



2024 Annual Report

A Year of Action, Advocacy, and
Transformation



EXECUTIVE DIRECTOR MESSAGE

A portrait of Sabiha Shaheen, the Executive Director, is positioned on the right side of the page. She is a woman with long, dark brown hair, wearing a white high-collared top and a gold necklace with a small pendant. The background of the portrait is a soft, out-of-focus light beige. To the left of the portrait, the text of her message is displayed in a dark brown, sans-serif font. The overall design features a vertical orange line on the far left and a large orange semi-circle in the top right corner.

In 2024, Bargad continued its mission of youth Development and marginalized communities by expanding our reach, deepening partnerships, and scaling innovative solutions for inclusion and development. Despite social and economic challenges, our commitment to strengthening leadership, volunteerism, climate resilience, gender equality, and economic empowerment remained unwavering.

This year marked a significant milestone for Bargad as we proudly participated for the first time in the Conference of Parties (COP) in Baku, with four representatives from Bargad advocating for youth-led climate action and inclusive environmental policies on a global platform. This achievement reflects the growing recognition of youth voices and Bargad's role in amplifying them at national and international levels.

Our impact in 2024 was strengthened through meaningful collaborations with government institutions, universities, policy makers, civil society organizations, and youth platforms. These partnerships enabled us to expand our reach, deepen our interventions, and create enabling spaces for youth engagement and leadership.

I extend my sincere gratitude to the Provincial Ombudsperson Punjab, Ms. Nabila Hakim Khan, for her continued support and collaboration in advancing access to justice and rights-based interventions. I am equally thankful to our Board of Directors for their guidance and unwavering commitment, with special appreciation to Dr. Ghazala Irfan for her leadership and strategic direction. None of our achievements would have been possible without the dedication of Bargad Team, volunteers, partners, and supporters. Your collective efforts continue to drive Bargad's mission forward. Together, we remain committed to building an inclusive, empowered, and hopeful future for Pakistan's youth.

SABIHA SHAHEEN



Having successfully executed around 100 projects with national and international donors, Bargad continues to hold the distinction of bringing youth into national and provincial policy domains. The organization has played an instrumental role in the formulation of pioneering youth policies (Punjab 2012, Khyber Pakhtunkhwa 2016, and Sindh 2018), along with several other key initiatives promoting youth engagement and inclusive development.

ABOUT BARGAD

Bargad maintains a credible history of collaboration with higher education institutions and government bodies through 34 MOUs and strategic partnerships. Over the years, it has trained approximately 800,000 students, faculty members, and youth activists through its 33 developed training manuals.



Bargad's strong digital presence continues to expand, with over 41k Facebook followers, 21k Instagram followers, 4800 Twitter followers, and 2,100 YouTube subscribers. The Bargad Volunteer Network (BVN) comprises more than 3,000 volunteers across 86 universities and 84 districts nationwide, strengthening youth engagement and civic participation across Pakistan.

BARGAD VISION, MISSION & PROGRAM AREA

VISION

Socially responsible, politically aware, forward looking and gender sensitive youth that respects freedom, equality and rule of law.

MISSION

- 1 Engage vulnerable youth and women in all diversity to their full potential through education, mentorship and innovative interventions designed to enhance their overall well-being.
- 2 To invest in youth-led and youth-centred ideas, to convene key stakeholders in the sector and advocate for systems and policy changes that meet youths' needs.
- 3 Engage youth to end violence against women

Program Areas

SOCIO-ECONOMIC
INCLUSION AND
TRANSFORMATION

HEALTH AND
WELL-BEING

CIVIC EDUCATION
AND LEADERSHIP

CLIMATE CHANGE
EDUCATION

PEACE AND YOUTH
COOPERATION

STRENGTHENING
YOUNG CSOS



PROJECTS

2024

**Joint Social Action for
Inclusive Society**

**Transform Communities for
Cultural Co-Existence Phase II**

**Youth Volunteering for
Inclusive Development**

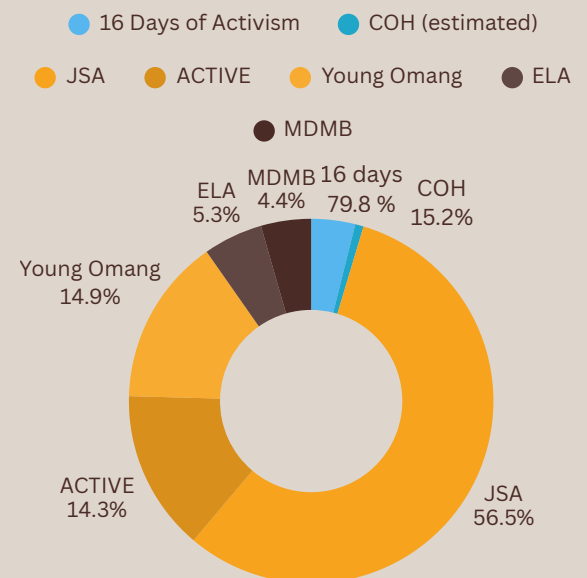
Emerging Leaders Academy

Young Omang Pakistan

My Dream My Business

**16 Days of Activism on
Gender-Based Violence**

BENEFICIARIES



PROJECTS HIGHLIGHTS

COMMUNITIES OF HOPE

COH promoted interfaith harmony through tours, forums, and community police dialogues. Mental health and psychosocial support were provided to communities affected by social tensions and conflict related challenges.

YOUTH VOLUNTEERING FOR INCLUSIVE DEVELOPMENT

ACTIVE program strengthened youth institution linkages with Rescue 1122, PMYP & universities. Launched National Youth Volunteer Network activated youth-led social actions, cleanups, and gender mainstreaming initiatives.

MY DREAM MY BUSINESS

My Dream My Business empowered minority women entrepreneurs through training & market linkages. Empowered minority women by entrepreneurship training, policy forums, mentorship & market exposure visits. Supported establishment of 53 small businesses and market-linkages for women.

JOINT SOCIAL ACTION

JSA strengthened equal citizenship, inclusive participation of minorities, and leadership opportunities for women and youth.

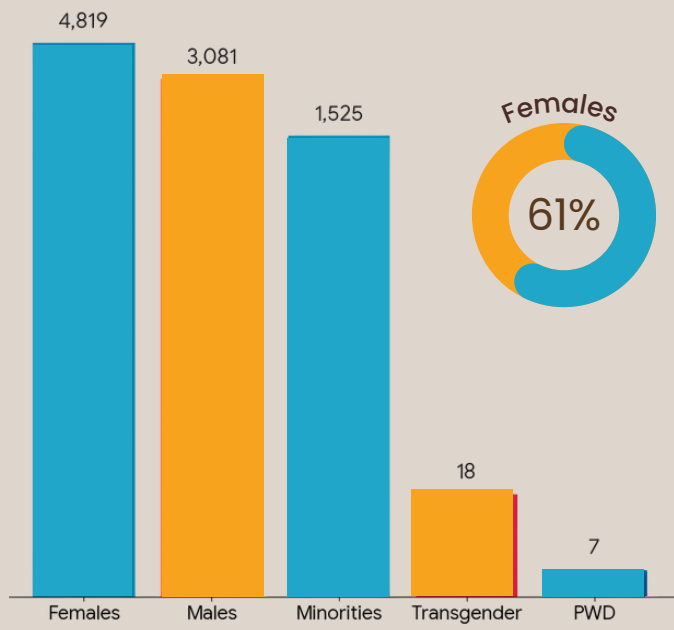
EMERGING LEADERS ACADEMY

Emerging Leaders Academy trained 108 young leaders on democracy, climate change, and civic engagement.



YEAR 2024 IN NUMBERS

Bargad 2024 Inclusion Impact



DIRECT BENEFICIARIES

7,900

INDIRECT

BENEFICIARIES: 620,680

ACTIVITY BREAKDOWN

Total Activities: 305



SAPs

64



Meetings

39



Sessions

25



Trainings

23



Diversity Tours

12



Events

6

WORKFORCE & ENTREPRENEURSHIP IMPACT

Businesses Established: 53



Internships: 43



Mega Event Media Coverage: 5



DIGITAL REACH



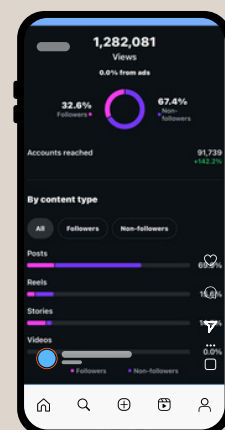
Instagram
Reach

668k



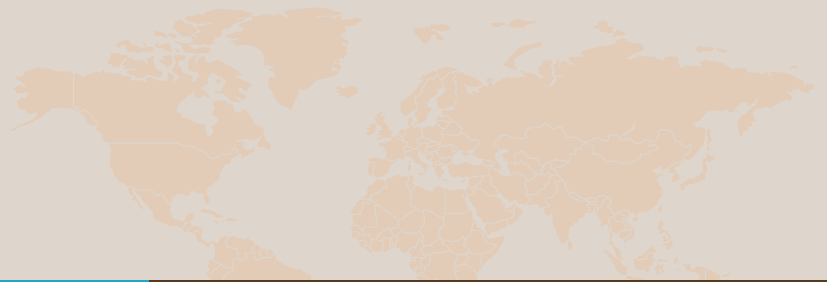
Facebook
Reach

437k



KEY COLLABORATIONS

2024



GOVERNMENT & POLICY INSTITUTIONS

- Human Rights Commission of Pakistan
- Human Rights & Minorities Affairs Department
- Federal & Provincial Ombudsman Offices
- Ministry of Climate Change Environmental Coordination
- Meesaq Center
- Environment Protection & Climate Change, Dept Punjab
- Punjab Higher Education Commission
- Prime Minister Youth Program
- Participatory Rural Development Society
- 76+ universities & 40+ Colleges

- Foundation for Ageing & Inclusive Development - ICT
- ISP Environmental Solutions PVT Ltd , Punjab

LOCS (LETTER OF COMMITMENTS)

Commitment for Local adaptation of GVS

- Human Friends Organization
- Forum for Dignity Initiatives
- Khawaja Sira Society
- Association of Women for Awareness & Motivation
- Pakistan Alliance for Girls Education
- Search for Justice
- Strengthening Participatory Organization
- Center for Health & Gender Equality
- Chanan Development Association
- Youth Development Foundation

SUCCESS STORIES

Youth & Community Transformation

OPENING DOORS TO HIGHER EDUCATION FOR MINORITY YOUTH

- * Punjab had a 5% job quota for minorities, yet thousands of seats went unfilled due to lack of higher education access.
- * Bargad led research, policy advocacy, VC dialogues, and extensive stakeholder engagement to introduce a 2% university admission quota for minority students.
- * After approval, Bargad worked with 20 universities to ensure proper implementation through awareness drives, form revisions, student trainings, and media outreach.

“

“I never imagined I could study at a university. Because of this quota and Bargad, my dream became real.” — Victor Bashir

MINORITY ADMISSION QUOTA – IMPACT

Youth Inclusion in Higher Education

Students Admitted:

476

Scholarships Awarded:

PKR 7M+

FROM HARDSHIP TO HOPE: RIFFAT’S LEADERSHIP JOURNEY

- * After losing her husband, Riffat struggled with emotional and financial hardship.
- * Bargad’s three-day training helped her regain confidence and learn about rights, peacebuilding, and community leadership.
- * She went on to resolve disputes, support women entrepreneurs, conduct quota awareness, organize diversity tours, and secure her own inheritance rights.

“

“Bargad helped me find my voice again. Now I help others find theirs.” — Riffat

COMMUNITY IMPACT

Leadership in Action

Disputes Resolved:

35

Women Empowered:

40+

via support circles,
referrals, stitching center

CLIMATE ACTION ON THE GLOBAL STAGE

Bargad at COP 29| Baku, Azerbaijan (2024)

In 2024, Bargad marked a historic milestone by participating in the 29th UN Climate Change Conference (COP29) in Baku, Azerbaijan, in collaboration with Forum for Dignity Initiatives (FDI). This global engagement strengthened Bargad's commitment to youth-led climate justice, inclusive policymaking, and international collaboration.

WHY ITS MATTERS

Bargad represented Pakistan's youth voices at one of the world's most influential climate platforms, advocating for gender-inclusive, rights-based, and community-driven climate solutions.



GLOBAL ENGAGEMENT & PARTNERSHIPS

Bargad and FDI actively collaborated with stakeholders from 10+ countries, including Ghana, Burkina Faso, Zambia, India, Bangladesh, Sri Lanka, Nepal, Nigeria, Azerbaijan and Cameroon, fostering international partnerships and knowledge exchange.

WAY FORWARD



Strengthen youth climate leadership at national and regional levels



Expand COP Simulations and climate education initiatives



Build South Asian & African youth alliances



Prepare for COP 30 (Belém, Brazil – 2025)

KEY HIGHLIGHTS



Participated among 70,000+ global delegates at COP29



Engaged with 2,000+ stakeholders across global forums



Represented Pakistan at the Pakistan Pavilion & YOUNGO Pavilion



Advocated for youth inclusion, climate justice, and just transition



Promoted Bargad's youth-led climate actions, including COP simulations, waste management, and tree plantation initiatives

INCLUSIVE CLIMATE SOLUTIONS

Focus on tangible, community-based results

CLIMATE ACTION CAMP (BHURBAN)

Activity

A 3-day camp in Bhurban, Murree, held from September 1–3, 2024.

Highlight

Participants conducted a massive cleanup drive along forest tracks despite heavy rainfall, demonstrating a commitment to environmental stewardship in climate-vulnerable tourist spots.

Partners

Collaboration with the Prime Minister Youth Programme (PMYP)



SUSTAINABLE COMMUNITY INNOVATION



The Innovation

Developed Reusable Plastic-Free Pads from NYVN volunteers to support nomadic communities (Jhugis) in Lahore.

Impact

Trained marginalized women in pad-stitching, creating economic opportunities while eliminating plastic waste (since conventional pads are 90% plastic).

Market Reform

Established Plastic-Free Market Zones in Baghbanpura, distributing cloth bags to 62 vendors and reaching 193 community members.

GREEN SABEEL & INTERFAITH PLANTATION DRIVES

Green Sabeel

Transforming community traditions by introducing eco-friendly, plastic-free "Sabeels" to raise awareness during public gatherings.

Interfaith Plantation Drives

Engaged over 1,000 students across 10 schools to plant 1,000 trees, fostering a sense of responsibility for nature among the youth



KEY ACHIEVEMENTS

LANDMARK LEGAL VICTORY: CHILD MARRIAGE RESTRAINT ACT AMENDMENT — LAHORE HIGH COURT

After Bargad sustained advocacy alongside a network of civil society partners, the Lahore High Court struck down a 95-year-old discriminatory provision in the **Child Marriage Restraint Act setting 18** as the uniform minimum **age of marriage for all genders in Punjab**. Because protecting a girl's future cannot depend on which province she lives in.

GLOBAL VOLUNTEER STANDARDS (GVS) ADOPTION

3 organizations AWAM, Mainstream, and the Youth Advocacy Council of Pakistan also 2 universities formally **adopted GVS** as a tool for professionalizing youth volunteerism. Adoption of GVS signals a step change in how these CSOs manage volunteers moving from informal arrangements to structured, rights-respecting systems. This directly improves the quality and safety of volunteer engagement

INCLUSION IN THE PROVINCIAL COORDINATION COMMITTEE ON INTERFAITH HARMONY

Bargad and two of its partner CSOs were formally inducted into the **Provincial Coordination Committee** on Interfaith Harmony by the Human Rights & Minorities Affairs Department, Government of Punjab. This is a landmark recognition for Bargad. Inclusion in a formally notified government coordination committee gives Bargad a direct seat at the policy table enabling it to shape the agenda for interfaith harmony across Punjab. It creates a structured mechanism for CSO voices to feed into government planning, moves the relationship from collaboration to institutionalized partnership.

GRASSROOTS VOICES IN NATIONAL POLICY

A young woman from a minority community and LPS Member of Bargad Ms. Warda Mahmood in Diyal was selected to the National Commission on the Rights of Child's Child Advisory Panel directly shaping Pakistan's national child rights agenda.

ENGAGING YOUTH IN CLIMATE POLICY

65 young people including participants from minority and marginalised communities produced a **youth recommendation document** for Pakistan's **COP-29** advocacy, in a simulation co-hosted with the Ministry of Climate Change. Because the generation inheriting this climate crisis must have a voice in solving it.

WAY FORWARD

As we move ahead, Bargad carries forward the momentum of 2024 with a bold and inclusive vision for the future. We see a society where young people from all backgrounds and communities actively shape policies, strengthen institutions, and lead transformative change.

Building on our growing engagement in policy spaces, strengthened community networks, and collaborative partnerships, we will focus on translating progress into sustainable impact at the grassroots level. Our commitment remains clear: to nurture youth leadership, expand equitable opportunities, and foster social cohesion rooted in dignity and mutual respect.

Together, we look toward a future where inclusion is not an aspiration but a shared reality and where every young person has the space, support, and confidence to thrive.



Meet OUR TEAM



Sabiha Shaheen
Executive Director



Saiqa Rani
Director Program



Sarfraz Ahmed
Sr. Manager- Finance & planning



Adnan Butt
Finance Manager



Muhannad Shahbaz
Operations Officer



Rabia Dar
Program Coordinator



Usama Nasir
Program Coordinator



Sahar Sohail
MEAL Officer



Sheeza Arshad
Programme Officer



Ahmed Zafar
Programme Officer



Amber Bajwa
Field Officer



Mehak Bibi
Admin / Finance officer



Minahil Aslam
Branding &
communication Manager



Minza Yaqoob
Field Officer



Hussain Sajjad Hashmi
Programme Officer



Ayza Ali
Programme Officer

Bangad BOARD OF DIRECTOR



DR. Ghazala Irfan
Chairperson



Ms. Sabiha Shaheen
Executive Director



Prof. Shahid Mahmood Gul
Director



Mr. Nauman Ali
Director



Ms. Saima Ali
Director



Ms. Shafaq Javaid
Director



Ms. Areeba Butt
Director



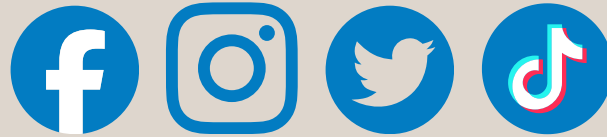
Dr. Surriya Choudhary
Director



Ms. Christina Daud
Director



Ms. Maya Zaman
Director



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