**RABIA WAQAR**

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**EDUCATION:**

* 2007-2009: MPA (concentration: Economic & Political Development), Columbia University, USA
* 2002-2006: B.Sc. (Honors) Economics Lahore University of Management Sciences, Pakistan

**PROFESSIONAL EXPERIENCE (Full-time and Consultancies):**

***Nov 2011 – present: Program Coordinator, Kirkens Nødhjelp/Norwegian Church Aid (NCA) Pakistan***

Gender mainstreaming/capacity building:

* Built the Humanitarian team’s capacity to undertake more gender sensitive interventions.
* Gave input to Peace building projects with a focus on Women, Peace and Security, suggested steps to improve women’s participation; attended NCA’s Peace-building Conference (Turkey, 2012).
* Trained on Reflecting on Peace Practice (RPP) in 2013, Theory of Change in the UK in 2012.
* Selected by UNFPA for “Managing GBV Programs in Emergencies” training in Kenya (2012) and offered scholarship to attend International Program for Development Evaluation Training (IPDET) 2013.

Program learning:

* Collaborated closely with other country offices, especially NCA Afghanistan (such as by giving input to their 2016-2020 strategy) as part of the NCA Gender Community of Practice (COP).
* Commissioned research on the effects of radicalization on women’s situation, changes in the legislative framework, etc. Identified potential gender initiatives, and provided inputs on the NCA Country Plan.
* Provided inputs on the new strategic direction of the Peace Building program, based on existing work.
* Served as Gender Expert for the provincial (KP-FATA) UNWASH Cluster Cross Learning Initiative.

Program management:

* Developed long-term program strategy, plans, activities, budgets and reports for the Gender program.
* Coordinated with partner NGOs, donors and other stakeholders for implementation and management.
* Developed and implemented monitoring procedures, plans and systems.
* Led the process of developing a Behavioral Change Communication (BCC) Strategy for the program.
* Was the NCA focal for an external final evaluation of the 15 million NOK gender program (2010-13)
* Based on lessons learned and findings of the final evaluation, developed the new phase of the program.

Grant management, budgeting and fundraising:

* Monitored results, prepared periodic reports and introduced budget adjustments and reallocations.
* Took part in a competitive process (concept note shortlisted from over 100) and obtained long term EU funding, leading a team of ten staff in Pakistan and Oslo. Proposals on community measures to curb violence and women’s leadership approved in 2014 (0.5 million EUR) and 2015 (0.72 million EUR).

Public Speaking & High-level advocacy:

* Was one of six members selected from the NCA Gender COP to represent NCA at the UN 57th session on the Commission on the Status of Women in New York in March 2013.
* Was invited by the NCA Lenten campaign 2013 to speak to journalists across Norway, attended the Nobel Peace Prize ceremony 2014 (gave interviews about Malala’s involvement with NCA) and discussed the impact of climate change on women in Norway at Olavfestdagene 2015.
* Advocated women rights issues through television interviews and newspaper publications (see the last page) and during meetings with members of Parliament (Senate, National and Provincial Assemblies).

***Nov 2013 – Nov 2014: Consultant, PanGro Development Advisors, Islamabad, Pakistan***

* Working as the Gender Specialist for an International Labor Organization (ILO) project, Mainstreaming Gender in Business Curricula in Pakistan, under its *Promoting Gender Equality for Decent Employment*. Tasks include research work, module development, devising an advocacy strategy and action plan.

***May 2013 - January 2014: Consultant, Institute for Social Research, Oslo, Norway***

* Worked as the Pakistani focal point/Research Assistant for a project commissioned by the Norwegian Directorate of Integration and Diversity (IMDI) about Pakistani diaspora children.

***Jan 2010 – Nov 2011: Gender Programme Officer, Trócaire, Islamabad, Pakistan***

Programme management:

* Led an extensive Mid-term evaluation process and made strategic changes to the Gender programme.
* Monitored impacts, documented lessons learnt; reported these at meetings in Malawi and Ireland where opportunities for collaboration with Trócaire Afghanistan were also utilized.
* Designed the new programme, in consultation with other stakeholders, identifying future partners.
* Advised partners on a range of economic empowerment approaches being used in their projects.

Gender mainstreaming:

* Emphasized on Strategic Gender Needs, need to ensure sustainability and impact measurement.
* Contributed to the revision of the Country Strategy, and worked with the Strategic Impact Unit.
* Provided technical input (during field visits and at programme workshops) to the Bonded Labor, Disaster Risk Reduction and Humanitarian programmes to ensure good gender dimension.
* Liaised with the UN Cluster system (Protection, Gender Taskforce, GBV) during the 2010 floods.
* Finalized the Integrating GBV programming in Trócaire’s Humanitarian Response Initiatives strategy; was Trócaire focal point for a joint research with Oxfam Preventing Violence Against Women in Conflict-related Humanitarian Emergencies.
* Trained on: Do No Harm Framework (RedR UK); Coordination through Building Scenarios (RedR UK); Different Needs-Equal Opportunities: Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men (IASC course).

Partner relationships and capacity building:

* Managed the relationship with partner organizations, made visits to the field twice a year.
* Helped partners develop gender policies and identified measures for institutional strengthening.
* Provided partners with needs assessments tools and assisted in developing good project proposals.
* Supported partner capacity building by facilitating trainings: *Gender Concepts & Masculinities* (co-facilitated); *Protection* (co-facilitated); *Results Based Management*; and *GBV Training of Trainers*

Grant management and budgeting:

* Managed institutional funding and collaboratively finalized budgets with partner organizations.
* Liaised with Regional office to track funds (€1.5 million) to ensure efficient and effective use.

***Nov 2008 - May 2009: Consultant, Association for the Development & Enhancement of Women, Egypt***

* Held focus group discussions and interviews to evaluate staff’s understanding of ADEW’s gender empowerment mission and values viz-a-viz policies, practices, service delivery and communications.
* Visited the *House of Eve* shelter in Cairo and identified strategies for ADEW to pursue sustainability, integration, efficiency particularly for the “Eliminate Violence against Women” program.
* Interviewed donors to assess marketing strategies, donor satisfaction and criteria for funding.
* Provided feedback to the Chairperson of ADEW, and made a presentation at Columbia University.

***Feb2008 - May 2008: Consultant, US Congressional Research Service, Washington DC, USA***

* Undertook data analysis of bankruptcy filing trends in the aftermath of hurricane Katrina.
* Published a report on the trends and presented the analysis in front of a panel of US Congressmen.

***Jul 2006 – May 2007: Programme Coordinator, Developments in Literacy, Islamabad, Pakistan***

* Closely monitored the micro-credit initiatives for parents of students enrolled at DIL schools.
* Assisted the Executive Director in planning, monitoring, evaluating and implementing projects.
* Undertook field trips (Khairpur, Rawalpindi, Orangi, Sheikhupura), prepared monthly progress reports for the Executive Board, and liaised with the US office.
* Wrote Project Reports for all grants, including Levis Strauss and AMC Target.
* Kept the database updated and reviewed project working files to ensure systematization.
* Facilitated research by UCLA students, and managed interns from LUMS and Columbia University.
* Explored state of the art technology options to improve projects - visited Sindh with the CEO to test a specialized children’s computer program for learning English using phonetics.
* Organized visits for donors and others, including US ambassador Shirin Tahir-Kheli.
* Prepared grant proposals for donors, and facilitated potential funding for the projects.

***Sep 2007-Jun 2008: Grantee, Merrill Lynch/Women’s International Leadership Program, USA***

* Selected after a competitive process for the practical training program to enhance leadership skills.
* Trained on public speaking, motivating groups, identifying personal leadership styles, conflict management, and cross-cultural communication; participated in skills-building workshops and seminars, retreats, networking, alumnae activities.
* Mentored by Mary Mulvihill (Executive Director of Grace Institute, a New York based nonprofit organization) and received a monthly stipend for the duration of the program.
* Responsible for creating and implementing a team project on the Women's History Month in the United States and International Women's Day

**ACADEMIC AND OTHER HONORS:**

* 2014: Presented at **Global MenEngage Symposium** (abstract chosen from over 400, from 63 countries)
* 2014: Invited to **Mentor** participants of the 3 day Hackathon at the **Global Summit to End Sexual Violence in Conflict** in London, organized by the British government.
* 2012: Selected from 400 applicants for UNFPA’s workshop Managing GBV Programs in Emergencies
* 2007-09: Recipient of the **Fulbright Scholarship** covering all expenses for graduate studies.
* 2008: **Mentor** for Columbia MPA 1st year EPD students, providing professional guidance.
* 2004: Voted the **Best Volunteer** for South Asian Management Forum (SAMF); awarded a shield.
* 2000: Received gold medal for the **best O level result** by ISAS and tuition **scholarship** (2000-02).
* 2000-01: Elected as the **School Head Girl** at the Islamabad School of Arts and Sciences (ISAS).

**PROFESSIONAL AFFILIATIONS:**

Women's Organisation for Rights & Development (Board member), Association for Women’s Rights in Development (AWID), MenEngage alliance, EVAW/G alliance, KP-FATA WASH Cluster, PUAN

**COMPUTER SKILLS:**

Windows, MS Office (Word, Excel, PP, Outlook), Visual Basic, STATA, Agresso Business World, Citrix

**RESEARCH, VOLUNTEER WORK AND INTERNSHIPS:**

***Jun 2013 – Aug 2014: Member, Chayn Executive Team***

* Part of the founding team of 30 volunteers that helped launch chaynpakistan.org, a one-stop site helping women experiencing violence in Pakistan by providing information on Pakistani laws and relevant organizations, as well as ideas for escaping abuse. Focused on the sections: Are you being forced to marry?; Finding a Job; Housing; Police; My Future; Religion &Abuse; Get Help
* Part of the Chayn team executing the Hackathon (with support from the British and Dutch governments) at the Global Summit, helped mentor the teams to devise technical solutions to sexual violence.

***June 2008 - Aug 2008: Graduate Intern, Transnational Crisis Project, Washington DC, USA***

* Researched on the development of the Federally Administered Tribal Areas (FATA) with regards to future efforts focused on the reduction of radicalization.

***Oct 2005- Mar 2006: Researcher, Research Information System for Earthquake-Pakistan (RISEPAK)***

* Trained by Johns Hopkins University professor and World Bank economist to conduct research in relief camps in NWFP for Humanitarian Crisis & Research Methods-2005 Earthquake in Pakistan.
* Developed and conducted surveys on relief work, traumatic effects and relative poverty; wrote newspaper articles and formulated policy recommendations regarding the rehabilitation process.
* Used STATA software to analyze quantitative data collected from the field and collated findings. The research led to the RISEPAK report *The Appraisal of the Government Compensation Scheme for* *Citizens of Azad Jammu & Kashmir Affected by the October 8 Earthquake* (available online) and *A Case Study on Internally Displaced Persons* (which was submitted for academic credit).

***Aug 2005 - Sept 2005: Intern, Rural Development Foundation, Islamabad, Pakistan***

* Participated in the LUMS McGill Social Enterprise Development Program.
* Researched on obstacles to rural development in Pakistan, and submitted an extensive final report.

***Jul 2005 - Aug 2005: Research Intern, The World Bank, Islamabad, Pakistan***

* Assisted on PREM projects (WTO, Pakistan's export competitiveness, Indo-Pak trade relations).
* Researched, collected and compiled data from the public libraries (World Bank, PIDE).

***Mar - Apr 2005: Presenter, Ethics Values & Society: Social Transformation Conference, Lahore, Pakistan***

* Conducted primary research in rural Okara on the tenants' movement and the resulting change in gender relations (perceptions about women’s education, mobility and other rights) and the rise of female leaders.
* Made a documentary on *Gender relations in the tenants' movement on Okara military farms*

***Feb 2005 - March 2005: Surveyor, ‘Devolution in Pakistan’ Team for LUMS, Lahore, Pakistan***

* Conducted fieldwork and research on the effects and success of the devolution project in Pakistan by doing qualitative and quantitative household surveys in the villages of District Sargodha.
* Undertook data entry and analysis of socioeconomic measures for an independent study report.

***Nov 2004-May 2005: Member, Program for Uplifting LUMS Support Staff (PULSS), Lahore, Pakistan***

* Helped initiate an adult literacy program for the guards, janitors, cafeteria workers and gardeners.
* Was trained by the non-governmental organization New Century Education for conducting Adult Education classes based on their JUGNOO syllabi in order to improve PULSS (a program of the LUMS Volunteer Society)

***Apr - Jul 2004: Cooperation for Advancement Rehabilitation & Education (CARE), Lahore, Pakistan***

* Participated in the Teacher Training Program in collaboration with the LUMS Volunteer Society.
* Made weekly visits to different primary level public schools under the supervision of CARE in order to help improve the teachers’ spoken and written English skills and give ideas for better communication and teaching methods; facilitated classes on English language skills for students

**PUBLICATIONS/MEDIA COVERAGE:**

Interviews in Norwegian papers (VG 24/09/12, Aftenbladet, 18/03/2013, NRK 10/12/2014)

http://www.vg.no/nyheter/utenriks/artikkel.php?artid=10069118

http://www.aftenbladet.no/nyheter/politikk/Jobben-hennes-er-a-stanse-bryllup-3142964.html

http://www.nrk.no/nobel/\_-de-mener-at-malala-har-brakt-skam-pa-pakistan-1.12090895

Gender justice: 659 potential forced marriages prevented Published: 27/09/2012

http://tribune.com.pk/story/641830/gender-justice-659-potential-forced-marriages-prevented/

The Girl Effect: gender debate or a means to an end? By Rabia Waqar published by AWID

http://yfa.awid.org/2011/12/the-girl-effect-gender-debate-or-a-means-to-an-end/

Interview (on Forced Marriages) on the BBC program Impact:www.youtube.com/watch?v=KlCj9goF16Q