassador to Portugal; Kausar Ehsan Iqbal, ambassador to Algeria; Fauzia Iqbal, ambassador to Switzerland; Humaira Hasan, ambassador to Romania. Ms. Abbas and Ms. Hasan will take charge next month.

Another career diplomat, Ra'ana Rahim, heads Pakistan's Consulate in Los Angeles.

Official says there are about six other women officers who hold the number two positions in various missions abroad. One of them is Attiya Mehmood who is Deputy High Commissioner in London.

Asma Aneesa, who recently served as ambassador to Central Asian Republic, is now on the directing staff at the National Defense College.

Dr Maleeha Lodhi, Begum Abida Hussain and Begum Shakila Rashid were among the political appointees who held ambassadorial posts in the nineties. Dr Lodhi and Begum Hussain have both served in Washington D.C.

Begum Salma Jan was among the first career woman diplomats to be appointed ambassador.

Begum Ra'ana Liaquat Ali Khan was Pakistan's first woman ambassador. She served as representative of Pakistan to the 7<sup>th</sup> session of the United Nations General Assembly in 1952.

Begum Zubaida Habib, Begum Z.H.I Rahim, and Begum Ikramullah also served as representatives of Pakistan to the General Assembly in the fifties.

**Qudsia Akhlaque: Dawn, January 13, 2003**

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## **Sarah made SC Additional Registrar**

Sarah Saeed, an outstanding officer of District Management Group (DMG), is the first ever-female officer to have been appointed as Additional Registrar of the Supreme Court of Pakistan.

Her appointment is made against the post that fell vacant following the recent murder of Hamad Raza, who was also a DMG officer. Hamad was the first Additional Registrar to have been appointed from the civil service in the apex court after 28 years.

While rich tributes have been paid to Hamad Raza by his DMG colleagues and others for his integrity and professional standing, the young lady officer is also conscious of the competence, honesty and responsible that comes with the position..

A graduate from Oxford, Sarah joined the Civil Service in 1995 after securing fourth position in Pakistan in overall CSS merit. She had topped the written examination, however.

The officer has served against different assignments both locally and abroad. From August 2002 to April 2006, she had held the post of Commercial Attache for Pakistan in The Netherlands.

**The News: May 29, 2007**

### A good job

I am a regular reader of your newspaper. I am writing this letter because the newly appointed traffic wardens' behaviour compels me to write about them. I want to share with the people that the newly appointed young and energetic traffic wardens are a revolution, their behaviour is very polite and good, and especially lady traffic wardens are doing their duty very well, as they have got their new uniforms, bikes, cars, jeeps and other accessories to motivate traffic laws. They have the aim to change the traffic system and control problems. Usually, people compare the traffic wardens with the Motorway Police, although there is no comparison between them and we should not compare both forces. The traffic wardens have to deal with all kinds of traffic on the one road. So I suggest they carry on doing the great job they are doing.

— ALI ZAHEER  
LAKHORE





## سندھ کی پہلی خاتون ڈپٹی کمیشنر کی تقرری، کامیابی یا ناکامی کے امکانات؟

انہوں نے اپنے اقدامات سے ضلعی افسران، صحافیوں، سیاستدانوں اور شہریوں کو حیران کر دیا

وہ آف دی ریکارڈ بات کرنے کی قائل نہیں، ست افسران کو ایک موقع دینا چاہتی ہیں

25 اپریل کو مسز فرحت راشد نے سندھ کی پہلی اور پاکستان کی تاریخ کی دوسری خاتون ڈپٹی کمیشنر ضلع ٹھٹہ کی حیثیت سے چارج سنبھالا۔ پاکستان کی تاریخ کی پہلی ڈپٹی کمیشنر خاتون عارفہ صوبی دیہاڑی میں تعینات ہوئی تھیں۔ فوجی حکومت کے قیام کے بعد چیف ایگزیکٹو جنرل پرویز مشرف جب کراچی میں سندھ کے اعلیٰ افسران سے خطاب کرنے آئے تھے تو ایڈیشنل سیکرٹری پابلیشن و پبلیسر کی حیثیت سے مسز فرحت راشد نے چیف ایگزیکٹو سے کہا تھا کہ خواتین افسران کو ڈپٹی کمیشنر کیوں مقرر نہیں کیا جاتا ہے جس کے بعد ان کی سندھ کے سب سے پرامن ضلع میں تعیناتی ہوئی ہے۔ مسز فرحت راشد نے ڈپٹی کمیشنر کا چارج سنبھالنے کے بعد پہلے دن سے اس ضلع کے افسران، صحافیوں، سیاستدانوں اور شہریوں کو حیران کر دیا ہے۔ مختلف علاقوں میں کھلی کچھریاں، میٹنگ، دورے، ترقیاتی کاموں کا معائنہ، "میٹ دی پریس" کے علاوہ بازار سے خریداری کے ساتھ ساتھ رات دیر تک "غربت مکاؤ" پروگرام کے تحت ہونے والی ترقیاتی اسکیموں کے بارے میں غور و خوض نے افسران کی نیند حرام کر دی ہے۔ روانی سے انگریزی بولنے والی خاتون ڈپٹی کمیشنر آف دی ریکارڈ بات کرنے کی قائل نہیں اور ہر بات صبر و سکون اور خندہ پیشانی سے سنتی ہیں۔ انہوں نے ضلع کے عوام میں 22 مارچ 1948 کی یاد تازہ کر دی ہے جب ایک ایرانی ڈپٹی کلکٹر، آغا شاہی ٹھٹہ میں تعینات ہوئے اور ان کی 6 ماہ کی تعیناتی کے دوران ضلع کے تمام پتھاریدار، نام نہاد سیاستدان، وڈیرے اور جرائم پیشہ افراد مغرور ہو گئے۔ 52 سال گزرنے کے بعد بھی شہری آغا شاہی کو یاد کرتے ہیں۔

سندھ کی پہلی خاتون ڈپٹی کمیشنر کے بارے میں معلوم ہوا ہے کہ ان کی 3 ماہ کی آزمائشی مدت کے لیے پوسٹنگ ہوئی ہے۔ اگر اس عرصے میں وہ کامیاب رہیں تو انہیں مزید وقت دیا جائے گا اور اگر کامیاب نہ ہو سکیں تو خاتون ڈپٹی کمیشنر کا تجربہ ہمیشہ کیلئے ناکام ہو جائے گا۔ ضلع ٹھٹہ کی ڈپٹی کمیشنر مسز فرحت راشد چارج سنبھالنے کے بعد سب سے زیادہ وقت وفاقی حکومت کی "غربت مکاؤ" اسکیم کو دے رہی ہیں جس کے تحت ضلع ٹھٹہ کو دس کروڑ روپے کی امداد ملی ہے جس سے ٹوٹی پھوٹی سڑکوں کی تعمیر اور فراہمی و نکاسی آب کی اسکیموں کی از سر نو بحالی کو ترجیح دی جا رہی ہے۔ عام شہری اور حکومتی اہلکاروں کا کہنا ہے کہ صاف ستھرا پانی فراہم کر کے، ٹوٹی ہوئی سڑکوں کی مرمت کر کے اور نکاسی آب سے 'غربت' کا کیا واسطہ ہے اگر ڈپٹی کمیشنر مسز فرحت راشد واقعی ضلع کی خدمت کرنے کے لیے سنجیدہ ہیں تو پہلی فرصت میں 14 سو مزدوروں کے روزگار کا وسیلہ ٹھٹہ شوگر ملز کو دوبارہ چلانے کے لیے اقدامات کریں اور معمولی معمولی مسائل کی وجہ سے دھانجی اور دیگر علاقوں میں 20 سے زائد ہندوستانی اداروں کو دوبارہ چلا کر دس ہزار سے زائد افراد اور ان سے وابستہ ہزاروں خاندانوں کو فاقہ کشی سے بچائیں۔ اصل میں غربت مکاؤ پروگرام یہ ہونا چاہئے۔ سوال یہ پیدا ہوتا ہے کہ عوامی بھلائی کے کام اور ضلع کی ترقی میں کیا ضلع کے مرد افسر شاہی خاتون ڈپٹی کمیشنر کا ساتھ دیں گی کیا افسر شاہی چاہے گی کہ بغیر کسی روکاؤ کے عوام کے مسائل حل ہوتے رہیں۔ کبھی بھی نہیں

چاہے گی کیونکہ ہمارے ملک کی افرشانی نے یہ سیکھا ہی نہیں ہے کہ کوئی بھی قانونی پیچیدگی یا فنی خرابی کے بغیر کام ہو سکے اور سارا کریڈٹ خاتون ڈپٹی کمشنر لے جائیں۔

گزشتہ چند دنوں کے دوران ڈپٹی کمشنر کی صدارت میں ہونیوالے افران کے اجلاس کے دوران ضلعی افران ڈی سی کے سوالات کا جواب جس پریشانی سے دے رہے ہیں 25 سالہ تجربہ کار خاتون بخوبی سمجھ گئی ہوگی۔ خاتون ڈپٹی کمشنر کا کہنا ہے کہ سب کچھ دیکھ اور سمجھ رہی ہیں لیکن سست اور لا پرواہ افران کو ایک موقع دیا جائے گا۔ پیپلز پارٹی کے پہلے دور حکومت میں 1975ء میں وزیر اعلیٰ غلام مصطفیٰ جتوئی نے سندھ کے نوجوانوں کو پی ایس سی کرنے کا موقع دیا تھا۔ سید علی انور شاہ، عبدالقادر منگی سمیت مسز فرحت راشد نے بھی اسی دور میں ملازمت حاصل کی تھی۔ سید انور شاہ اور عبدالقادر منگی نے ضلع ٹھٹھہ میں بحیثیت ایس ڈی ایم اچھا دور گزارا ہے اب ان کی بیج میٹ کیا کارنامے انجام دیتی ہیں۔ محترمہ نے 1977 کی 9 ستاروں والی تحریک کے دوران کراچی میں جلے جلوسوں کے علاوہ خواتین اور کفن پوش جلوس کو بھی کنٹرول کرنے کی خدمات انجام دی تھیں۔ اب دیکھنا یہ ہے کہ 3 ایس ڈی ایم، 9 مختار کاروں، 84 تہ داروں سمیت دیگر ملازمین کے علاوہ ایک ضلع کونسل، بلدیہ ٹھٹھہ، 7 ٹاؤن کمیٹیوں اور 50 سے زائد یونین کونسلوں کے علاوہ مختلف محکموں کے افران کو کس طرح کنٹرول کر کے عوامی بھلائی کے کام لیتی ہیں یا پھر دیگر ڈپٹی کمشنروں کی طرح بریفنگ اور رپورٹنگ پر ہی وقت گزاریں گی۔ گزشتہ 15 دن میں ثابت ہو چکا ہے کہ ڈی سی صاحبہ کے پہلے دن کے پہلے حکم پر ہی عمل نہیں ہو سکا اور ضلع میں سیاہ شیشوں والی گاڑیاں اب بھی چل رہی ہیں۔ خاتون ڈپٹی کمشنر مسز فرحت راشد جو ضلع کی 59 ویں ڈپٹی کمشنر مقرر ہوئی ہیں اگر آغا شامی، شاہد عزیز صدیقی، ڈاکٹر فضل اللہ بیجوہ اور محسن قریشی کی طرح اپنا نام تاریخ میں لکھوانا چاہتی ہیں تو پھر ایس ایس پی ٹھٹھہ ڈاکٹر ولی اللہ دل سے رابطہ کر کے ان سے مفید مشورہ حاصل کر سکتی ہیں کیونکہ اس ایماندار ایس ایس پی ٹھٹھہ نے اپنی تعیناتی کے دوران محکمہ پولیس میں ایک نئی تاریخ رقم کی ہے۔

جنگ: 20 مئی، 2000ء

Ms. Rozina Razzak is the first Memon Woman Immigration Officer in FIA. She is a true role model for the women of our country in general and for Memon women in particular. She believes in continuous uphill struggle and foresees a bright future as she is very optimistic about the end results of the struggle she is doing in her profession. Life is full of ups and downs as the people, who know how to survive in different situations, shine out amongst the crowd; Rozina is one such bionic lady.



## Eight women additional SHOs in Lahore

Eight policewomen have been appointed as Additional Station House Officer (SHOs), for the first time in Punjab, at different police stations in Lahore.

These appointments, officials maintain, would help 'improve the environment' of police stations, and women complainants would feel secure while registering their complaints.

Inspector Shaheen Iqbal has been appointed additional SHO Naulakha Police Station, Inspector Tanzil Fatima at Mughalpura PS, Inspector Nusrat at Shadman PS, Inspector Muqadas Khan at Gulberg PS, SI Bushra Abdul Ghani at Qilla Gujjar Singh PS, SI Perveen Akhter at Lower Mall PS. SI Surraya Jabeen at Mughalpura PS and SI Rubina Khan as Additional SHO North Cantt Police Station.

**Dawn: July 10, 1998**



### Civil Service of Pakistan

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Civil Services have become the key wheels on which the entire engine of the state has to move. Hence the leaders for these services are drawn through the competitive examination. The officers thus appointed are bestowed with solemn responsibilities and are scheduled to hold the highest offices of the country.

Pakistan today needs young men and women, with qualities of both head and heart. To choose only such balanced individuals is the purpose of the civil services examination.

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## NOVEMBER

5

Wednesday

6

Thursday

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### **Mehtab Akbar Rashidi, General Director, Ombudsman Secretariate Sindh**

Mehtab Akbar Rashidi, a courageous lady with great enthusiasm and spirit came into the education scenario of our system with a will to do something for the young generation of our country. She faced all hurdles so bravely that she doesn't even call it a hurdle. She made her appearance on media from Radio Pakistan and from there onwards she started her journey towards television. The viewers of PTV remember the days when she appeared on the PTV like a storm and made a respectful space in every heart of the Pakistani viewer by her confident and luminous hosting for the various shows she conducted. Having experienced all superior designations in Govt. and in education field, she doesn't need any introduction.

سرکاری محکموں میں خواتین کے لیے 5 فیصد کوٹہ مختص کرنے کا فیصلہ  
 فیملی کورٹس کے ججوں کے لیے پیشہ وارانہ تجربہ کی شرط رکھی جائے تاکہ ماہر بھرتی ہو سکیں: خالد رانجھا  
 فیملی کورٹس میں خاتون ججوں کی تقرری کے لیے سری جلد حکومت کو بھیجی جائے گی: شاہین عتیق الرحمن

فیملی کورٹس میں خاتون ججوں کی تعیناتی کا جائزہ لینے کے لیے صوبائی وزیر مس شاہین عتیق الرحمن کی زیر صدارت اجلاس میں صوبائی وزیر  
 قانون ڈاکٹر خالد رانجھا، سیکرٹری قانون پنجاب سولسٹر پنجاب اور اسٹنٹ ایڈووکیٹ جنرل محترمہ سلمیٰ ملک نے بھی شرکت کی۔ اجلاس میں  
 تحصیل کی سطح پر خاتون تعینات کرنے کے لیے 105 ججوں کی پنجاب پبلک سروس کمیشن کے ذریعے بھرتی کی تجویز کا جائزہ لیا گیا۔ مس  
 شاہین عتیق الرحمن نے بتایا کہ ججوں کی تعیناتی کے بارے میں سری تیار کر کے منظوری کے لیے وفاقی حکومت کو بھیجی جا رہی ہے۔ ڈاکٹر خالد  
 رانجھا نے تجویز پیش کی کہ فیملی کورٹس کے ججوں کے لیے پیشہ وارانہ تجربہ کی شرط بھی رکھی جائے تاکہ ماہر جج بھرتی ہوں۔ انہوں نے کہا کہ  
 حکومت نے سرکاری محکموں میں خواتین کے لیے پانچ فیصد کوٹہ مختص کرنے کا فیصلہ کیا ہے۔

خبریں، 24 مئی، 2001ء

## Capt. Tarana Saleem: First Lady Pilot from Sindh



Captain Tarana Saleem is one of those people of the country who have made us proud. She is the first lady pilot from Sindh. A very impressive and down-to-earth personality, this woman is a great source of inspiration for other women who either wish to make it big in the field of aviation, or in any other male dominated field. She worked for Hajvery Airlines, but after that was closed

down, she started her own business and chose to become her own boss. Still, she does take up flying assignments, when needed.

**KalPoint.com**

# محکمہ پولیس میں خواتین کی آمد سے کارکردگی بہتر ہوگی

ایس پی ٹریفک پولیس حلیہ سعید کا خبریں سے خصوصی انٹرویو

پاکستان میں خواتین نے یہ بات ثابت کر دی ہے کہ وہ کسی بھی طرح مردوں سے کم نہیں ہیں۔ وہ دور ختم ہو گیا جب خواتین صرف گھروں تک یا مخصوص محکموں تک محدود تھیں۔ آج پاکستان میں فوج، سیاست، میڈیا، پولیس، ڈاکٹر، انجینئر غرضیکہ کوئی شعبہ ایسا نہیں جہاں پر خواتین نے یہ بات نہ کی ہو کہ یہ مردوں کے برابر اپنی ذمہ داریاں احسن طریقے سے سرانجام دے سکتی ہیں۔ پاکستان کی 52 فیصد خواتین کی ہر شعبہ میں نمائندگی ہے جس کا سہرا حکومت پاکستان کو ہے۔ لوکل سطح پر 33 قومی اسمبلی میں 27، سینٹ میں 17 فیصد اور وفاقی کابینا میں بھی خواتین وزراء کافی تعداد میں موجود ہیں۔ پولیس جو ایک ایسا محکمہ ہے جہاں پر مرد اکثریت رجحان پایا جاتا ہے اور کہا جاتا ہے کہ یہ چوبیس گھنٹے کی جاب ہے۔ ان کا واسطہ معاشرے کے ان لوگوں سے زیادہ پڑتا ہے جو معاشرتی، ذہنی اور نفسیاتی طور پر اپنے آپ کو بہت تاریکیوں میں گم کر چکے ہوتے ہیں ایسے محکمے میں خواتین کا ہونا ایک انقلابی قدم ہے۔ پاکستان کی پہلی خاتون ایس پی ٹریفک پولیس اسلام آباد حلیہ سعید ایک ذمہ دار، اصول پسند اور سختی رول ماڈل افسر ہیں۔ حلیہ سعید نے "خبریں" سے خصوصی انٹرویو میں کہا کہ خواتین میں خدانے صلاحیتیں مردوں کے برابر رکھیں ہیں بس تعلیم و تربیت ہی ایک چیز ہے جس سے بہتری کی صورت پیدا ہو سکتی ہے۔ انہوں نے کہا کہ اللہ تعالیٰ نے ہر انسان کو دوسرے سے مختلف بنایا ہے جو چیز اس کو مختلف بناتی ہے وہ ہے اس کی خداداد صلاحیتیں ہیں جو سب میں ایک جیسی نہیں ہوتیں۔ انہوں نے کہا کہ پولیس مرد اکثریت اور مردوں کے رجحان کا محکمہ ہے جس میں 24 گھنٹے ڈیوٹی ہوتی ہے کیونکہ نظم و ضبط اور امن و امان کوئی 8 یا 12 گھنٹہ کی ڈیوٹی نہیں ہے بلکہ یہ وہ چیز ہے جو کسی بھی معاشرے کی ترقی یا گناہ کا باعث بنتی ہیں۔ ہم لوگ چاہتے ہیں کہ اسلام آباد ماڈل ٹریفک پولیس کو پورے ملک تک پھیلائیں تاکہ نظم و ضبط اور امن و امان کو یقینی بنایا جاسکے اس میں ہمیں عوام کے بھرپور تعاون کی ضرورت ہے۔ قانون پہلے دن سے ہی وہی ہیں لیکن قانون پر عمل کرنا ایک اہم چیز ہے اور اسی چیز کو ہم سامنے لے کر آئے ہیں۔ انہوں نے بتایا کہ میں نے پشاور کے علاوہ پاکستان کے تمام اہم شہروں سے تعلیم حاصل کی اور آج جس مقام پر ہوں اس میں محنت اور مستقل مزاجی کا دخل ہے۔ انہوں نے کہا کہ جب کسی ملک کی آدمی آبادی کام نہیں کرے گی تو ہم کیسے کہہ سکتے ہیں کہ ملک ترقی کی راہوں پر گامزن ہوگا۔ عورت کو پڑھائی اور دوسرے معاشرتی کاموں سے زیادہ فکر کپڑے اور نت نئے فیشن کی ہوتی ہے جبکہ ہم دنیا کے کسی بھی ملک میں چلے جائیں وہاں پر خواتین سادگی سے زندگی گزار رہی ہیں اور اپنے کاموں میں مصروف ہیں۔ انہوں نے کہا کہ عورت کا کردار معاشرے میں سب سے اہم ہے کیونکہ وہ ایک ماں ہے لہذا اپنے بچوں کی تربیت اس طرح کرنی چاہیے کہ وہ ایک منظم اور مکمل انسان ہوں نہ کہ وہ منفی سرگرمیوں میں مبتلا ہو کر معاشرے میں بگاڑ پیدا کریں۔ جدت پسندی یہ نہیں ہے کہ ہم مادہ پرست ہو جائیں بلکہ جدت پسندی میں تو وہ چیزیں آتی ہیں جن سے ہم اپنے معاشرے کے نظر انداز کردہ پہلوؤں کو بہتر بنا سکیں۔ غلط اور صحیح کی پہچان کر سکیں جو ہمارا دین اسلام ہمیں بتاتا ہے۔ دین اسلام جتنا وسیع دین کوئی نہیں اس میں جو عورتوں کے لیے مقام اور قوانین بنائے گئے ہیں ان کو حاصل کرنے

میں دوسری قوموں نے صدیوں جدوجہد کی ہے کیونکہ اسلام کا بنیادی اصول توازن ہے اور اسی اصول کے تحت کائنات کی تخلیق کی گئی اور معاشرے میں اکائی ایک گھر ہے اسی طرح معاشرے کی تخلیق و تعمیر میں ہم عورت کے کردار کو نظر انداز نہیں کر سکتے کیونکہ کچھ صلاحیتیں اللہ تعالیٰ نے عورت کو مرد سے زیادہ، کچھ مرد کو عورتوں سے زیادہ اور کچھ صلاحیتیں مرد اور عورت دونوں میں برابر عطا کی ہیں۔ مرد کا ایک اپنا کردار اور مقام ہے اسکو اس مقام سے ہٹانا ٹھیک نہیں ہے بلکہ ہمیں ایسے مقام کے لیے جدوجہد کرنا ہوگی۔ اس کے لیے ہمیں خواتین کی تعلیم پر خصوصی توجہ دینی ہوگی۔ انہوں نے کہا کہ جب بچوں کی شادی کی جاتی ہے تو نکاح نامے پر لڑکیوں سے صرف دستخط کروائے جاتے ہیں، لڑکی کو یہ پتا نہیں ہوتا نکاح نامے میں کیا شرائط تھیں جس کی پاداش میں وہ ساری زندگی اپنے شوہر سے مارکھاتی رہتی ہے۔ والدین کو چاہیے کہ وہ سارا نکاح نامہ لڑکی کو پڑھ کر سنائیں اور اسکے تحفظ کے لیے جو کوائف ہیں ان کو کراس نہ کریں کیونکہ ان تمام چیزوں سے لڑکی کو تحفظ ملتا ہے اور جب بعد میں خدا نخواستہ اسکے ساتھ مسائل ہوں تو پھر قانون بھی اس کی مدد نہیں کرتا۔ لہذا والدین کو اس سلسلے میں اپنا مؤثر کردار ادا کرنا ہوگا اور والدین کو چاہیے کہ ایک وسیع سوچ سے اپنے بچوں کی تربیت کریں۔ انہوں نے کہا کہ حکومتی سطح پر مؤثر قانون سازی کے عمل کو جاری رہنا چاہیے۔ میری پہلی ترجیح اپنے بچوں کی تربیت، ان کو سازگار ماحول اور تعلیم دینا ہے۔ صرف اچھے اداروں میں بچوں کو تعلیم دلوانے سے وہ اچھے شہری نہیں بننے بلکہ اس میں بنیادی تربیت بھی شامل ہوتی ہے۔ انہوں نے کہا کہ نوجوان نسل کو مثبت اور تعمیری سرگرمیوں میں مصروف رہنا چاہیے۔ اگر ان سب باتوں کو والدین نظر انداز کرتے ہیں تو پھر بچوں اور والدین میں فاصلے بڑھنے سے جرائم جنم لیتے ہیں۔ انہوں نے والدین سے کہا کہ فضول آسائشوں سے بچوں میں محنت کی عادت ختم ہو جاتی ہے اور وہ کئی پکائی کھیر کھانے کے عادی بن جاتے ہیں۔ انہوں نے کہا کہ مغرب میں ہر وہ اصول ہے جو اسلام نے بتایا ہے۔ وہ لوگ جھوٹ، غیبت، قانون شکنی اور برائیوں سے اس لیے دور ہیں کہ قانون پر عمل کرتے ہیں۔ انہوں نے کہا کہ خواتین کو ہم اس شعبے میں خوش آمدید کہتے ہیں اور اس میں محکمہ کی کارکردگی مزید بہتر ہوگی۔ لہذا خواتین جہاں جہاں ملازمت کرتی ہیں انکو وہیں ٹرانسپورٹ کی سہولت فراہم کی جائے۔ انہوں نے کہا کہ خواتین اتنی محنت نہیں کرتیں جتنی ان کو کرنی چاہیے۔ انہیں چاہیے کہ یہ اپنے حقوق کو جانیں اور اسکے لیے تعلیم بہترین ذریعہ ہے۔ جب خواتین کو اپنے حقوق کا خود پتہ ہوگا تو کوئی بھی انسان انکے حقوق غضب نہیں کر سکتا۔ انہوں نے کہا کہ اسلام کو تعصب کی نگاہ سے دیکھنے کے بجائے اس کا فلسفہ سمجھنا چاہیے جس سے دوسرے مذہب بھی متاثر ہیں اور اپنا معاشرتی ڈھانچہ مضبوط کیے ہوئے ہیں۔ زمانے میں تبدیلیوں کو مثبت طریقے سے ساتھ لے کر چلیں۔ انہوں نے کہا کہ اگر خواتین گھر میں بھی ہیں تو انہیں کچھ نہ کچھ کرنا چاہیے جس سے ان کے گھر کا ماحول دوسروں کو متاثر نہ کرے۔ معاشرے میں تبدیلی کے لیے ضروری ہے کہ پہلے ہم اپنے آپ کو بدلیں۔ یہ نہ دیکھیں کہ دوسرے کیا کر رہے ہیں بلکہ یہ دیکھیں کہ ہم کیا کر رہے ہیں۔ پیسے کے زور پر ہم سب کچھ خرید سکتے ہیں لیکن امن و امان اور کردار کی پختگی نہیں خریدی جاسکتی۔ خواتین متحد ہو کر مضبوط ہوں گی تو وہ کسی سے بھی کم نہیں ہیں لیکن شرط تعلیم ہے کیونکہ تعلیم سے آگہی حاصل ہوتی ہے۔

خبریں: 17 جون، 2006ء

## Begum Liaquat's wise words

Begum Ra'ana Liaquat Ali Khan, the wife of Pakistan's first and greatest-ever prime minister, Liaquat Ali Khan, was a great personality in her own right. An economist and educationist by training, she was Pakistan's leading women's rights activist, founder and life-time president of the All Pakistan Women's Association (APWA), founder of the Pakistan Women's National Guard, and founder of four home economics colleges for women-one in Karachi, Lahore, Peshawar and Dhaka each.

Aptly dubbed 'The Dynamo in silk', Begum Liaquat achieved so many 'firsts' in her long life that "it provokes the envy of lesser mortals", in the words of F.D Douglas, editor of 'Challenge and Change', a volume of her collected speeches.

She was the first Muslim woman ambassador internationally achieving the distinction in 1954 when she was appointed Pakistan's ambassador to the Netherlands, where she eventually became Doyen of the Diplomatic Corps. In the 1960s, she served for four year as our ambassador to Italy.

She was the first Muslim woman governor, achieving the distinction in 1972 when the Z.A. Bhutto government appointed her Governor of Sindh. She was the only women ever to serve as governor in Pakistani province.

She was the first recipient of the UN Human Rights Award, the first Muslim woman to win the Jane Adams Medal and the Woman of Achievement Medal, the first Muslim woman delegate to the United Nations, the list goes on.

Queen Juliana of the Netherlands conferred on her the Grand Cross of the Orange- Nassau, Holland's highest civilian award, which is normally reserved for royalty and heads of state. This was an unprecedented decoration for an ambassador.

The International Gimbel Award (for services to humanity) was founded on January 4, 1962, and Begum Liaquat became the first recipient the same day.



The citation read: “She took upon herself the noble duty of guiding the women of her country into the wide areas of modern social, cultural and civic life. A work, which in other nations took centuries of time and absorbed the energies of many generations, she accomplished in the span of little more than a decade”.

In May 1950, when she accompanied her husband, Prime Minister Liaquat Ali Khan on a state visit to the United States at the invitation of US President Harry S. Truman, the Americans hailed her as “The Mother of Pakistan”.

In 1965, Turkish Women's Association went one better than that and chose her as 'Women of the World'. After her stint as our ambassador in Rome ended in 1966, the Italian government honoured her with Italy's highest civilian award by creating her 'Cavaliere di Gran Cross'.

From the national field, in which it received early recognition from the Pakistan's Government, APWA, under Begum Liaquat's leadership, moved to the international arena when she won for it UN recognition as a Non-Government Organisation (NGO).

She then linked APWA with other women's international organisations pursuing similar objectives and established branches in London, Birmingham, Washington and Kuwait.

A born diplomat, the ideal Begum Liaquat set before women was, in F.D. Douglas words, “not to compete but to collaborate with men...” and paid warm tribute “not only to ‘the APWA husbands’ but also to other men who had established organisations with the same objectives of social welfare for mother and child, the underprivileged, the sick, blind, deaf and dumb, cripples, and illiterate”. To remove illiteracy among women was one of her prime objectives.

Begum Liaquat began her working life as a teacher in pre-partition India and retains a lifelong interest in education. When she was appointed Governor of Sindh in 1972, she also became the Chancellor of all the universities in the province (in the process becoming the first Muslim women chancellor of any university anywhere).

On May 11, 1954, shortly before proceeding to the Netherlands to take up her ambassadorial assignment there, Begum Liaquat delivered the

keynote address at the First Ordinary Convocation of Karachi University. She chose as her subject: "The University- A social Relevance or a Cultural Anomaly".

In her address, Begum Liaquat, among other things, said "What place has the University in the general life of the people? What has it done or not done, and what should it be expected to do? Is it to be an Ivory Tower of nebulous idealism or easy escapism, an elegant club for snob values or busy idleness: an academic factory for mass-produce intelligentsia or musty museum piece; an imposing monument to great but dead knowledge, dead languages, dead thinking, at which we reverently and regularly pay homage through speech Days, reunions and various sartorial displays of ties, blazers, gowns and headgear?

"Or is it to be an up-to-date laboratory for the testing of ideas, old and new, the systematic research in to the organisation of moral, social and intellectual principles and realities, and the creation of tools and instruments whereby man may be better able to know the great potentials of modern knowledge for the benefit of mankind, and not merely for its destruction?

"In other words, the University must be a socially relevant unit where education is a virile and positive response to changing social needs; a nursery for living leadership in all professions and spheres of life; a distributor of sound knowledge and imaginative vision, for the constructive possibilities of the advancing skills and knowledge within our reach; an all instructor for a better social set-up to take full advantage of such skills and knowledge in the interest of the privileged few.

"Such knowledge and training, however, must not be exclusively reserved for the so-called 'Science' student. It must overstep artificial barrier and be correlated to work in all departments, so that all subjects are linked together in a meaningful unity by the common bond of social relevance.

There are many who contend that the function of the University is to encourage the pursuit knowledge for it's 'own' sake, and to import education on controversial subjects (and which are not in one way or at one time or other?) in a strictly 'neutral' manner. This strikes me as an attractive but nevertheless specious fallacy, and accounts for the

thoroughly anaemic and aesthetic gibberish which constitutes a great deal of what goes to make up a University degree (with honourable and partial exceptions), by virtue of which the owner acquires a false prestige and a set of personal algebraic signs which carry certain social, matrimonial and wage assets, but incapacitate the 'tail-in-the-mouth'-end of a vicious circle.

“Knowledge for its own sake may be the luxury of the specialist, but it cannot be a main part of the education of the average citizen, unless it is found to be socially relevant.

“Moreover experience has shown that knowledge makes its greatest advance where it is spurred to be definite (and not neutral) personal and social interest. The science of medicine alone is replete with proofs of this. Living and learning in a vacuum have never produced any advancement, and is particularly impracticable in our modern world of ever-increasing political, economic and cultural interdependence.

“Great movements gather force and impetus by the 'bias' of some person or persons, as we know only too well today by the clamour and conflict of the various 'isms' which have battered upon the 'neutrality' and lack of 'bias' and, therefore, lack of force of other”.

Wise words, indeed, and once, moreover, which have the added force of great eloquence. But Begum Liaquat said more than fifty year ago in her address at Karachi University in 1954 is as relevant today as it was back then. The text of her speech should be made compulsory for all those involved in higher education, should be inscribed in stone above the portals of every college and university in the land.

**Kaleem Omar: The News, March 04, 2007**

## **Women bureaucrats no more an aberration**

Woman bureaucrats representing the country's elite civil services get much fairer treatment than what is generally believed, as most of them occupy quite lucrative positions both within the country and abroad.

The jobs that were rarely offered to women in the past are today within the reach of women officers, whose percentage in the Central Superior Services is though still quite lower than that of men.

However, the number of women joining the central superior services has constantly been rising for the last few decades.

A study of senior women officer's present postings reveals that such officers are not only leading key departments and organisations at the Federal and Provincial Headquarters but also heading the country's various foreign missions abroad.

Today, we have more than half a dozen woman career diplomats belonging to the Foreign Service, serving as ambassadors in the country's diplomatic missions in world capitals. There are also women officers officiating as secretaries of provincial departments.

Although presently there is no woman secretary heading a federal ministry or division, in the past BS-22 female officers have been serving as federal secretaries. There has even been a lady officer who served as cabinet secretary - one of the most prestigious slots for BS-22 officers.

Previously, women officers were rarely given field positions, which was due to social values rather than any gender bias. Now, the situation is quite different with several female officers serving as Deputy Commissioners and Commissioner Income Tax or as Collector or Deputy Collector Customs.

Since the trend of joining Civil Services has risen during the last few decades, the number of women in lower tiers is much higher than those holding senior positions. In view of this situation, the number of women officers against senior positions will become more apparent in future.

The Foreign Ministry seems to be one of the most generous federal entities that encourage its female officers to take many serious challenges that were earlier considered for males only.

One such initiative is the appointment of Tasneem Aslam, Director General, as Foreign Office spokesperson. She is the first-ever woman officer appointed as Foreign Office spokesperson.

The Foreign Service of Pakistan also has a woman officer in BS-22, Fauzia Nasreen, who is presently the country's ambassador to Poland. It also has a BS-21 officer, Asma Aneesa, presently serving as ambassador to Lebanon.

Besides, there are quite a few BS-20 female officers holding ambassadorial positions. They include Fauzia Abbas in Switzerland, Fauzia Sana in Portugal, Attiya Mehmood in Morocco, Rifat Iqbal in Zimbabwe and Shireen A. Moiz in Bosnia.

In addition, Dr Maleeha Lodhi is leading the London High Commission. Earlier, she was Pakistani ambassador to Washington.

At the Headquarters, the Foreign Ministry has women Director Generals, including Director General Policy and Planning Seema Naqvi, Director General Economic Coordination Naila Chauhan, and Director General Middle East Humaira Hasan. In the lower tiers, the number of female officers is much higher, both at the headquarters as well as abroad.

Female officers are joining the District Management Group (DMG), who except once were never offered defunct positions like Deputy Commissioners and Commissioners, are now offered lucrative positions.

The DMG presently has three women officers in BS-21 - Naheed Hayder, Chairperson, Pakistan Reinsurance Company Limited, Karachi; Farkhanda Waseem Afzal, Secretary, Services and General Administration Department, Lahore; and Rukhsana Saleem, Chairperson, Export Processing Zone Authority, Karachi.

The BS-20 female DMG officers include Sarod Lashari, the secretary of the Management and Professional Development Department, Lahore; Ali Begum, Managing Director, Frontier Education Foundation, NWFP; Vaqarun Zeb, Joint Secretary, Cabinet Division; Nargis Sethi, Joint Secretary, Prime Minister's Secretariat; Rafia Nazir, OSD; Nazrat Bashir, Joint Secretary finance; Rukhsana Malik, OSD; Nargis Ghaloo, Executive Director, State Life Insurance Corporation, Karachi; and Arifa Saboohi is at the disposal of the PM Secretariat. Saboohi is the only exception amongst the female DMG officers to serve as deputy commissioner before the introduction of the devolution of power plan.

Several female DMG officers in BS-19 and BS-18 have been posted abroad, including Seema Najeeb, Commercial Counselor, New York; and Shaista Sohail, ECO counselor, and Pakistan's permanent mission

to WTO, Geneva.

In the Secretariat Group (SG), there are fewer female officers in senior grades but several are serving in lower grades. The only BS-21 female SG officer is Saira Karim who is serving as Senior Joint Secretary in the Law Ministry. The BS-20 women officers in SG include Nigar Parveen, OSD; Shaheen Masud, Project Director, Women Development Project, Ministry of Health; Shahnaz Hamid, Director General, National Alien Regulatory Authority, Karachi; Neelam Ali, member finance, National Telecommunication Corporation; Batool Iqbal Qureshi, Secretary, National Tariff Commission; Sohaila Mushtaq, Joint Secretary Interior; and Shama Khalid Akbar, Joint Secretary Education.

In the Customs and Income Tax groups, there are 11 female officers. One officer, Razia Sultana Tahir, is in BS-21 and is presently Director General of customs valuations and post clearance audit, Karachi. The BS-20 officers in these groups are: Zareen Saleem, Commissioner Income Tax Appeals Karachi; Tabana Sajjad Naseer, OSD; Raana Mirza, Commissioner Income Tax Lahore; Shahnaz Rafique, Director, Directorate General of Training and Research, Lahore; Zarina N Zaidi, Commissioner Income Tax Appeals, Karachi; Riffat Shaheen Qazi, Commissioner Income Tax Appeals, Rawalpindi; Fiza Muzaffar, Commissioner Income Tax Appeals, Faisalabad; Musarrat Jabeen, Collector Customs Appraisalment, Karachi; and Riffat A Hassan Abidi, Collector Customs, Port Muhammad Bin Qasim, Karachi.

In the Audit and Accounts Service, there are two female officers in BS-21. They are: Nur-ul-Ain Haider, Deputy Auditor General; and Rukhsana Jabbar Memon, Additional Secretary Environment. The BS-20 officers of this service include Shahnaz Haider Raza, doing National Defence College training; Naseem Akhtar, awaiting posting; Nasreen Mehdi, Director General Audit Sindh, Karachi; Shama Ehsan Khan, DG PIFRA, Karachi; Sameena Shaheen Niazi, DG Commercial Audit, Karachi; and Farah Ayub Tarin, DH (HR) Auditor General of Pakistan office, Islamabad. In all, the Audit and Accounts Service has 61 woman officers from BS-17 to BS-21.

A glance at the posting plan of the women officers shows that very few amongst them are dumped or sidelined. The authorities say most women officers presently OSDs are so because of their personal reasons.

***Ansar Abbasi: The News, March 09, 2006***



## **Dr. Shamshad Akhtar takes over as Governor State Bank of Pakistan**

Dr. Shamshad Akhtar today took over as Governor, State Bank of Pakistan. She brings rich experience, both national and international, to her new assignment. She succeeds Dr. Ishrat Husain, who retired on 1<sup>st</sup> December, 2005 after serving the State Bank for a period of six years.

Dr. Akhtar is the first woman and the 14<sup>th</sup> Governor of the State Bank since its inception in July, 1948.

It may be recalled that the Federal Government has last month notified the appointment of Dr. Shamshad Akhtar as SBP Governor for a period of three years with effect from the date she assumes the charge of the post.

Prior to her appointment as SBP Governor, Dr. Akhtar has been serving the Asian

Development Bank (ADB) as its Director General, Southeast Asia Department since January, 2004.

The Southeast Asia Department covers Indonesia, Malaysia, Philippines and Singapore. She looked after the operations of five divisions in the Southeast Asia Department operations coordination; infrastructure; agriculture, environment, and natural resources; social sectors; and governance, finance, and trade. She also looked after ADB's Resident Mission in Indonesia and the Country Office in the Philippines. Earlier,



she was Deputy Director General of the Department. She also held the position of Director, Governance, Finance and Trade Division for East and Central Asia Department of ADB. She has developed a broad regional expertise in financial and economic matters of Central Asian Republics & Southeast Asia including the People's Republic of China.

Dr. Akhtar began her career in ADB in 1990 and rose to the position of Manager in 1998 after serving as Senior and Principal Financial Sector Specialist. She has been ADB's Coordinator for APEC Finance Ministers Group from 1998-2001 and has served on a number of ADB committees including the Reorganization Committee, Appeals Committee and Oversight Committee etc. She has interfaced and represented the Asian Development Bank at the Bank for International Settlements and the International Organization of Securities Commissions (IOSCO).

Before joining the ADB, she worked for 10 years as an Economist in the World Bank's

Resident Mission in Pakistan. She also worked briefly with the Planning Offices in Pakistan both at the Federal and Sindh Government. During her stay in Pakistan, she dealt with wide ranging subjects which covered analysis of macroeconomic situation, finance and money and structural reforms of key sectors including industry and agriculture. Her work included papers on taxation system of Pakistan, state of inter-governmental fiscal relations, poverty incidence & its dimensions and foreign direct investment etc. In Pakistan, she also contributed to the development of diversification of financial markets including the analysis of monetary policy and state of banking industry (at the World Bank) and restructuring of the Securities & Exchange Commission, Insurance Commission and worked closely with the private sector including the stock exchanges. She has been advising the central banks on reforms of financial markets. Dr. Akhtar has also been dealing with the banking sector's legal, regulatory and institutional reforms while advising on diversification of the industry to exploit long term funding through development of bond market.

Born in Hyderabad, Dr. Akhtar had her earlier education at Karachi and Islamabad. She has

had an excellent academic record. She graduated from the University of Punjab with a B.A.

Economics degree in 1974. Dr. Shamshad Akhtar has an M.Sc. in Economics from the Quaid-e-Azam University, Islamabad, an M.A. in Development Economics from the University of Sussex in 1977 and a



Ph.D. in Economics from the U.K.'s Paisley College of Technology in 1980. She is a post-doctoral fellowship Fulbright Scholar and was a visiting fellow at the Department of Economics, Harvard University in 1987.

Dr. Akhtar has presented numerous papers on economics and finance at international conferences/seminars/symposia. Her research interests are on Monetary and Fiscal Policy, Banking and Capital Market, International Finance Architecture, Regulation and Supervision, and Industrial & Corporate Restructuring.

***[Http://www.sbp.org.pk](http://www.sbp.org.pk): 2nd January, 2006***

## **Pakistani women gaining prominence in diplomacy**

There are clear signs of Pakistani women gaining prominence on the diplomatic front. Currently nine women are serving as country's ambassador in various world capitals and four as the deputy heads of key missions abroad.

Although the number is not large, this is the first time ever that so many woman career diplomats have occupied these high profile positions.

Except one, all women posted as ambassadors are career diplomats. The exception is Dr. Maleeha Lodhi, the High Commissioner to the UK who has also served as Pakistan's ambassador to the UK.

The names and countries of posting of the eight women from the foreign service cadre are: Asma Anisa, ambassador to France, Atiya Mahmood, ambassador to Morocco; Ayesha Riyaz, ambassador to Switzerland, Fauzia Abbas, ambassador to Denmark, Fauzia Sana, ambassador to Portugal, Seema Baloch, ambassador to Poland, Riffat Iqbal, ambassador to Zimbabwe, and Shireen Moiz, ambassador to Bosnia.

Among the woman officers posted as the deputy heads of the missions are: Tehmina Janjua (Geneva), Naghmana Hashmi (Beijing), Zehra Akbari (Dublin) and Kehkeshan Azhar (Hague).

Also on the home front, a positive development is that for the first time in the history of Pakistan's Foreign Services Academy, it is headed by a senior woman diplomat, Fauzia Nasreen, who served as the Additional Secretary (Europe Division) at the foreign ministry previously. Also last year she became the first woman ever to serve as acting Foreign Secretary even if for a few days. Another first at the foreign ministry is the appointment of a woman officer Tasnim Aslam, director-general (UN) as the ministry's spokesperson.

At present, women constitute around 11 percent of the total officers serving at the Ministry of Foreign Affairs. According to the ministry's Director-General (research) Riaz Syed, 41 of the current 370 serving officers are women.

Pakistani women's role in diplomacy dates back to 1952 when Begum Ra'ana Liaqat Ali Khan became the first woman to be appointed as ambassador. She served as Representative of Pakistan to the 7<sup>th</sup> session of the United Nations General Assembly. Late Begum Salma Jan was among the first Pakistani woman career diplomats to be appointed ambassador.

**Qudsia Akhlaque: DAWN, March 08, 2007**

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## **Directorate General of Special Education**

**1. Ms. Nargis Sethi**  
**Director General (SE)**

**2. Mr. Javed Iqbal Butt**  
**Director (A & C)**

**3. Dr. Arshad Ovais Qazi**  
**Director (R-II)**

**4. Dr. Fayyaz Bhatti**  
**Director (CR)**

**5. Mr. Muhammad Majid Qureshi**  
**Director (NR)**

**6. Mr. Pervaiz Iqbal**  
**Director (Planning)**

**Women Development Division: Ministry of Women Development,**  
**Government of Pakistan**

## Distant Shores

### *Women in Pakistan's Foreign Office have to fight on more than just the diplomatic front.*

Sorry, no photographs, we are women officers from the Ministry of Foreign Affairs." Seven of them might be ambassadors in countries around the globe, and they comprise almost 10 percent of the ministry's 408-strength cadre, but no photographs are provided of the 39 women by Riffat Masood, Director at the Ministry Headquarters, because "permission" to obtain them would be a lengthy and delicate process, she says, even while demonstrating no qualms about giving me hers. It is, however, a promise she does not make good: the photo never arrived.

Nonetheless, Riffat, a 20-year veteran of the Foreign Affairs Ministry, is easy to talk to, despite the fact that as Director in the personnel division she is clearly overworked, seldom finding a moment even to just sit behind her desk. While waiting for her to arrive from yet another 'meeting,' I glanced around her office. On her desk lies a photograph of two lovely young girls, probably her daughters. It isn't hard to discern: here is a proud mother. Most of the other offices in the ministry - the former Scheherazade Hotel - I notice, apart from a couple on the third floor, are plain depressing. Not unlike the country's foreign policy. However, with the new building coming up, Foreign Office officials may have some reason to lighten up.

Treading the worn-out carpets in the building I wonder whether after a change of residence, the ministry's hitherto 'permanent fixtures' will survive the move. For instance, there is the tall and imposing Majid, the bearded security guard from the Islamabad police, whose customary politeness disarms even the rudest journalist. Then there are the dainty vegetable samosas at the Foreign Office cafeteria which are the staple diet for starving hacks who are called in to attend briefings at the oddest of hours. These savouries have, just like Majid, retained their flavour for decades.

But there have been some changes recently, which are too irritating to ignore. New 'security' concerns make maneuverability in a car difficult once you enter the premises. Fresh cement blocks have been laid out in a configuration that requires the skills of a stunt driver to weave one's way through. One can actually sympathise with VIPs trying to negotiate the mean curves. And what, I wonder, would happen in the

event of a 'situation' that required an immediate exit?

Although there has always been a presence of women in the ministry, in a positive turn of events, their numbers are actually increasing. And even while it is difficult to access their photographs, the electronic media has recently been focusing on the women in key positions at the ministry.

Seated in Riffat's office I also witness a demonstration of their increasing clout. "You do not have a single mark but you claim you were down with chicken pox," says Riffat Masood sternly to a young diplomat who had disappeared from office for a while. In fact, authority clearly comes easily to Riffat, whose office has more traffic than Tariq Road on any normal day.

Still, the women at the Foreign Office, some of whom merit the description "cream of the ministry" wonder if one of "theirs" will climb any further in the official hierarchy.

"Presently Fauzia Nasreen, a grade 21 officer, is our ambassador in Warsaw. Let us see if she makes it to the office of Additional Secretary when she returns. She will be the first one to claim this title if promoted," says Riffat. The other 21-grader is Asma Anisa, currently serving as ambassador in Beirut. So why is it that women have been denied senior positions in the ministry? There can be no arguing with their capabilities, but current Foreign Minister Khurshid Mehmud Kasuri and former Foreign Secretary Riaz Khokar were two of perhaps just a handful of men in decision-making positions at the ministry, who did not hesitate to acknowledge the fact. And while their entirely professional attention was always welcome, discloses one woman ministry officer, there were other men - some in senior positions - whose attentions the women could well have done without!

Interestingly the situation was not always so bleak. In the '70s - the Bhutto years - one diplomat, Farida Shah, actually made it to the post of Additional Secretary.

Then came General Zia-ul-Haq, who besides having several discriminatory laws against women introduced during his tenure, also decreed in an unwritten law that single women in the Foreign Affairs Ministry should be denied foreign postings. Many women, including the courageous Asma Nisa and Seema Baloch, fought back, but some women resigned in protest. And as a result, fewer women demonstrated interest in joining this service. The late poet, Parveen Shakir, an outstanding CSP officer, who was already undergoing training at the

Civil Services Academy with a view to joining the Foreign Office, in fact, asked for another ministry. Her change of heart reportedly owed to the fact that she had gotten married in the meanwhile, and felt that could be detrimental to career advancement in this service.

Marriage does undoubtedly play a significant role in the lives of women officers. "For women here, the social and cultural situation is very difficult. A Foreign Office woman's spouse will always be number two, as the focus, especially if she is posted abroad, is on her. That doesn't go down too well in our society, so many women have opted out of the service," says Riffat Masood. "The other problem is the family structure - foreign postings often mean divided families and nomadic living," she adds.

However, in the late '80s women started returning to the Foreign Office. At first it was just two to three joining every year, but the '90s registered a steady increase.

And increasingly also, Foreign Office women are making their voices heard. One Pakistani woman diplomat, for example, walked out of an American reception while abroad because of what she claimed was a "humiliating" security check. She received an apology the next day. She has also made a strong pitch to the ministry that the issuance of Pakistani visas from the capital she is based in should be at par with the ones that the host country issues to Pakistanis - a figure that is presently negligible.

And do their Indian counterparts abroad, with their beautiful saris and bindis, give our women in the field tough competition? "Not at all. There is no one-upmanship with the Indian cadre. In fact, while abroad, especially at the UN, I observed that after the European and American women it is the Asians - and that definitely includes us, Pakistani women - who are most outspoken and outshine all the others," says Riffat.

So will Pakistan finally have its first woman Foreign Secretary? One woman nearly made it to the office of the Foreign Minister, even though she was not from the cadre.

All eyes now are on Fauzia Nasreen.

**Mariana Babar: Newslite, March 2005**

## CSS quota for women

The Central Superior Services are the most prestigious services of Pakistan. Recruitment of officer for these posts takes place through a highly competitive, transparent and merit based examination, conducted by the Federal Public Service Commission of Pakistan. The prestige associated with the civil services has made it the dream job for every aspiring youngster at the beginning of his career. All the four provinces, FATA and Azad Jammu and Kashmir have their quotas for all the allocation of candidates according to their population, while the seats on open merit are only 10 percent of the total seats available every year. Now the government has announced another 10 percent quota in Central Superior Services for women to increase the percentage of women in government services, which according to federal government civil servants census 2002, is only 4.2 percent. The stated purpose of this new measure is to make women more empowered and an integral part of the executive policymaking. The intention undeniably is good, but the question is remains, is this the only way to address this issue? After serving seats for women, wouldn't the next logical step be to reserve seats for minorities?

Quotas are allocated to give representation to all federating units, keeping in view the unequal level of development and educational opportunities. But in the process, it causes discrimination against successful candidates who get very good marks but fail to get allocated because of quota constraints. We have inherited this inequality from the past; just reserving quotas is not the solution. It is imperative to deal with the root cause of the problem. Real efforts should be made to provide every citizen with equal opportunities to realise their goals and ambition rather than riddling the civil services with more and more quotas. Merit is the answer and efforts should be made to provide facilities to women to achieve their goals.

The government reserved 17 percent seats for women in the federal parliament and provincial assemblies, and 33 percent for the local bodies. However, it has been observed that just reserving seats has not actually empowered them. For example, the increased presence of women in the assemblies has not resulted in any deviation from past practices. It was expected that women would unite across party lines to fight for the cause of promoting women's rights, but barring a few

exceptions, they have actually turned out to be mere figureheads.

Only educational opportunities can empower women by making them aware of their rights. In order to empower women, the root cause should be addressed rather than introduction of more quotas, which only give token representation of women and no empowerment in policymaking bodies. The present allocation of a quota in the Civil Services for women would not close the gender gap.

**The Post: 15 July, 2006**



***In this photo released by Pakistan International Airlines, Pakistani woman pilot Ayesha Rabia Naveed (left) with her co-pilot Sadia Aziz sit in the cockpit of a passenger plane in Islamabad. The first Pakistani passenger plane with a woman pilot and all-woman crew operated a domestic flight, making aviation history in Pakistan.***

**AP/PTI Nov 15, 2007**



## **No law to check gender harassment in private sector**

While Women Protection Bill has become a victim of never-ending controversies, the federal cabinet has at least, approved an amendment to a civil servant's law to protect women from gender discrimination at their workplaces.

Although immoral activity is already covered under the misconduct rules, still the government has decided to introduce a women-specific provision in an existing statute to ensure a secure work environment for them.

Sources said some women activists had approached the government for introduction of such legal provisions in the law. In a briefing on cabinet meeting the government Wednesday announced that an amendment to Section 2(b) of Removal from Service (Special Powers) Ordinance 2000 has been approved by the top decision-making body.

Through the amendment, the following explanation to the word 'misconduct' is being introduced; "it (misconduct) also includes gender harassment at workplace causing interference with performance and creating an including hostile work environment, especially with regard to women."

This provision however would only cover public offices. There is no such clear law for the private sector where harassment of women is more pronounced.

According to an official source, the environment of public offices is already protected and female staff members and officers are generally treated well, both professionally as well as personally.

According to report published recently in 'The News', women bureaucrats, representing the country's elite civil services, are dealt with much fairly than what is generally believed, as most of them occupy, quite lucrative positions, both within the country and outside.

The jobs that were rarely offered to them in the past are today open for women whose percentage in the Central Superior Services is though still quite low as compared to men. However, it is admitted that the

number of women joining the Central Superior Services is constantly rising for the last few decades. Recently, the government has also increased women's quota in government job, including Central Superior services.

At present, women officers are not only leading key departments and organizations in federal and provincial headquarters, but are also heading country's foreign missions.

Today we have more than half a dozen woman career diplomats belonging to the Foreign Service of Pakistan, serving as ambassadors in country's missions in world capitals.

There are also woman officers officiating as secretaries of provincial departments. Even the country's top banking slot of Governor State Bank of Pakistan is at present occupied by a woman.

At present, we don't have any woman secretary heading a federal ministry or division, however in the past BS-22 female officers had served as Federal Secretaries. There has even been a Cabinet Secretary one of the most prestigious slots for BS-22 officers.

Previously, women officers were rarely given field positions more because of our social values than any gender bias. Now the situation is much different with several female officers serving as deputy Commissioners and Commissioner's Income Tax or as Collector Customs.

Since the trend of joining civil services has risen during last few decades, their number in lower tiers is much higher than those holding senior positions. In view of this situation; the number of woman officers against seniorities would be more conspicuous in the future.

As against the public sector, official sources see greater injustice gender bias and exploitation of women in the private sector. The source said the government enact some law where women must not be exploited by the private sector because of her gender.

The trend of offering them jobs like that of receptionist and presenting them as a showpiece, sources said, said should be checked.

Such exploitation of women must be stopped by the government through stringent measures, a source commented.

***The News: October 06, 2006***

## **List of Cabinet Secretaries Since 1947**

<b>S/N o</b>	<b>Name</b>	<b>Designation</b>	<b>Period</b>
1.	Chaudhry Mohammad Ali	Secretary General	14.08.1947 to 24.10.1951
2.	Mr. S. Osman Ali	Joint Secretary Incharge	25.10.1951 to 16.09.1952
3.	Mr. Aziz Ahmad	Cabinet Secretary	27.09.1952 to 27.11.1956.
4.	Mr. Agha Abdul Hamid	Cabinet Secretary	28.11.1956 to 07.10.1958
5.	Mr. Aziz Ahmad	Secretary General	08.10.1958 to 12.03.1959
6.	Mr. N.A. Faruqui	Cabinet Secretary	13.03.1959 to 22.04.1963
7.	Mr. Fida Hussain	Cabinet Secretary	22.04.1963 to 27.09.1965
8.	Mr. Nazir Ahmad	Cabinet Secretary	28.09.1965 to 28.02.1966
9.	Mr. Agha Abdul Hamid	Cabinet Secretary	29.02.1966 to 08.01.1968
10.	Mr. M. H. Sufi	Cabinet Secretary	09.01.1968 to 08.09.1970.
11.	Mr. Ghulam Ishaq Khan	Cabinet Secretary	09.09.1970 to 22.12.1971.
12.	Mr. M. H. Sufi	Cabinet Secretary	29.12.1971 to 20.08.1973.
13.	Mr. Vaqar Ahmad	Cabinet Secretary	21.08.1973 to 10.07.1977.
14.	Mr. Ijaz Ahmad Naik	Cabinet Secretary	25.07.1977 to 03.06.1978.

15.	<b><u>Miss Gulzar Bano</u></b>	Cabinet Secretary	04.06.1978 to 14.12.1978.
16.	Mr. Zahur Azar	Cabinet Secretary	15.12.1978 to 04.05.1986.
17.	Mr. M. Masud Zaman	Cabinet Secretary	05.05.1986 to 01.12.1987.
18.	Mr. Hasan Zaheer	Cabinet Secretary	07.01.1988 to 15.12.1990.
19.	Mr. K. U. Faruqi	Cabinet Secretary	17.12.1990 to 07.02.1993.
20.	Mr. Humayun Faiz Rasul	Cabinet Secretary	28.02.1993 to 10.11.1994.
21.	Mr. Imtiaz Ahmad Sahibzada	Cabinet Secretary	11.11.1994 to 26.10.1996.
22.	Mian Tayyab Hassan	Cabinet Secretary	05.11.1996 to 30.04.1998.
23.	Mr. A. W. Kazi	Cabinet Secretary	30.04.1998 to 12.10.1999.
24.	Dr. Mutawakkil Kazi	Cabinet Secretary	12.10.1999 to 28.10.1999.
25.	Mr. Zaheer Sajjad	Cabinet Secretary	28.10.1999 to 20.02.2000.
<b>26.</b>	<b><u>Dr. Masuma Hasan</u></b>	Cabinet Secretary	21.02.2000 to 29.04.2001.
27.	Mr. Javed Masud	Cabinet Secretary	30.04.2001 to 06.04.2003
28.	Mr. Nasiruddin Ahmed	Cabinet Secretary	04.06.2003 to 05.01.2004
29.	Mr. Ejaz Rahim	Cabinet Secretary	09.02.2004 to 02.11.2006
30.	Mr. Kamran Rasool	Cabinet Secretary	22.11.2006 to date

**Cabinet Division: Government of Pakistan Cabinet Secretariate**

## **FPSC plea on CSS women's quota rejected**

The Establishment Division has rejected pleas by the Federal Public Service Commission (FPSC) that the 10 percent women's quota for each department in the Superior Civil Services (CSS) allocations not be implemented retrospectively from 2006, relevant officials told Daily Times on Monday.

The officials said allocation orders for 2006, which have been pending for the last four to five months, have finally been issued, will adhere to the 10 percent quota for women in each department, and will be officially announced shortly.

The federal government announced the 10 percent quota for women in each department of the CSS and other federal (civil) departments as per the directives of Prime Minister Shaukat Aziz.

The quota was supposed to be implemented 2007 onwards but some senior government officials pressurized the Establishment Division to implement the quota retrospectively from 2006.

The move will adversely affect around 20 male candidates who cleared the CSS exam in 2006. These candidates are protesting what they call 'illegal allocations' and have filed a written complaint with the FPSC chairman, which he has not yet responded to.

Officials said the quota would take effect from 2006 due to pressure from the corridors of power in Islamabad and recommendations by the Women's Development Ministry to the prime minister.

In 2006, 272 candidates cleared the CSS exam against 227 available seats. Officials said there were 48 female candidates in the list and all of them would be accommodated after the quota is implemented. This will affect more than 10 successful male candidates in Punjab.

An FPSC official told Daily Times the matter had been decided under pressure from the top and the list of new allocations reflecting the quota had been sent to the Establishment Division.

An Establishment Division official defended the retrospective implementation of the quota. He said that para eight in the recruitment

policy section of the CSS 2006 examination clearly stated: "The policy laid down above [regarding quotas, etc.] is liable to modification and any change which may be made therein will be applicable to the candidates for this examination."

Successful male candidates argue that the criteria for allocations was clearly defined in the CSS 2006 examination forms and did not include any mention of the quota. They also said the FPSC authorities had told them that the quota would be implemented from 2007. According to the 1973 Constitution, every new rule and law cannot take effect retrospectively, they added.

The 2006 CSS written exam was held in May-June 2006 while the result was announced in March 2007. The FPSC issued a press note on May 18, 2007 indicating the quota reserving 10 percent seats for women would take effect retrospectively, announcing at the same time that open merit had been reduced from 10 to 7.5 per cent, a candidate likely to be affected told Daily Times. He said the move was unjust and demanded that the government review the decision.

**Ali Waqar: Daily Times, July 03, 2007**

**LIST OF BS-20 OFFICERS OF DMG WHO ARE IN**  
**PROMITON**  
**ZONE (BY VIRTUE OF THEIR SENIORITIES)**

Sr. No.	Name of officers	Present Posting
1.	Mr. Zia-ul-Islam	Chief Instructor, NIPA, Karachi
2.	Capt. (R) Shahid Nazir Ahmed	On deputation as Chief, Field Personnel Section, Tech Corp. Montreal, Canada.
3.	Mr. Abdul Hamid Khan	Under suspension since 31-07-2000.
4.	Mr. Ashfaq Ahmed Memon	Secretary, Provincial Ombudsman Secretariat, Sindh, Karachi
5.	Maj. (R) Sheharyar Khan	Director, Admn NIPA, Quetta.
6.	Mr. Aftab Ahmed Shah	Director Gen. Soil Survey of Pakistan, Lahore.
7.	Mr. M. Ayub Malik	Member, BOR Lahore.
8.	Mr. M. Farooq Jogezi	Senior Member, Chief Minister's Inspection Team, Quetta.
9.	Pirzada Riffat Nawaz	Vice Chairman, Evacue Trust Property Board, Lahore.
10.	Mr. M.Y. Labib-ur-Rehman	Chairman, Minimum Wages Board, Punjab, Lahore.
11.	Syed Kaysar Ali Shah	Consultant NRB, Islamabad.
12.	Capt. (R) Ghulam Muhammad	DG, Higher Education Commission, Islamabad.
13.	Capt. (R) Niaz M. Khan Jaffar	DG, Environmental Protection Agency, Quetta.
14.	Dr. Liaquat Ali Khan Niazi	Director, (Archives), S & GAD, Punjab, Lahore.
15.	Mr. Tauqir Ahmed Faiq	Secretary, Social Welfare, Woman Dev. Deptt. Lahore.
16.	Mian Bashir Ahmad	Managing Dir. Punjab Health Foundation, Lahore.
17.	Mr. Liaquat Ali (Sindh)	Dir. Gen. Coastal Dev. Authority, Karachi.
18.	Mr. M. Riaz Khan	Secretary, Works & Services Deptt. NWFP, Peshawar.
19.	Mr. Liaquat Ali (NWFP)	On two years EOL w.e.f. 01-08-2006.
20.	Syed Tahir Ali Shah	Joint Secretary, Cabinet Division, Islamabad.
21.	Mr. Ahsanullah Khan	Secretary, Information & Public Relation Deptt. NWFP, Peshawar.
22.	Mr. Sibghat Mansoor	Member, BOR, Lahore.
23.	Mr. Baz Muhammad Khattak	Secretary, Local Govt. & Rural Dev. Deptt. NWFP, Peshawar.
24.	Mr. Ghulam Abid Sheikh	Secretary, Food Deptt. Govt. of Sindh, Karachi.
25.	Maj. (R) Shaukat Nawaz Khan	Joint Secretary, M/o defense, Rawalpindi.
26.	Mr. Farid Ullah Khan	Member, FLC, Islamabad.
27.	Mr. Kamran Lashari	Chairman, CDA, Islamabad.
28.	<b><u>Mrs. Ali Begum</u></b>	Managing Dir. Frontier Educ. Foundation Peshawar.
29.	Kh. Muhammad Naeem	Sectary, Social Welfare Deptt. Quetta.
30.	Sayed Khan Orakzai	DCO, Kohistan.
31.	Prince Abbas Khan	Dir. Gen. National Archives of Pakistan, Islamabad.

32.	Maj. (R ) Haroon Rāshid	Director, (Capacity Building) CSA, Lahore.
33.	Kh. Muhammad Siddiq Akbar	OSD, S & GAD, Deptt. Quetta.
34.	Capt. (R) Javed Ishrat	OSD, S&GAD, Deptt. Quetta.
35.	Capt (R) Ghulam Dastgair Akhtar	Addl. Chief Secretary, Planning & Dev. Deptt. NWFP, Peshawar.
36.	Mr. Sohail Ahmad	Secretary, P&G Deptt. Lahore.
37.	Mr. M. Sami Saeed	PSO to the PM, PM Secretariat Islamabad.
38.	Mr. Akhlaq Ahmad Tarar	Secretary, Local Govt. & Rural Dev. Deptt. Lahore.
39.	Mr. Attaullah Khan	Secretary, Excise & Taxation Deptt. Peshawar.
40.	Mr. Javed Aslam	Secretary, E&T Deptt. Lahore.
41.	Kazi Afaq Hossain	Secretary, Population Welfare Deptt. Lahore.
42.	Muhammad Javed Iqbal Awan	Secretary, Agric & Corporative Deptt. Quetta.
43.	Mr. Shafqat Hussain Naghmi	Joint Secretary, M/o Food & Agric. Islamabad.
44.	Muhammad Arif Azim	Secretary, Environment Protection Deptt. Lahore.
45.	Muhammad Ayub Qazi	DCO, Vehari.
46.	Mr. Habib Ullah Khan Khattak	Director Gen. (Provincial Earth Quake) ERRA, NWFP, Peshawar.
47.	Mr. Imtiaz Inayat Elahi	Joint Secretary, PM's Secretariat, Islamabad.
48.	Mr. Javed Mahmood	Joint Secretary, PM's Secretariat, Islamabad.
49.	<u>Mrs. Vigar Un Zeb</u>	Joint Secretary, M/o Interior, Islamabad.
50.	Mr. Anwar Ahmad Khan	Secretary, Industries Deptt. Lahore.
51.	Mr. Zafar Iqbal	Member, BOR, Lahore.
52.	Mr. M. Magbool Ahmad Khan	OSD, S&GAD, Lahore.
53.	Mr. Ghulam Ali Shah	Awaiting Posting S&GAD, Karachi.
54.	Mr. Ahmed Baksh Lehri	DG Gawader Dev. Authroity, Quetta.
55.	Mr. Muhammad Juman J. Jamro	Joint Secretary, PM's Secretariat, Islamabad.
56.	Mr. Abdul Ghani Bachani	DG, LG & RD, Academy Karachi.
57.	<u>Mrs. Nargis Sethi</u>	DG, National Commission for Govt. Reforms, Islamabad.
58.	Mr. Attaullah Khan Maj. (R)	Chairman, NWFP Text Book Board, Peshawar.
59.	Mr. Tariq Mahmood Mazari Maj.(R)	Member, CM's Inspection Team Punjab, Lahore.
60.	Mr. Tariq Shafi Chak Cap. (R)	Council Gen. Embassy of Pakistan, Hong Kong.
61.	Mr. Shahid Najam	On two years leave up to 17-02-2007
62.	Mr. Khalid Sultan Capt. (R)	Secretary, Housing Urban Dev. & Public Health Engineering Deptt. Lahore.
63.	Mr. Azmat Hanif Orakzai Capt. (R)	Secretary to Governor, NWFP, Peshawar.
64.	Mr. Saeed Ahmad Alvi	Secretary, Commerce & Investment Deptt. Lahore.
65.	Mr. Amjad Ali Khan	Dir. Civil Services Academy Lahore.

***Source :www.pakistan.gov.pk***



## COMMENT: Glass ceiling effect

*In order to be considered fit for the top position a woman is expected to be as tough and authoritative as a man. But when she acts like that, the behaviour is considered undesirable. Therefore, she is in a no-win situation. One such double bind is called the femininity-competency bind*

The term 'glass ceiling effect' gained currency in the seventies. It is used in reference to women being prevented from receiving promotions to top management positions in their organisations.

The glass ceiling effect is subtle and can be discovered only by looking at the promotion statistics and noting that women are greatly under-represented in executive positions, worldwide. For example if a firm has ten thousand employees of which five thousand are females and there are one hundred fifty executive positions, close observation reveals that only one of those executive positions may be occupied by a female. And this is the case in the so-called developed, industrialised countries.

In Europe, women make up about forty one percent of workforce, but only one per cent of board members. The situation is slightly better in the United States women have about ten per cent of the top level board member positions. It is much worse in Asia.

In the nineties, the US Department of Labor officially recognised the glass ceiling as "an artificial barrier based on attitudinal bias that prevents qualified women from advancing upward in their organisations to senior management level positions".

A recent study of Fortune 500 companies in the US, revealed that only 12.5 percent of corporate officers were females and only 6.2 per cent held highest ranking corporate leadership positions, bearing titles such as chairman, vice chairman, chief executive officer (CEO), or chief operating officer (COO). There were only two women CEOs in the 500 largest corporations.

This phenomenon of capable women being unable to reach the top-level positions is partially explained by the concept of glass ceiling effect. It is defined as a subtle and informal barrier that does not allow capable professionals to go beyond a certain level despite possessing sufficient skills to merit rising to the top of the hierarchy. The glass ceiling effect may stem firstly from barriers created by corporate

Practices, and secondly from barriers due to behavioural and cultural causes.

The first category of barriers emanate from objective, and therefore easier to change, causes of gender imbalance that often tend to favour the recruitment, retention, and promotion of males over females, especially in jobs that comprise the typical career paths of future senior manager. The second category of causes are rooted in explanations that revolve around behavioural and cultural issues like stereotyping, preferred leadership styles, and the psychodynamics of male/female relations in given cultures.

The former category of causes, primarily, comprises the prevailing system of training and career development, and promotion policies. A major cause of scarcity of women CEO is the fact that very few women in upper management levels have experience in marketing operation. A 1995 survey of senior female executives and male counterparts revealed that although 44 per cent of women senior executives reported to the CEO or a person one level down from the CEO, more than 60 percent of these women were in staff support areas like human resources or public relations. This practice is a cause of the lack of relevant experience, which is a pre-requisite for the post of a CEO.

The objective barriers are easily detectable and therefore easier to control if only the organisation is willing to do so.

The behavioural and cultural barriers on the contrary are latent, subtle, and deep rooted. Thus no single approach alone can eliminate, or even control, them. First of all leadership is a concept that even today remains to be a masculine notion. Good leaders are culturally assumed to be 'heroic'. They are expected to exhibit autonomy, discipline and emotional restraint and be command-and -control figures. All these qualities are culturally supposed to be masculine in nature. This stereotyping negatively affects the probability of the selection of a woman for a senior position. A potential female candidate may possess all the requisite capabilities, but is not perceived to be a suitable person for the post

The second type of behavioural explanation for the scarcity of women CEO is the behavioural double bind a situation is created where a person cannot win no matter what she does. In order to be considered fit for the top position for example a woman is expected to be as tough and authoritative as a man. But when she acts like that, this behaviour is considered undesirable. Therefore, she is in a no-win situation.

Jamieson (1995) calls one such dilemma the femininity-competency Bind. Acting 'feminine' is associated with incompetence, and acting "competent" is associated with masculine traits. When a woman adopts such a trait it leads to the conclusion that one must be "un-feminine" to be competent.

A third subtle hurdle is the communication style of women. Men often devalue or misinterpret the linguistic styles of females. The less aggressive and assertive forms of communication associated with females may be particularly unacceptable ways to communicate in the upper levels of most corporations.

Again, gender norms tend to underplay the leadership potentials of females. Women may possess a number of desirable leadership traits, but their significance is generally overlooked. These norms shape which leadership skills are going to be most valued and recognised in organizations. For example some believe that women have lower self-and-organisation referent attitudes, that is what holds them back from climbing up the corporate ladder. Another reason for glass ceiling to operate is that it is argued that women themselves choose family over career, and that is why they do not progress up the corporate ladder.

But it is now being recognised that the gender-based discrimination, particularly the glass ceiling effect, is not simply attributable just to women. Organisational norms and policies systematically create such barriers and thus they must also be systematically dismantled to achieve even-handed policies towards genders in organisations.

A research project was undertaken on behalf of the United Nations Development Programme some time ago to explore the existence and magnitude of the glass ceiling effect in Pakistani organisations. Two organisations, both in the service sector, were selected for the purpose. Special scales were designed and perfected to measure the effect. Using these measures it was revealed that the glass ceiling effect did operate in both the organisations although more so in one than the other. So it is not a mere apprehension.

*Humair Hashmi is a professionally certified psychotherapist who teaches at Imperial College Lahore*

***Humair Hashmi: Daily Times: Thursday, August 12, 2004***

## Gender Bias

On June 27, 2004 a woman judge appointed by the Pakistan Peoples Party government to the higher judiciary retired from the Lahore High Court.

Justice Fakhrunissa was entitled to the Chief Justiceship of the Lahore High Court. Pakistan's law stipulates that the senior most judge is to be made the Chief Justice. The Musharaf dictatorship refused to allow the law to take its course demonstrating bias against women.

The Supreme Court of Pakistan ruled that "the most senior judge in the High Court and the Supreme Court has a legitimate right to become the Chief Justice of that respective court (PLD 2002 Supreme Court 939).

It was in the year 2002 that Justice Fakhrunissa became the senior most Judge in the Lahore High Court. To stop her becoming Chief Justice the regime refused to fill the vacancies in the Supreme Court of Pakistan. Filling in the vacancies would mean elevating the Chief Justice of Lahore High Court and creating a vacancy for the lady Judge to fill.

It took 58-years of Pakistan history for a lady to attain the right to be appointed Chief Justice. The legal and constitutional requirement for appointment of Justices and Chief Justice was violated by the Musharaf dictatorship to stop a lady becoming the Chief Justice of Pakistan's largest province.

Moreover, the fundamental in Article 25(2) of Pakistan's Constitution stipulating that there shall be no discrimination on the basis of gender was also violated. Unsurprisingly, women were appointed to the judiciary in the PPP governments and the law against gender discrimination was passed by Prime Minister Zulfikar Ali Bhutto.

Justice Fakhrunissa was elevated to the judiciary in 1994 under the democratically elected PPP government.

The violation of constitution and law in denying Justice Fakhrunissa her right to assume the Chief Justiceship of the Lahore High Court is a black day in the history of Pakistan. It is part of the dictatorship's systematic attack on justice and women's rights.

Upon assuming office, Islamabad's military dictatorship ordered all judges to take a fresh oath of allegiance to its own law (the Legal Framework Order) over-riding the oath taken to defend the Constitution. Second, it removed the Supreme Court Chief Justice and

half its Judges as well as others in the High Courts. The International Court of Justice criticized this action. The regime refused to fill vacancies in the Supreme Court of Pakistan fearing that the filling of the vacancy would mean that Justice Fakhrunissa would either be accommodated as Chief Justice Lahore High Court or elevated as member of the Supreme Court.

The result of this violation is that Pakistan has been denied a woman Chief Justice. If a lady is now appointed to the higher judiciary, it would take more than a decade for her to reach the seniority to become Chief Justice.

The actions of the Musharaf dictatorship are a serious blow to the independence of the Judiciary, to the rise of women to positions of importance and to the principle of equality between genders.

It is for this reason that so many in Pakistan give their lives for democracy believing that it is democracy alone that can move Pakistan on to the path of moderation and progress.

**<http://www.ppp.org.pk/>, June 26, 2004**

## CHAPTER VIII

### ARTICLE 8

#### (Representation abroad)

#### **Constitutional and Administrative set-up.**

1. The Constitution expressly rejects discrimination on the basis of sex. Equal opportunity to women and men to represent Pakistan at the international level is thus a constitutional requirement for the Government of Pakistan. Women, therefore, regularly represent Pakistan in international conferences and meetings.

**Provide statistics, disaggregated by sex, showing the percentage of women in their foreign service or regularly engaged in international representation or in work on behalf of the State, including membership in government delegations to international conferences and nominations for peacekeeping or conflict resolution roles, and their seniority in the relevant sector;**

2. Pakistani women have been in ambassadorial posts since the early 1950s. Begum Raana Liaquat Ali Khan was Pakistan's Ambassador to the Netherlands in 1952 and Begum Shaista Ikram Ullah was Pakistan's Ambassador to Jordan.

3. The process of recruitment, promotion and postings in the Ministry of Foreign Affairs is non-discriminatory. Gender is not an issue in determining promotions and postings except in the case of husband and wife both being officers of the service. Then the officers are posted to the same station. The Foreign Service has a higher percentage of women among its officers than most other services to which recruitment is done under the CSS examination (previous chapter refers). The total strength of the Foreign Service is approximately 400 officers of whom 38 are women. Women Ambassadors or Consul Generals are representing Pakistan (in 2003) in: i) Algiers, ii) Almaty, iii) Ashgabat, iv) Beirut, v) Bern, vi) Bucharest, vii) Dublin, viii) London, ix) Lisbon, x) Rabat, xi) Warsaw.

4. The total number of Consulates General and Ambassadorships in the service is approximately 78. In addition to women officers serving as ambassadors or consul generals, a woman occupied the office of Director General to the Foreign Minister's Office from 2000-2002. A woman officer, in BPS-21 (the second highest level in the bureaucracy), was on deputation to the National Defense College

as member of the directing staff of the college. Also a number of women working as commercial and information representatives are based in Pakistan missions abroad. There is no discrimination between male and female officers in terms of pay, leave and allowances.

**Source:<http://www.pakistan.gov.pk/divisions>**

## Women in Government Service

The National Commission on the Status of Women commissioned an inquiry report in 2001 on the status of women employment in public sector organizations.

Some salient features and recommendations of the study are given below.

**Table 7.08 Women in Government Service.**

Basic Pay Scale Total	Total number of employees	Male	Female	%age of female employees
All scales (BPS 1-22)	175,189	165,802	9,387	5.4
Officers Category (16-22)	21,872	19,974	1,898	8.7
Other category (1-15)	153,317	145,828	7,489	4.9

*Census of Government Servants 1993 as quoted in the Inquiry Report of the National Commission on the Status of Women on status of women employment in Pakistan December 2003.*

The above table shows that representation of women in government service is very low. The overall picture however speaks of great disparity between men and women in government service. This disparity is present both in quantitative and qualitative terms. There are many factors responsible for this state of affairs. A larger percentage of women are illiterate compared to men. Government service entails a certain degree of mobility with postings and transfers to different areas of the country or the province. Some women find this inconvenient. Many departments do not seem to have taken the Government quota seriously probably because follow-up measures were weak and departments were not made accountable to reach quota targets within a definite time period.



There are some indications that the proportion of women is gradually increasing in the government service such as the fact that about a third of officers recommended for promotions by the Sind Public Service Commission in 2002 were women. Similarly data 3 Information taken from An Inquiry Into the Status of Women Employment in Public Sector Organizations 2003 sponsored by the Asian Development Bank. 34 relating to the CSS examination shows that despite the absence of a quota in this examination, women are making progress. In 1997 women made up 11% of the successful candidates. In 2001 this percentage had risen to 18%.

**TABLE 7.08 PERFORMANCE OF CANDIDATES  
FOR THE LAST FIVE YEARS  
IN COMPETITIVE EXAMINATIONS (1997-2001)**

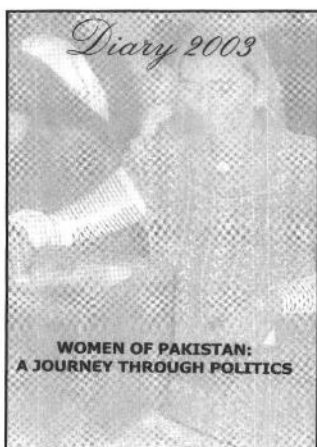
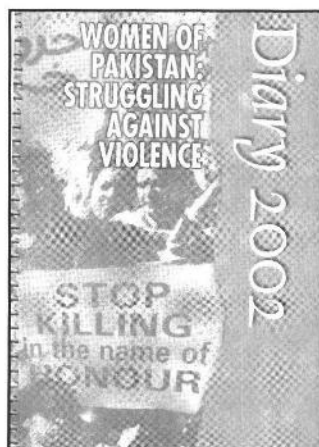
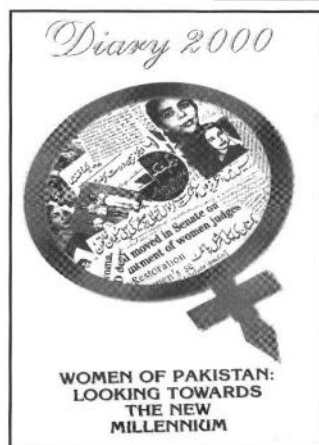
CANDIDATES	1997		1998		1999		2000		2001	
	M	F	M	F	M	F	M	F	M	F
Appeared	249 8 (89)	295 (11)	217 4 (89)	260 (11)	248 0 (87)	380 (13)	411 9 (88)	550 (12)	227 1 (85)	404 (15)
Finally Qualified	445 (87)	65 (13)	464 (88)	62 (12)	386 (86)	61 (14)	783 (87)	117 (13)	602 (83)	123 (17)
Selected	186 (89)	24 (11)	185 (86)	29 (14)	205 (87)	30 (13)	177 (86)	29 (14)	131 (82)	28 (18)

*Source: Federal Public Service Commission (2003). Figures in parenthesis are Percentages*

At present the Ministry of Women Development, Social Welfare and Special Education is in the process of finalizing the Gender Reform Action Plan (GRAP), which recommends a more coherent, and well thought out strategy for affirmative action to bring women in government service.

*Source: <http://www.pakistan.gov.pk/>*

# Uks Diaries Over the Years



## *Diary 2004*



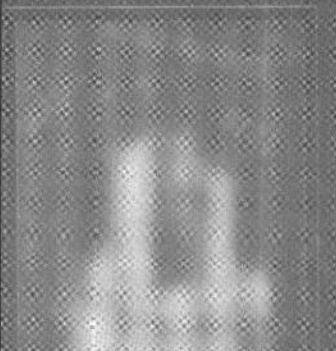
Women of Pakistan:  
Empowerment  
through Education

## *Diary 2005*



**WOMEN OF PAKISTAN:  
HEALTHCARE-THE SILENT  
EMERGENCY**

## *Diary 2006*



**WOMEN OF PAKISTAN:  
STRUGGLING FOR  
LEGAL RIGHTS**

## **DIARY 2007**



**WOMEN OF PAKISTAN:  
ASPIRING FOR GREATER  
HEIGHTS IN SPORTS**

# CALENDAR 2009

## JANUARY

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## FEBRUARY

SUN	MON	TUE	WED	THU	FRI	SAT
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

## MARCH

SUN	MON	TUE	WED	THU	FRI	SAT
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22	23	24	25	26	27	28
29	30	31				

## APRIL

SUN	MON	TUE	WED	THU	FRI	SAT
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26	27	28	29	30		

## MAY

SUN	MON	TUE	WED	THU	FRI	SAT
31					1	2
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24	25	26	27	28	29	30

## JUNE

SUN	MON	TUE	WED	THU	FRI	SAT
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21	22	23	24	25	26	27
28	29	30				

## JULY

SUN	MON	TUE	WED	THU	FRI	SAT
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## AUGUST

SUN	MON	TUE	WED	THU	FRI	SAT
30	31					1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

## SEPTEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
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20	21	22	23	24	25	26
27	28	29	30			

## OCTOBER

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
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25	26	27	28	29	30	31

## NOVEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
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22	23	24	25	26	27	28
29	30					

## DECEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		



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