



Young Women Leadership Conference (YWLC) 2019



GIRLS WITH DREAMS BECOME WOMEN WITH VISIONS

TABLE OF CONTENTS

Executive Summary	3
Acknowledgement	5
About HRDN	7
Overview of Young Women Leadership Conference (YWLC) 2019	9
The Mission	9
The Vision	9
Objective	9
Methodology	9
Audience	10
Overall Outcome	10
Day 1: Exposure through Insight and Wisdom	13
Inauguration and Opening Session Of The Conference	13
Breakout Sessions	14
Session 1: Self Awareness for Effective Leadership	15
Session 2: Lead, Motivate and Inspire - Designing Vision Journey and Importance of Self Reflection	15
Session 3: How to be a Change Agent? Problem Analysis using Problem Tree and Coming up with a vision for respective districts	16
Day 2: Enhance Leadership kills through Creative networking	19
Session at Aiwan-e-Sadr (President House)	19
Session at Parliament House	23
Way Forward	24
Annexes	27
Agendas	27
Media Coverage	28
Sponsors	29
Organizers	30

EXECUTIVE SUMMARY

This report is aimed at summarizing the highlights of the 1st Young Women Leadership Conference (YWLC) 2019, which is initiated to become a hallmark event of the Human Resource Development Network (HRDN) to put forward the challenges and opportunities for young women at district level directly before the authorities.

A 2-day Young Women Leadership Conference (YWLC) was designed and implemented by The Human Resource Development Network (HRDN) on 1st and 2nd April 2019, held at prestigious venues of Islamabad such as National Library of Pakistan and Aiwan-e-Sadr (President House) respectively and was followed by a visit to Parliament and a meet up session with members of National Assembly.

The participants were selected from the districts of Pakistan on the basis of good citizenship at their educational institute, demonstrated interest in or potential for leadership, and exhibited interest in helping others and/or volunteering in school or community. The conference included substantive interaction for the participants with HRDN representatives as well as government and non-government agents; along with experiential learning sessions, enabling delegates to have formal and informal opportunities to network with each other and to develop collaborative relationships to persist even after the conference's conclusion.

HRDN now plans to organize this event annually in order to commemorate the International Women's Day. This initiative is aimed at identifying 1 leader from each district of Pakistan hence, supporting 157 girls to enhance their leadership skills, community activism, and networking, through connecting them with right mentors and resources each year.

The overall goal of the conference is to develop the ability of young women from all districts of Pakistan, to serve as change agents to address various social, economic and political issues; and to ensure that emerging leaders see each other as partners in solving different challenges.

ACKNOWLEDGEMENT

The organization of a conference that ensured inclusivity of young women from different professions, districts, age groups, religious and sectarian background was not an easy voyage. The conference depicts the creativity and energies my team has poured in to give an opportunity to young women to interact with fellows, leaders from different professions and also to share their aspirations, inspirations, the challenges they face and stories of their resilience to overcome all the odds. The thoughts and experiences of young women projected the talent our young lot possess. It is only through proper exposure and guidance that they can contribute to the social, political, economic and cultural development of Pakistan. This hallmark initiative of HRDN was appreciated and now we have a pool of talented young women on one hand and also support of brilliant individuals and dedicated organizations on the other hand; as stakeholders to contribute to our cause of women empowerment.



Oh Allah, I am thankful to you for giving us the wisdom and strength to be the source of guidance for young women of Pakistan. Then, I would like to express my special gratitude and thanks to the valuable Chief guests Mr. & Mrs. Arif Alvi to honour us and also taking sheer interest in the cause of women empowerment. I'm pleased to acknowledge the presence and contribution of respectable parliamentarians MNA Ms. Noreen Ibrahim, Ms. Saima Nadeem, Ms. Zille Huma, Senator Seemi Ezdi and Deputy Speaker Mr. Qasim Suri. Thank you to respectable Ms. Sana Mir Former Captain Pakistan Women Cricket Team, Mr. Muhammad Qazalbash Country Representative OXFAM International, Ms. Maliha Hussain CEO Mehergarh for their speeches. I take pride in acknowledging the staff of President House, Ministry of Human Rights, National Library of Pakistan, US Embassy for sparing Lincoln Corner for one of our sessions, all the agencies, Police department & Ministry of Interior. I must thank all the people who agreed to deliver a key-note speech or to play the role of moderator, trainer and speaker. HRDN's warm greetings go also to our valuable partners including OXFAM, GIZ, IRM, CHRS, TMF, SRSO, BRSP who made this event a success. My acknowledgment would be incomplete without thanking the administration of universities who have been very supportive during the selection process. My greetings go to all the participants who participated in YWLC. I appreciate in particular our vendors- Integrated Media for managing the event so well, Ideal food and caterers to feed us with the best food, Think Big for all printing material and designing, last but not least Rung school of Arts and Music to provide us with YWLC's theme song and entertain us during the conference at President House. I would like to address a particular warm thanks to the members of HRDN for their participation and contribution in the preparation of the conference.

I am highly indebted to Mr. Roomi Saeed Hayat for his vision and would like to thank HRD Network Board for their valuable suggestions and support. Finally, I would also like to acknowledge with much appreciation the crucial role of my Team at HRD Network, it would have been impossible to make this dream a reality without them. This conference has added another pearl to the string of HRDN's achievements in contributing to the creation of competent human resource for professional excellence.

Robeela Bangash
CEO, HRD Network

ABOUT HRDN

The Human Resource Development Network (HRDN) is membership based organization and a think tank on HRD which represents around 850 individual professional members and more than 140 National and International NGOs, Educational Institutions, Public and Private Sector Organizations working for development of Pakistan. It was established in 1999 and was officially registered in 2002, with the aim to strengthen individual and institutional capacities to promote sustainable development, enable cross learning, share best practices through networking, piloting innovative models and evidence based policy advocacy.

HRDN has extensive footprints across Pakistan through its member organizations, which contribute in various thematic areas. The network has also a rich resource pool of more than 300 experts from diverse backgrounds, which provides capacity-building support to organizations and individuals.

The Network piloted and rolled out many innovative models of development by successfully completing projects independently and in consortium with its member organizations, in the areas of Youth Workforce Development, Women Empowerment, Children Education, Governance, Transparency & Accountability, Capacity Building of Public Sector Organizations, Peace Advocacy, Women & Labor Rights, Economic Empowerment, WASH, Community Based Disaster Resilience & Risk Management, Emergency and Relief activities in collaboration and partnership with USAID, UNDP, UNICEF, UNESCO, UNOPS and other bilateral donors.



OVERVIEW OF YOUNG WOMEN LEADERSHIP CONFERENCE (YWLC) 2019

There are 157 districts in Pakistan, where almost 29% of the population is youth between 15 and 29 years of age. Positive engagement of youth bulge is certainly one of the grave challenges facing the country right now. The government of Pakistan's Vision 2025 Roadmap identifies youth engagement a vital key to sustainable development of the country. It is ensured by the government in recent years through its provincial youth policies, the Prime Minister Youth Programme, and the general inclusion of youth in the political process.

Though youth development is a priority area, it's pertinent to mention that female youth still have fewer opportunities in different spheres of life as compared to their male counterparts. For example; Pakistan's overall literacy rate remains static at 58 percent with literacy rate of males 70 percent and 48 percent of females. According to the World Economic Forum (WEF), Pakistan is the second worst country in the world in terms of gender parity, ranking 148 out of 149 countries in the 'Global Gender Gap Index 2018' report. The disparities are tracked in between the genders in 149 countries across four areas: education, health, economic opportunity and political empowerment. Pakistan's scorecard showed that in terms of economic participation and opportunity, it ranked 146th; while in health and survival, its rank was 145. In terms of political empowerment, the country was positioned at 97.

Young Women Leadership Conference (YWLC) which is aimed to be held annually on International Women's Day seeks to build the capacity of next generation of young women leaders that can contribute to political, social and economic development of Pakistan. They will be equipped with knowledge and practical wisdom to be better leaders in coming years in their respective districts.



THE MISSION

To empower young women through transferrable skills in order to help them realize their full potential and develop and transform the minds of young emerging leaders for positive change.

THE VISION

A generation of youth positively empowered with adequate social skills to make the world a better place and sustain it.

OBJECTIVE

The overall objective of the conference was to:

- Enhance leadership skills among young women of Pakistan.
- Create an enabling environment for emerging leaders from all districts of Pakistan to get empowered by providing the tools necessary for their growth.
- Engage youth in taking leadership role in their respective communities and promote positive lifestyles.

METHODOLOGY

- ***Selection Criteria***

College or university female students were selected based on good citizenship at their educational institute, demonstrated interest in or potential for leadership, and exhibited interest in helping others



and/or volunteering in the community.

- **Selection Process**

A detailed selection criterion was shared with the educational institutes and in addition to the college/university administration; a selection committee from HRDN was involved in the selection process.

AUDIENCE

157 female students, President of Pakistan, Policymakers, Experts from Public, Private and Development Sector, Representative of Academia, Alumni of HRDN youth programs and valuable members of HRDN attended the conference. To ensure community participation at large, social media platforms facilitated continued idea exchange among participants and with the broader community in Pakistan. There was at least one participant from each district to ensure that ideas and momentum that generated in the conference have a solid foothold and reach out to each district.

OVERALL OUTCOME

Identifying young students, who aim to serve as leaders in their communities, and providing them with a platform to enhance their leadership skills in order to make them a valuable resource for communities. It will contribute to reduce the gender disparities by creating more leaders at district level who would advocate for women related issues on regular basis.





DAY 1

EXPOSURE THROUGH INSIGHT AND WISDOM



Bouquet being Presented to the First Lady

The opening session of the conference, chaired by the First Lady Mrs. Samina Alvi, was initiated on 1st April 2019 at National Library of Pakistan which is a research library and an oldest cultural institution located in the vicinity of the Constitutional Avenue, Islamabad, Pakistan. The day included a series of speeches, activities and presentations to provide girls with opportunities to learn, grow and succeed.

INAUGURATION AND OPENING SESSION OF THE CONFERENCE

The day began with recitation from the Holy Quran followed by National Anthem. The event was honored by notable dignitaries including Ms. Robeela Bangash CEO-HRDN, MNA Ms. Saima Nadeem, MNA Ms. Naureen Ibrahim, Ms. Maliha Hussain Executive Director of Mehergardh. The event was inaugurated by First Lady Mrs. Samina Alvi who was the chief guest of the day.

Led by keynote speaker, the day focused on giving opportunity to selected emerging leaders to highlight issues pertaining to their districts. The young women leaders were provided tools, motivation and inspiration to become the architect for change to minimize gender disparities in different walks of life at the district level. High performing leaders constituted the panel to provide insight in strategizing best ways to advocate and come up with pragmatic and innovative solutions. Overall the first half of the conference included Tribute to Pakistani women (firsts in their fields) and speeches

by the notable ladies. The official theme song of YWLC was launched by the chief guest (Mrs. Samina Alvi) during the Inaugural session. The messages from each speaker are as follows;

Robeela Bangash CEO HRDN,

In her opening remarks, Ms. Robeela Bangash extended her gratitude to the Chief Guest, Mrs. Samina Alvi, the first lady. She said that Mrs. Alvi's presence at the conference demonstrated her commitment towards the empowerment of young women leaders of Pakistan. Ms. Bangash lauded the contribution of both the MNAs; Ms. Saima Nadeem and Ms. Naureen Ibrahim and Ms. Maleeha, Hussain Executive Director of Mehergardh for their support and participation as speakers in the conference.



While discussing the uniqueness of the conference, Ms. Bangash emphasized on the significance of ensuring the participation of young women from far flung districts of Pakistan, who have lesser opportunities to participate and represent their districts on such national level platforms. Through this conference, the target of engaging young women from all districts of Pakistan was achieved. She identified and proposed different ways through which HRDN can collaborate with different stakeholders to build upon the learning of the conference so that the alumni could benefit for a longer span of time.

Towards the end, Ms. Robeela hoped that this conference would lead to a full fledged Young Women Leadership Program that could build a cadre of women leaders and professionals to minimize the skills gap between the labour market needs and women's participation, by providing them with the necessary transferrable skills, knowledge and confidence through hand on experience.

Ms. Saima Nadeem MNA shed light on "Politics as a Career" and the opportunities



and challenges face by women in politics. She added that this Young Women Leadership Conference is a commendable activity organized by HRDN in terms of raising voice of young and vibrant leaders from all over Pakistan and highlighting their success stories.

Ms. Naureen Ibrahim MNA spoke on the importance of Women Parliamentarians and their role in policy making. She encouraged the participants that if they want to be agents of change or want to bring change on national level then politics is a field that they should focus on as career, because that is the best way to get an opportunity to be part of decision making at larger scale.



Ms. Maliha Hussain Executive Director of Mehergardh had very important message for young women who envisioned an inclusive society

“The first thing is that do not let anyone tell you that you are less than anyone, you are intelligent, you can accomplish whatever you would like to achieve.”



She enlightened the students about laws in Pakistan’s constitution that are there to protect women particularly laws against sexual harassment which ensures that women get education and work in a dignified and harassment free environment. She further stressed on the importance of knowing these laws and encouraged participants to get understanding of all such laws. Keeping in line with the theme of the conference, Ms. Hussain told the young emerging leaders to never stop dreaming, as dreams have no limits; she expressed that one should dream big because when one dreams then one also tries to make them a reality. She wished all the young women participants at the conference that they may achieve whatever they dream for.

Chief Guest, First Lady Mrs. Samina Alvi lauded this initiative of HRDN in building a network of these young women leaders across Pakistan (each from one district) – to create an effective mechanism

in tapping up the leadership abilities of young womenfolk as a change agents. She further added that there is a huge potential for creating positive and lasting change in the world however, societies, governments, large institutions, budgets are not in place, designed or set up to support women force to their full potentials and thus there’s a huge amount of work to be done about it. She exclaimed that the roots of human progress lie in people working together - in harmony with each other - and so the young women must work together in achieving that harmony. She told the young girls that if they are able to hold on to a vision of a just world together, despite the social inequity and stigma around women fighting for empowerment, they will be more powerful and together they can achieve the unimaginable. Mrs Alvi, thanked all the participants and once again congratulated the organizers in conducting an impactful event; and left with a final note saying:



“The moment a woman comes home to herself, the moment she knows that she has become a person of influence, an artist of her life, a sculptor of her universe, a person with rights and responsibilities, who is respected and respects herself and her deepest knowledge of herself. The resurrection of the world begins”.

The session was concluded with distribution of shields among trainers presented by the First lady followed by a group photo.

BREAKOUT SESSIONS

Following the retrospective sessions, Participants were divided into 5 groups; each group comprising of around 32 participants. Breakout sessions were delivered by the experts on self-awareness, self-reflection and networking activities simultaneously.

The objectives of the sessions were to:

- Encourage participants to plan for their future by learning to set goals and objectives
- Share ways to promote inclusive communities and Community Engagement

- Promote the development of women as leaders in our society
- Network to build a pool of young leaders that can support each other in a longer run

Young leaders were briefed on turning challenges into strengths; and on making informed decisions, defining personal success and effectively communicating their viewpoint through interesting activities during the session.

SESSION 1: SELF AWARENESS FOR EFFECTIVE LEADERSHIP

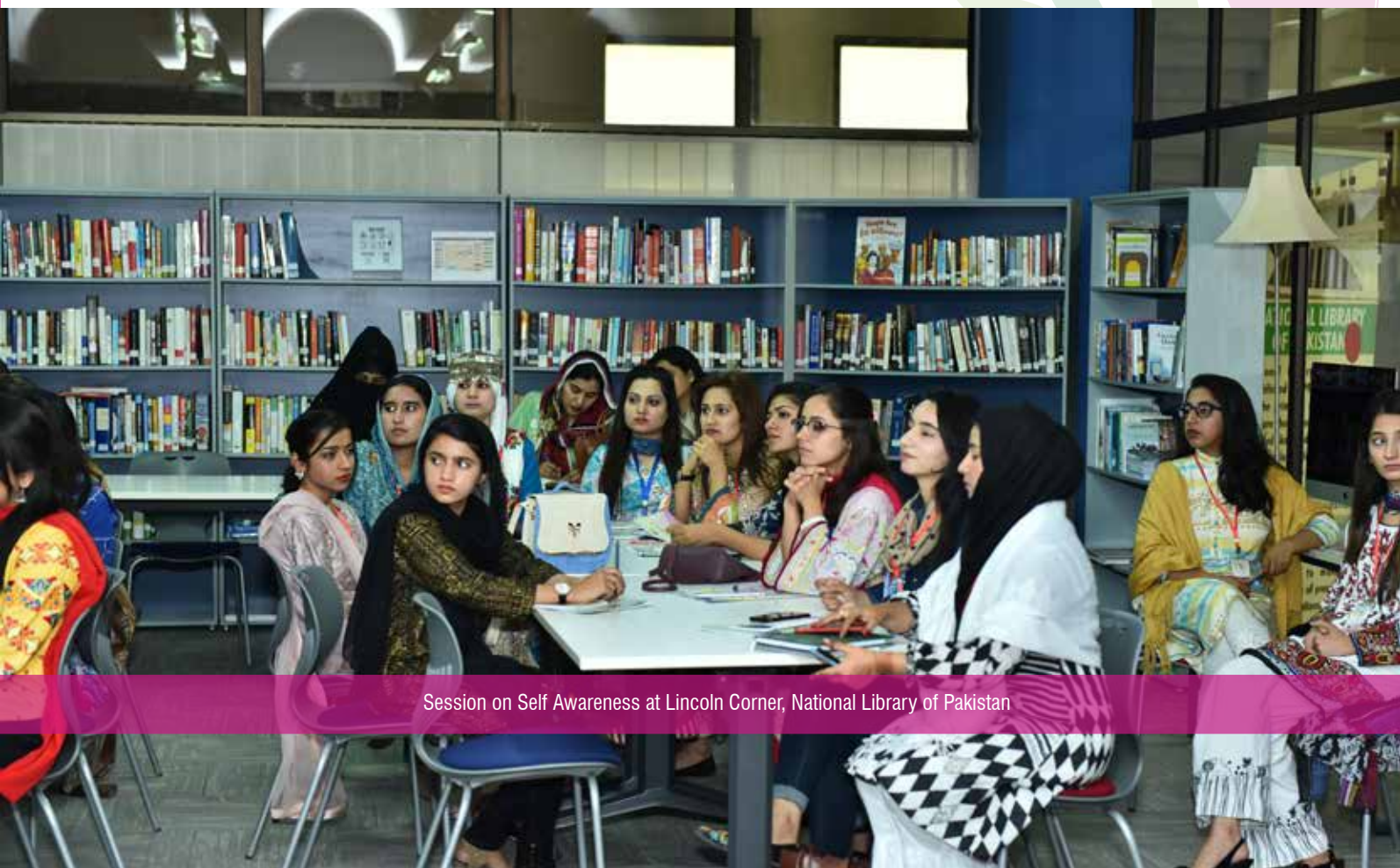
The breakout sessions were designed to initiate with an ice-breaker activity, followed by an exercise on “identity and diversity” and then designing an Identity wheel. Participants learned some tangible skills during the sessions like exploring and understanding one’s identity. Facilitators made participants think about their true passion, and setting future goals and how they can achieve it.

During the activities, participants were oriented on managing the tough situations and challenges in their personal and professional lives, and use the lessons learnt as a stepping stone to build their future.

The session was aimed at increasing their self-awareness, which is a basis for being an effective leader.

SESSION 2: LEAD, MOTIVATE AND IN- SPIRE - DESIGNING VISION JOURNEY AND IMPORTANCE OF SELF REFLECTION

After getting to know one another and important values that can be practiced after getting clarity on human diversity, the facilitators briefed participants and encouraged them to draw their own on Gale’s vision Journey. This helped them to envision the goals they want to achieve in the next year.



Session on Self Awareness at Lincoln Corner, National Library of Pakistan

SESSION 3: HOW TO BE A CHANGE AGENT? PROBLEM ANALYSIS USING PROBLEM TREE AND COMING UP WITH A VISION FOR RESPECTIVE DISTRICTS

This session focused on importance of critical thinking for resolving gender related issues at community level.

Once participants drafted vision for themselves, the last session led to describe the importance of goal setting for the development of their respective communities. Being a leader, participants discussed the problems they would like to solve at the district/provincial/national level. Facilitator explained how to design a problem tree to better understand the problem and to come up with the practical solutions. Once problems were identified, participants had to come up with solutions for their respective district and they were documented in problem tree.

At the end, the facilitator gave reflections on the day and also briefly shared the agenda for the next day with participants

The background is a dense crowd of women, mostly wearing headscarves, in a pink-tinted environment. A yellow border frames the central area. Overlaid on the crowd are several decorative elements: a green leafy branch on the left, a yellow curved line on the right, and a blue stylized leaf on the right. A central orange rectangle contains the text 'DAY 2' in white, bold, sans-serif font.

DAY 2

ENHANCE LEADERSHIP SKILLS THROUGH CREATIVE NETWORKING

SESSION AT AIWAN-E-SADR (PRESIDENT HOUSE)



Bouquet being Presented to the President of Pakistan

The day two of the conference was held at Aiwan-e-Sadr, which is situated in Islamabad and is the official residence and office of the President of Pakistan. Due to its wide premises and interior that creates a striking contrast with its exterior, Presidency is the most esteemed and prestigious place for organizing national events.

After recitation from the Holy Quran followed by National Anthem, **Mr. Roomi Saeed Hayat, Chairperson HRDN**, officially opened the session with the introduction to the theme and purpose of the conference. In his remarks, he highlighted the meaningful role women have played in different spheres and professions for the betterment of their communities in Pakistan.



Chairperson expressed his concern on lack of concrete and mutual efforts to the cause of women empowerment. He mentioned that YWLC is one of the key initiatives of HRDN to show the commitment of development sector towards enhancing the capabilities through providing equal opportunities to young women of Pakistan. After years of contribution in the arena of women

empowerment, still Pakistan has to realize the strong nexus between sustainable development and the equal participation of women in social, economic and political development and also come up with innovative solutions to reduce this gap.

Through this initiative he invited all the stakeholders to join hands and undertake an inclusive approach for improvement in the structures and policies that will have positive impact on the lives of women.

At the end, Mr. Hayat extended his deep gratitude to the President of Pakistan for his invaluable contribution and encouragement to HRDN's concept of creating a pool of diverse group of change agents.

Robeela Bangash, CEO HRDN briefed about the history and mandate of Human Resource Development Network (HRDN) to the honorable chief guests and other distinguished guests.



Ms. Bangash further elaborated that though youth development is the precedence of present government, but it is pertinent to mention here that female youth still have fewer opportunities in different sphere of life as compared to their male counterparts. In pursuance to address the gender parity and equal opportunities for young leaders from all over Pakistan, HRDN conceptualized to organize 'Young Women Leadership Conference' with the notion to build the capacity of next generation of women leaders that can contribute to political, social and economic development of Pakistan. Through this conference it is aimed to equip these young leaders from all over Pakistan with knowledge and practical wisdom to be better leaders in coming years in their respective districts. She announced free membership of HRDN for all the young women leaders selected for this conference hoping that it would better connect them with

HRD Network organizations and individual experts. She also expressed her vision of transforming this conference into a regular program wherein every year 157 young women would get the opportunity to meet top level policy makers, build their professional capacities, network with relevant key people and receive a well-thought mentoring for their future endeavors. She emphasized on the partnership for this bigger dream and welcomed any support from the development brethren community. Thereby, she said that these girls can be given scholarships, internships and they can be involved actively in social action projects in their respective districts. This can help them make smooth entry to professional fields after they complete their degrees. At the end, she expressed her deepest gratitude for all the stakeholders, partners and supporters that together brought success to this conference.

Mohammad Qazilbash, Country Representative Oxfam International, gave a significant speech by drawing special attention towards how YWLC offers an opportunity for all of those present to interact with and listen to the challenges and opportunities the young women leaders are facing; and to strategize together to empower them for a better and just future of Pakistan.



Mr. Qazilbash has touched upon the mobility issues faced by women in Pakistan. He mentioned that OXFAM is working closely with private sector, government, civil society organizations and other stakeholders to increase women's mobility, income and participation in workforce. The participation of women in workforce could not be increased unless the mobility issues are tackled. Thus, all the stakeholders need to work together to overcome the accessibility and safety issues faced by women. He was hopeful this platform will provide a means for young women leaders to engage amongst themselves, to generate new ideas and ways of thinking to overcome such barriers, and collectively vow to raise their voices to create a more just society; one where men and women enjoy equal opportunities be it in the social, economic or political sphere.

Ms. Sana Mir Former Captain Pakistan Women Cricket Team gave a presentation to the young leaders starting with this quote by Muhammad Ali Jinnah:



"There are two powers in the world; one is the sword and the other is the pen. There is a great competition and rivalry between the two. There is a third power stronger than both, that of the women".

Sana's presentation called attention to women's wellbeing; something women care the least about. She urged emerging women leaders to pay adequate consideration into taking good care of them. She suggested sports is one of the things that can keep men and women physically, mentally and emotionally fit.

Six young women leaders hailing from four provinces and two regions respectively presented "My Story, My Dream", a 4-5 minutes' insight on their inspirational journey and challenges faced in the process.

1. **Anita Karim, Pakistan's first Mixed Martial Arts (MMA) Athlete** was a huge inspiration for the young participants during this entire session as she shared her journey of how she reached to where she was in her life, with family's support and with self-determination and hard work, and how she aspires to be an inspiration for the girls of Pakistan, who must not follow the concept prevalent in society that girls are weak and it must be proven wrong.

"I wanted to beat the stereotypical thinking that girls are not strong enough"

Young Anita encouraged the fellow participants to keep moving towards their goal, to achieve whatever they want and prove to everyone that girls can do anything.

2. **Farrukh Avais from AJ&K** stated that inclusion of women in prevention and response strategies can contribute towards sustainable peace. She said that role of

women in societal reforms and progress has always been vital, and recognizing their role is important to encourage them to be peace agents in the society.

3. **Hareem Aqdas is a strong young lady from Jhang District** with the ambition to join Politics as a full time career and to enhance political awareness in women of Pakistan. She told that as in a democratic state, voice of each and every person is equally important & women must know their legal rights.
4. **Sara Batool is a passionate Bio scientist** in making and she has a dream to see other girls breaking the stereotypes and pursue STEM to earn a name for Pakistan & to contribute their part to the glorious future.
5. **Shahida Noor Bukhsh Baloch comes from Kech District** and she has a vision to bring down illiteracy rate in Pakistan and especially in her province where higher education of females is still a taboo. She wants to become an educationist to encourage female education. She mentioned a quote that “Women are the real architects of the society” therefore, she is passionate to work for her community to encourage other girls to take leadership roles

for the betterment of her district.

6. **Arooba Khalid at a very young age is a Social entrepreneur** with a clothing line name “Jump street Collections”. Arooba thinks that if we want to change the society we have to empower women financially so they can have a better living. She stands strong to provide businesses to other women, men & trans under one roof to break the stereotypes.
7. **Afsana Lakhair, hails from Jamshoro Sindh.** She shares her journey of overcoming all the odds to get educated. She narrated; “Girl’s education is not a priority for sure in my area but my father was a different person. He took stand for my education and got me admission in the school. My extended family was not happy about it but still they let me go to school until I was a bit older. Since there is huge safety and security challenges for girls in my village and district, my uncles did allow me to continue my education. During this period, I was continuously thinking about how to get back into school. I knew that my father reads newspaper. I wrote an article about Girl’s Right to Education in Sindhi “Khudara niyariyun khy taleem khan pare na rakho” that reads in English as “For God sake



don't deny your daughters of education" and got it published in the local newspaper. It was a phenomenally proud moment for my father when he saw my name in the newspaper. There and then he decided that this girl should go to school and make us all even more proud. I was back in school despite all the challenges. But few years later my father passed away. I lost my sole support. I had to pull together all my courage somehow and continued my education. Later, I was very lucky to get the opportunity of doing an internship "Empower Youth for Work" at Oxfam. With Oxfam, I get to learn the communication skills and leadership qualities. This program gave the confidence and skills to not only survive in the society with grace but also work and earn for my family". At the end she thanked HRDN and Oxfam for giving her an opportunity to share her experience and dreams".

Involvement of young women as speakers is what that makes this conference unique. Unlike most of the events where expert voices dominate, this conference ensured that voice of young girls should reach to everyone. In addition to six representatives' speeches, pre-recorded testimonials were also showcased depicting the aspirations of other girls representing different districts of Pakistan. Audience really appreciated the fact that conference ensured the true participation and representation of young women as change agents for their respective districts.

Aligning with the theme, this day also focused on bringing young girls on one platform to facilitate exchange of ideas and forge long-term collaborative relationships among them.

Afterwards, **Wajhi Nizami and Sajawal Khan** played major cultural songs of the four provinces and two regions on Sitar and Tabla. The audience were absolutely delighted by the beautiful music being played and by diversity being celebrated this way.

Dr. Arif Alvi, The Honorable President of Pakistan finally addressed the conference. He shared his wisdom on the role of the women particularly young women in taking the country's development goals to the next level. He congratulated HRDN for organizing such a splendid conference for young women hailing from across Pakistan. During his



The President of Pakistan Mr. Arif Alvi address at YWLC address he referred to a book to quote "**Why do so many incompetent men become leaders (and how to fix it)?**" and added that conferences such as YWLC are a remedy to fix it.

The President shared that even though girls take up to 70-80% of the admission seats in professional colleges, yet it is not reflected in workforce where men still dominate; he added that everyone must collectively ponder and do something about it. He further expressed that if women are given equal opportunity to educate themselves and then earn a dignified livelihood, there is hope that parents may not discriminate against the girl child anymore.

Mr. President warned the audience of the consequences of the modern metric society that our country is also pushed into. He elaborated that the standard of measuring every aspect of life in numbers would break the organic relationship and even the parental love for children. It is therefore, again women who can challenge this cut throat competition and replace metric trends with compassion where the weak and the vulnerable would also be encouraged to progress.

Dr. Alvi articulated that a leader requires being competent and having empathy. He further explained that a leader must have capacity to listen to people's problems and feel them and that is the only way how he/she can act to relieve their grievances. In his concluding remarks, the President once again congratulated the organizers again and hoped that these emerging leaders would prove to be great leaders in future.

SESSION AT PARLIAMENT HOUSE

In the second half of the day, participants were taken to the Parliament House in order to introduce them to women parliamentarian and how parliamentarians are playing their roles in strengthening democracy. Deputy Speaker Mr. Qasim Suri stated that women are the precious asset of nation and Allah has given them various capabilities. It is important to guide them and appreciate them both in social and economic spheres. Women have shown their progress in every field and proved that they are not less than anyone. He further said that half of the population of Pakistan comprises of women and the responsibility of the state is to include

this important section of the population in the national economic stream. He said that the current government is taking measures to ensure a safe & violence-free society for women under the leadership of Prime Minister Imran Khan.

This entire session was aimed at direct interaction between selected young women leaders and policy makers. At the National Assembly young leaders highlighted issues pertaining to their districts and the panel comprising of respectable parliamentarians; MNA Ms. Noreen Ibrahim, Ms. Saima Nadeem, Ms. Zille Huma, Senator Seemi Ezdi and Deputy Speaker Mr. Qasim Suri, addressed participants' queries. The panel further helped participants with ideas to better advocate for women rights at district level.



Participants of “Young Women Leadership Conference” at Parliament House with Deputy Speaker National Assembly Mr. Qasim Khan Suri on 02-04-2019.

WAY FORWARD

Through this conference annually, young female leaders will enhance their leadership skills and community activism, thus they would be able to contribute at the district and community level in a better way and will emerge as a collective voice on issues faced by the women across the country.

Now in the next phase HRDN intends to:

- Raise resources/funds in order to engage young leaders in community action projects within their respective district.
- Mentor each leader to design and execute community action projects in their communities on women related issues which are important to them, e.g. increase in suicide among females, educational/health inequity, gender-based violence etc. Participating in the Community Action Project will provide them with an opportunity to further improve both their critical thinking and leadership skills. By actively addressing important women related concerns at district/community level, it will provide young leaders with a sense of engagement and experience regarding ways to address issues in a better way.





Speakers Ms. Sana Mir, Mr. Roomi S. Hayat, Mr. Arif Alvi (President of Pakistan), Ms. Robeela Bangash and Mr. Muhammad Qazalbash



President of Pakistan presenting shield to Waqar Awan, CEO CHRS



Participant sharing her story with the audience



Mr. President presenting shield to Ms. Robeela Bangash, CEO-HRDN



Participant sharing her story with the audience



President of Pakistan presenting shield to Mohammad Qazilbash, Country Representative Oxfam International



President of Pakistan presenting shield to Ms. Sana Mir, Former Captain, Pakistan Women's Cricket Team



Mr. Roomi S. Hayat, Chairman HRDN presenting souvenir to Mr. Arif Alvi, President of Pakistan



NETWORK, LEARN SHARE AND GROW

AGENDAS

Agenda Day 1

INAUGURATION YWLC	
Timings	Agenda Item
09:00 -10:00AM	Participants' registration and briefing
10:00 - 10:03AM	Recitation from Holy Quran
10:03 - 10:03AM	National Anthem
10:06 - 10:09AM	Welcome note and HRDN brief by Ms. Robeela Bangash, CEO HRDN
10:09 - 10:12AM	HRDN Song Launch
10:12- 10:16AM	Politics as a career: opportunities and challenges by MNA Ms Saima Nadeem
10:16 - 10:21AM	Tribute to women (firsts in their fields)
10:21-10:25AM	Women parliamentarians and policy making by MNA Ms Naureen Ibrahim
10:25-10:30AM	Cultural Performance by participants
10:30-10:38AM	Young women envisioning an inclusive society by Maliha Hussain, Executive Director Mehergardh
10:38-10:46 AM	Chief Guest, First Lady Mrs. Samina Alvi's Address
10:46-10:50 AM	Presentation of memento and group photo
10:50-11:30 AM	Refreshments and Networking

Agenda Day 2

Timings	Agenda Items
11:00-11:02 AM	National Anthem
11:02-11:05 AM	Recitation of Holy Quran
11:05-11:08 AM	Welcome note by Mr. Roomi Saeed Hayat, Chairperson HRDN
11:08-11:13 AM	Acknowledgment Remarks by Ms. Robeela Bangash, CEO HRDN
11:13-11:17 AM	Keynote Address by Mr. Mohammad Qazilbash, Country Director Oxfam
11:17-11:20AM	Young Women Leadership Conference Theme Song Launch
11:20-11:28 AM	Presentation on Women's Wellbeing by Ms. Sana Mir, Former Captain Pakistan Women Cricket Team
11:28-11:31 AM	Testimonials of Young Women Leaders
11:31-11:39 AM	Role of Young Women in socio-economic uplift of the country by Ms. Khawar Mumtaz, Chairperson, The National Commission on the Status of Women
11:39-11:42AM	Cultural Performance by Faiza and Jawaria
11:42-12:15 PM	My Story...My Dream (Student Presentations)
12:15-12:18 PM	Performance by Wajih Nizami
12:18-12:28 PM	Speech by Honourable Chief Guest
12:28-12:35 PM	Presentation of Mementos and Group Photograph
12:35-01:00 PM	Hi-Tea

MEDIA COVERAGE



خواتین نے ہر شعبے میں نمایاں خدمات سر انجام دے رہی ہیں۔ ایک دوکان کا فنڈ ریزی اور دیگر امور آرزوی این راڈ میں جاری ہے۔



یہ تصویر ایوان سادر اسلام آباد میں منعقد ہونے والی 'یونگ ویمن لیڈرشپ کانفرنس' کے اختتامی جلسے کی یاد دہانی کے طور پر لی گئی ہے۔ اس موقع پر مختلف شعبوں سے تعلق رکھنے والی خواتین نے شرکت کی اور ان کی خدمات کو سراہا گیا۔



SPONSORS



ORGANIZERS



Robeela Bangash
CEO HRDN,



Ms. Sadiqa Sultan



Ms. Layba Javed



Ms. Nasreen Samad



Ms. Amina Sadaf



Ms. Maria Qibtia



***Mr. Muhammad
Fahim***



Ms. Rabia Bukhari



Ms. Faiza Fiaz



Mr. Osama Javed



www.hrdn.net



<https://www.facebook.com/HRDN.Net>



<https://twitter.com/hrdnpk>



HRD NETWORK SECRETARIAT
IRM Complex # 7 Sunrise Avenue,
Park Road near COMSATS University, Islamabad Pakistan.



+92 - 51 - 8742215 - 6



+92 - 51 - 8742208



info@hrdn.net



<http://www.hrdn.net>