

UNIVERSITY OF KARACHI

**Centre of Excellence for Women's Studies
University of Karachi**

**Self-Assessment Report
MA - December 2014**

Submitted to

Quality Enhancement Cell, University of Karachi

SELF ASSESSMENT TEAM

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PROGRAMME TEAM

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Centre of Excellence for Women's Studies University of Karachi

INTRODUCTION

The Centre of Excellence for Women's Studies (CEWS) at University of Karachi is the leading centre in the field of teaching and research in Women's Studies in Pakistan. Established as a project in 1989 by the Ministry of Women Development, Government of Pakistan, CEWS has a special appeal for students from all over the country. In 2002 Centre initiated M.Phil / Ph.D programme. In 2004 it has introduced Women's Studies as a subsidiary course at First Year (Hons.) level. From 2007 BS (Hons.) 4 years programme was launched and from 2009 MS / Ph. D classes have started. In 2010 M.A (Evening) programme has also started.

Inspired by our guiding motto that Women's Studies is a catalyst for change, we at the Centre remain engaged in bridging the gap between academic knowledge about women and their every-day life experiences. Innovative courses and seminars offered at the Centre and research conducted here aims at generating a functional knowledge base with the purpose of identifying hitherto under-used and neglected human resources for national growth.

Teaching in Women's Studies being interdisciplinary, the faculty consists of experts in various disciplines of social sciences and humanities. Following the retirement of its founding director, Prof. Dr. Tahera Aftab in 2000, the Centre's director now is Prof. Dr. Nasreen Aslam Shah. She has vast experience of working with women at the grass root level. In addition to the existing faculty, the Centre invites national and international scholars for lectures and seminars.

Majority of CEWS graduates are now placed at various administrative positions in NGOs, International Welfare Organizations, Research Organizations, Planning and Development, Government, Semi-Government, Private Organizations and Teaching both at the local and national level.

CRITERION-1

PROGRAM MISSION, OBJECTIVES AND OUTCOMES

Criterion-1 Program Mission, Objectives and Outcomes

Institutional Mission

The mission of the Centre is to play a role as a catalyst for change, bridging the gap between academic knowledge about women and their everyday life experiences, along with to prepare a human resource for institutions of women and gender development.

Name of the program: M.A.

Program Mission

The mission of this program is to study about women and gender with a feminist perspective, recognizing women experiences and ambitions by placing women at the centre of enquiry. Students in Women's Studies are expected to adopt it as a change making exercise.

Standard 1-1: The Program must have documented measurable objectives that support college and Institution mission statements.

Program Objectives:

1. To create a better understanding of the scope and concepts of Women's Studies in the context of Pakistan
2. To critically evaluate development approaches and strategies as they affect women.
3. To enhance an increasing participation of women in mainstream national development.
4. To enable students step into the world outside with trust in their potential as change makers.
5. To equip students with research techniques and analytical skills.

Table: Program Objectives Assessment

S. No.	Objectives	How Measured	When Measured	Improvement Identified	Improvement Made
1.	To create a better understanding of the scope and concepts of Women's Studies in the context of Pakistan	Teacher's Evaluation Survey	September 2014	Students are able to understand the issues of Pakistan	Course contents has already been developing better understanding of the scope of concept of Women's Studies in the context of Pakistan
2	To critically evaluate development approaches and strategies as they affect women.	Teacher's Evaluation Survey	September 2014	Students show clarity in understanding the approaches.	Teachers has been advised to communicate in easy language and develop intellectual curiosity
3	To enhance an increasing participation of women in mainstream national development	Teacher's Evaluation Survey	September 2014	More women's studies graduates are joining the development sector	Further linkages with Development sector will be initiated in future
4	To enable students step into the world outside with trust in their potential as change makers.	Teacher's Evaluation Survey	September 2014	More women's studies graduates are joining the development sector	Practicum and field work courses equipped with the skills that develop their potential as change makers.
5	To equip students with research techniques and analytical skills	Teacher's Evaluation Survey	September 2014	Students show research skills and their application	Centre will organize different workshops and seminars for students to develop research skills

Standard 1-2: The program must have documented outcomes for graduating students. It must be demonstrated that the outcomes support the program objectives and that graduating students are capable of performing these outcomes.

PROGRAM OUTCOMES

1. Students demonstrate knowledge about feminist theories and concepts of gender and women's studies
2. Students are be able to apply tools of gender analysis
3. They apply research techniques to study women and gender issues
4. Students write and disseminate researches conducted about women and gender issues

Surveys Result:

The following surveys were conducted by the Program Team of the CEWS according to the formats provided by QEC, University of Karachi.

- Teacher & Course Evaluation Proforma

The survey shows that majority students are satisfied with the teaching and syllabus.

Standard 1-3: The results of program's assessment and the extent to which they are used improve the program must be documented.

a) Actions Taken

- There was no permanent faculty member in the Centre. Posts for Assistant Professor and Lecturer were advertised in 2012. 4 lecturers and 1 Assistant Professor have been regularized in the Syndicate meeting date 13-11-2014.

b) Strengths and Weaknesses of the Program

i) Strengths

- Five faculty members are Ph.D.; One MS and two enrolled in M.Phil./ Ph.D.

ii) Weaknesses

- Small class rooms with minimum furniture and equipment
- No faculty rooms

c) Future Development Plans

Proposal for up gradation of the class rooms and library are submitted to planning and development department. Short courses for approval were submitted in academic council.

Standard 1-4: The department must assess its overall performance periodically.

a) Student Enrolment

S. No	Year	BA(Hons)	MA	M.Phil.	
1	2012	87	37	14	
2	2013	91	22	08	
3	2014	120	24	10	

b) Student/Faculty Ratio 2014 = 25:1

- c) i) Time for BA (Hons.) in Department: 3 years
ii) Time for M.A. (2 years)
iii) Time for M.Phil. (Course work) 1 year
iv) Time for Ph.D (5 years)

d) The average student grade point (CGPA) 2.8

CRITERION-2

CURRICULUM DESIGN AND ORGANIZATION

Criterion-2 Curriculum Design and Organization

Program of Studies offered

The Centre of Excellence for Women's Studies (CEWS) University of Karachi has been offering teaching and research facilities

- B.A.(Hons.) 3 years of studies (6 semesters)
- M.A. (2 years)
- M.Phil/Ph.D Programme by course work
- M.A. Evening Programme

M.A. Degree Program

First Semester: (Jan-May)

WS-511 Introduction to Women's Studies

WS-521 Feminist Research – I

WS-531 Women's History in South Asia

WS-541 Social Construct of Gender

WS-551 Gender and Development-International Strategies

Second Semester: (July-Nov)

WS-512 Women's Movement in Global Perspective

WS-522 Feminist Research – II

WS-532 Women in Islam

WS-542 Women and Environment

WS-552 Women and Development in the Third World

Third Semester: (Jan-May)

WS-611 Women and Law in Pakistan – I

WS-621 Women and Health

WS-631 Women and Media

WS-641 Women and Work

WS-651 Research Project / Report

Fourth Semester: (July-Nov)

WS-612 Women and Law in Pakistan – II

WS-622 Women Technology and Entrepreneurship

WS-632 Psychology of Women

WS-642 Gender and Development Planning in Pakistan

WS-652 Research Project / Report

Standard 2-1: The Curriculum must be consistent and support the program's documented objectives

The following table manifests how the program content (Courses) meets the Program Objectives.

Courses	Program's Objectives				
	1	2	3	4	5
Major Courses 311, 511, 541 531, 532 411,421 611, 612, 631, 651	*	*	*	*	*
312, 542, 531, 512, 552, 642	*	*	*		
412, 422	*	*	*		
Practical (Field and Lab) 552, 521, 522				*	*
Thesis/Dissertation 651, 652, 651, 552				*	*

Standard 2-2: Theoretical background, problem analysis and solution design must be stressed within the program’s core material.

The following table indicates the elements covered in core courses:

Elements	Courses
i) Theoretical Background	311, 421, 412, 511,521, 511, 551, 642
ii) Problem Analysis	521,522, 552
iii) Solution Design	651, 652

Standard 2-3: The curriculum must satisfy the core requirements for the program, as specified by the respective accreditation body.

&

Standard 2-4: The curriculum must satisfy the major requirements for the program, as specified by the respective accreditation body/council.

The Centre follows the Programme approved by the relevant bodies including academic council and HEC.

Standard 2-5: The curriculum must satisfy the general education, arts and other discipline requirements for the program as specified by the accreditation body.

Program				Others
		N/A		

All the compulsory courses required by the University are followed such as Urdu, English, Pakistan Studies and Islamic Studies.

Standard 2-6: Information technology component of the curriculum must be integrated throughout the program.

As such there is no course for IT but all the students are aware of use of internet and use of MS word.

Standard 2-7: Oral and written communication skills of the student must be developed and applied in the program.

The centre encourages the students to use modern techniques in presentations such as power point presentations and so on.

CRITERION-3

LABORATORY AND COMPUTING FACILITIES

CITERION-3: Laboratory and Computing Facilities

Laboratory Facilities

The Centre does not have a laboratory.

Computer Facilities

The Centre has limited number of computers for office and teachers use. Currently, students do not have computer facilities.

Internet Facility

Internet facility is available at the Centre.

Standard 3-1: Laboratory manuals/ documentation instruction for experiments must be available and readily accessible to faculty and students

Not applicable

Standard 3-2: There must be adequate support personnel for instruction and maintaining the laboratories

Not applicable

Standard 3-3: The University computing infrastructure and facilities must be adequate to support program's objectives

i) Computing Facilities

Availability of internet is very useful for carrying out research activities at the Centre. Searching online web resources and fast communication with other organizations help in day to day work.

ii) Multimedia

The Centre has multimedia but due to limited space they are not installed and immediately available. It needs to install at the time when needed which hinders the

process and cause delays.

iv) Website

The Centre has its page on the University website http://www.uok.edu.pk/research_institutes/cews/index.php. Along with that the Centre established an e-portal with the assistance of USAID namely www.genderstudiespakistan.com

v) Internet

The Centre has internet facility for office use.

CRITERION-4

STUDENT SUPPORT AND ADVISING

Criterion-4 Student Support and Advising

CEWS has satisfactory support for students to complete the programme according to schedule and the students have ample opportunity to interact with their teachers of respective courses to receive timely advice about program requirements and career development.

Standard 4-1: Courses must have been offered with sufficient frequency and number for students to complete the program in a timely manner.

Departmental Strategy for Course Offering

Course allocation is as per university rules and according to the relevant expertise of the teachers.

Program	Classes per Week	Practical Classes per Week	Research Guidance
B.A (Hons)	3 classes for each course per week	One day in the 4 th semester	One class every week
M.A.	3 classes for each course per week	One day in the third semester	One class every week

Standard 4-2: Course in the major must be structured to ensure effective interaction between students, faculty and teaching assistants.

Interactive style of teaching is applied for teaching , students are given an exposure of field research. Guest lectures by experts of relevant courses are also arranged by the Centre.

Standard 4-3: Guidance on how to complete the program must be available to all students and access to academic advising must be available to make course decisions and career choices

- The Chairperson of the department nominates a faculty member as ‘Students Advisor’ who is available to all students for course decision and career choices. The student advisor and the Chairperson help the students in providing information to the students who have recently passed out about the career opportunities available for them. Besides, the department’s assistance, the University also has a Programme of Guidance and Counseling for the students.
- By providing facilities to the recruiting companies for on-campus recruiting.
- The Chairperson places on the Notice Board the opportunities regarding membership in technical and professional societies.

CRITERION-5

PROCESS CONTROL

Criterion-5: Process Control

Standard 5-1: The process by which students are admitted to the program must be based on quantitative and qualitative criteria and clearly documented. This process must be periodically evaluated to ensure that it is meeting its objectives.

ADMISSION PROCESS

Eligibility

As per approved by the Academic Council.

EVALUATION & GRADING SYSTEM:

As per University rules.

Rules Concerning the Promotion and Repetition

As per University rules.

Standard 5-2: The process by which students are registered in the programme and monitoring of students progress to ensure timely completion of the programme must be documented. This process must be periodically evaluated to ensure that it is meeting its objectives.

The Central Admission Committee admits the students as eligibility criteria.

Standard 5-3: The process of recruiting and retaining highly qualified faculty members must be in place and clearly documented. Also processes and procedures for faculty evaluation, promotion must be consistent with institutional mission statement. These processes must be periodically evaluated to ensure that it is meeting with its objectives.

HEC rules with approval by the University Syndicate are applied for appointment.

Appointments/ Promotion Procedure

Basic Pay Scale (BPS)

Appointments are based on HEC rules given below.

a. Lecturer (BPS- 18):

Minimum Qualification

Master's Degree (first Class) in the relevant field with no 3rd division in the Academic Career from HEC recognized University/Institution. During the next two years (i.e. until June 30th, 2008) if no candidate is available without 3rd division in the academic record, then the University may forward the case for appointment of a selected candidate to the HEC for consideration and approval.

No experience required

b. Assistant Professor (BPS- 19):

Minimum Qualification

Ph.D. in the relevant field from HEC recognized University/Institution, No experience required.

OR

Master's Degree (foreign) or M.Sc (Hons). (Pakistan) in the relevant field from HEC recognized University/Institutions, with 4 years teaching/research experience in a recognized university or a post-graduate Institution.

c. Associate Professor (BPS- 20)

Minimum Qualification

Ph.D. in relevant field from HEC recognized University / Institution.

Experience

10-years teaching / research in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization.

OR

5-years post Ph.D. teaching/research experience in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization.

Minimum Number of Publications

8 research publications (with at least 2 publications in last 5 years) in internationally abstract Journals recognized by the HEC.

d. Professor (BPS-21)

Minimum Qualification

Ph.D. from HEC recognized Institution in relevant field.

Experience

15-years teaching / research experience in HEC recognized University or post-graduate Institution or professional experience in the relevant field in a National or International Organization.

OR

10-years post-PhD teaching/research experience in a recognized University or a post post-graduate Institution or professional experience in the relevant field in a National or International Organization.

Minimum Number of Publications

12 research publications in internationally abstracted Journals recognized by the HEC.

Bases for Appointments / Promotions

Four main areas where a candidate is evaluated for Tenure Track Scheme;

- Teaching
- Research
- Service
- Personal Characteristics

General Criteria for Appointment on TTS

All faculty members in any discipline are eligible to apply for appointment provided they fulfill the following minimum eligibility conditions;

a. Assistant Professor

Minimum Qualification

PhD from a recognized University with excellent communication/presentation skills.

b. Associate Professor

Minimum Qualification

PhD with 6 years' post - PhD teaching / research experience in a recognized University.

Minimum Number of Publications

10 research articles published in journals having impact factor.

c. Professor: Minimum Qualification

PhD with 11 years' post-PhD teaching / research experience from a recognized University.

Minimum Number of Publications:

15 research articles published in journals having impact factor.

Faculty Evaluation Process

University rules are adopted.

Standard 5-4: The process and procedure used to ensure that teaching and delivery of course material to the students emphasizes active learning and that course learning outcomes are met. The process must be periodically evaluated to ensure that it is meeting its objectives.

1. Process to ensure teaching and delivery of course material:
 - a. Time table is strictly followed by all faculty members
 - b. Chairperson of the department frequently gets feed back from the students during the semester.

Standard 5-5: The process that ensures that graduates have completed the requirements of the programme must be based on standards, effective and clearly documented procedures. This process must be periodically evaluated to ensure that it is meeting its objectives.

- a) The department ensures that the graduates are punctual and fulfil the attendance requirement i.e. 75%.

Standard 5-4: The process and procedure used to ensure that teaching and delivery of course material to the students emphasizes active learning and that course learning outcomes are met. The process must be periodically evaluated to ensure that it is meeting its objectives.

Teachers encourage participatory style of learning, encouraging students for interactive learning.

Standard 5-5: The process that ensures that graduates have completed the requirements of the program must be based on standards, effective and clearly documented procedures. This process must be periodically evaluated to ensure that it is meeting its objectives.

The evaluation process is followed as per university rules. They are provided timely information and guidance to complete it effectively.

CRITERION-6

FACULTY

Criterion-6 Faculty

- Prof. Dr. Nasreen Aslam Shah (Director)
- Prof. Dr. Tahera Aftab (Adjunct Professor)
- Prof. Aslam Shah (Adjunct Professor)
- Dr. Shagufta Nasreen
- Dr. Asma Manzoor
- Dr. Aliyah Ali
- Ms. Seema Manzoor
- Ms. Duaa-e-Rehman
- Mr. Syed Faisal Hashmi
- Dr. Muhammad Nadeemullah

Standard 6-1: There must be enough full time faculty who are committed to the program to provide adequate coverage of the program areas / courses with continuity and stability. The interest of all faculty members must be sufficient to teach all courses, plan, modify and update courses. The majority must hold a Ph.D. degree in the discipline.

The Centre has six full time and regular faculty members including Director; two Adjunct Professors; One research officer also full time and regular assist in teaching.

Standard 6-2: All faculty members must remain current in the discipline and sufficient time must be provided for scholarly activities and professional development. Also, effective programs for faculty development must be in place.

The faculty members have been actively involved in research activities. They are part of editorial team for Pakistan Journal of Gender Studies. Organize Seminars and workshops; participate in research projects of the Centre.

Standard 6-3: All faculty members should be motivated and have job satisfaction to excel in their profession

Earlier five teachers were working as Full time Cooperative teachers, they have been regularized after selection board held in October 2014. The Centre has provided them opportunities to excel in future.

CRITERION-7

INSTITUTIONAL FACILITIES

Criterion-7 Institutional Facilities

With the establishment of Women's Studies Centre at the University of Karachi in 1989 the first task was to build a library, which would serve as a resource centre for teaching and research in women's issues. A strong need was felt to maintain a documentation centre as well. Though material on and about women has been collected and classified separately in libraries of academic institutions and voluntary organizations yet organizing a library purely on Women's Studies demands a different approach.

Standard 7-1: The Institution must have the infrastructure to support new trends in learning such as E-learning.

1. Departmental library and Internet Facility

BOOKS

a) The library has 4,000 books in the field of Women and Development, Women's Status, Law, Work, Education, History, Gender and Development, Islam, Cross Culture, Health, Technology, Media, Economics, and Feminism etc. Besides these there are other related books, encyclopedias, rare books, reports, bibliographies and official documents etc.

b) RARE BOOKS

c) A significant aspect of the library is the Photocopy collection of rare books in Urdu language. Collecting material however, is difficult since the sources are scattered. The efforts have succeeded in the collection of photocopies of some rare books from the holdings of the Punjab Public Library, Baidil Library, Kutub Khana Khas, Libraries of KMC, Dr. Mehmood Hussain Library (University of Karachi) and Library of the Punjab etc. Newsletters and journals are regularly received from IWRAW, IPPF, Women Watch, IWTC, ESCAP, UNICEF, UNDP, and UNFPA.

d) NEWSPAPER CLIPPINGS

The Centre, since its establishment, has built an impressive collection of important news articles about women's issues, published in the newspapers, particularly the 'Daily Dawn' and 'Daily Jang'. The clippings are classified under subheads of Status of Women, Health, Law, Development, Violence, Environment, and Women all over the world etc. The library also has a magazine section; some international periodicals are also available at the Centre.

- e) A documentation Centre is an essential part of a library, therefore, the Centre is developing its documentation Centre and for this purpose it is developing an audio-visual collection. Speeches and interviews with eminent women are being collected along with records of seminars, lectures and workshops which so far have been organized by the Centre.

2. Main Library

- i. Main library provide sometimes limited access to our students although the Centre has been regularized since 2011.

3. Offices

Institutional facilities, including space for library, limited number of class rooms, non-availability of faculty rooms makes it difficult to support the objectives of the Programme.

4. Class Rooms

There are total six class rooms but one is extremely small, due to shortage of space it is designated as class room otherwise it is not suitable for a class.

Standard 7-2: The library must possess on up-to-date technical collection relevant to the program and must be adequately staffed with professional personnel.

The Seminar library catalogue was computerized by financial assistance of USAID project however it not digitalized yet. For purchase of books the Centre received small grants from HEC and Women Development Department in the past few years.

Standard 7-3: Class rooms must be adequately equipped and offices must be adequate to enable faculty to carry out their responsibility.

Classrooms

A classroom does not have adequate space and chairs. For these facilities we have applied to the University.

Faculty Offices

There is only one small room for faculty. There are no separate offices for the faculty.

CRITERION-8

INSTITUTIONAL SUPPORT

Criterion-8 Institutional Support

In its limited resources the Centre provides support to teaching and research facilities. However, there is need of space and financial support.

Standard 8-1: There must be sufficient support and financial resources to attract and retain high quality faculty and provide the means for them to maintain competence as teacher and scholars.

The financial support is provided by University of Karachi.

Standard 8-2: There must be an adequate number of high quality graduate students, research assistants and Ph.D. Students

Following are the number of students enrolled in different programs

Degree Program	Years		
	2012	2013	2014
B.A.(Hons)	87	91	120
M.A.	37	22	24
M.Phil.	14	08	10

Standard 8-3: Financial resources must be provided to acquire and maintain library holding, laboratories and computing facilities.

The Centre depends on University for financial support. However, we keep on applying for financial support from HEC and other sources.

Faculty CVs

CURRICULUM VITAE

NAME NASREEN ASLAM SHAH
FATHER NAME MOHAMMAD AYUB AHMED (Late)
DEPARTMENT Department of Social Work,
Centre of Excellence for Women's Studies,
University of Karachi, Karachi
DESIGNATION Meritorious Professor/ Chairperson/Director
DATE OF BIRTH 08-09-1961
SEX Female
**NATIONALITY &
CNIC No.** Pakistani &
4220144676232
RELIGION Islam
ADDRESS Res: C-18, Staff Town, University of Karachi,
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Email: nashah61@yahoo.com
/cewsku@yahoo.com
Off: Centre of Excellence for Women's Studies
&
Department of Social Work, University of
Karachi,
Karachi- 75270, Pakistan. Tel # 99261300-7 Ext.
2441
99261654 (Direct Number)

EXPERIENCE Teaching (length) 26 years

Research Supervisor Nine Ph.Ds are completed (5 from Social Work
and
4 from Women's Studies) and Nineteen students
are
Enrolled (M.Phil/Ph.D) in Social Work and
Women's
Studies

EMPLOYMENT

Year	Employer	Brief description of duties
08-03-2014 to date 01-01-2007 to 08-03-2014 11-11-2005 to 31-12-2006	<i>Meritorious Professor(B-22)</i> <i>Professor(B-21)</i> <i>Professor(B-20)</i>	Teaching, Research and Fieldwork. Guidance of BS (4) years and M.A. students. Supervision of MS/ M. Phil / Ph.D.
03-9-2008 to 15-10-2008	<i>Chairperson,</i> Department of Social Work, University of Karachi	Administration & Teaching
01-01-2001 to 10-11-2005	<i>Associate Professor,</i> Department of Social Work, University of Karachi	Teaching, Research and Fieldwork. Guidance of B.A (Honour) M.A and students. Supervision of M.Phil/Ph.D. candidates
10-09-2003 to date	<i>Director,</i> Centre of Excellence for Women's Studies, University of Karachi	Administrative duties & Teaching and Research of BS (4 Years) M.A. students. Supervision of MS/ M. Phil/ Ph.D. candidates.
30-10-1997 to 31-12-2000	<i>Assistant Professor,</i> Department of Social Work, University of Karachi	Teaching, Research and Fieldwork. Guidance of B.A (Honour) and M. A. students
09-01-1988 to 29-10-1997	<i>Lecturer,</i> Department of Social Work, University of Karachi	Teaching, Research and Fieldwork. Guidance of B.A (Honour) and M. A. students
15-04-1993 to 31-08-1993	<i>Research Coordinator,</i> Centre of Excellence for Women's Studies, University of Karachi. Funded by UNICEF.	Research Work.

10-10-1986 to 06-01-1988	<i>Medical Social Officer,</i> A. O. Clinic	Worked for the medical & social welfare of the patients.
24-07-2003 to 17-06-2014	<i>Provost,</i> Aiwan-e-Liaquat, Girls Hostel, University of Karachi	Management of the Hostel
04-09-2014 to date	<i>Chairperson,</i> Department of Social Work, University of Karachi	Administration & Teaching

Books/Journals/ Directory

1. *Editor, Pakistan Journal of Applied Social Sciences.* Department of Social Work, University of Karachi.
2. *Editor, Pakistan Journal of Gender Studies.* Annual journal published by the Centre of Excellence for Women's Studies, University of Karachi, funded and recognized by Higher Education Commission, Volume-9,2014.
3. *Editor, Pakistan Journal of Gender Studies.* Annual journal published by the Centre of Excellence for Women's Studies, University of Karachi, funded and recognized by Higher Education Commission, Volume-8,2014.
4. Nasreen Aslam Shah, Changing role of women in Pakistan: A study of social and economic activities of women entrepreneurs, Scholar Press, 2013, <https://www.scholars-press.com/site/home-page/37>
5. *Editor, Pakistan Journal of Gender Studies.* Annual journal published by the Centre of Excellence for Women's Studies, University of Karachi, funded and recognized by Higher Education Commission, Volume-7,2013.
6. *Editor, Pakistan Journal of Gender Studies.* Annual journal published by the Centre of Excellence for Women's Studies, University of Karachi, funded and recognized by Higher Education Commission, Volume-6,2012
7. *Women Issues: Analytical Researches,* Centre of Excellence for Women' Studies , funded by Higher Education Commission, published by BCC&T University Press, University of Karachi, 2012.

8. *Karachi Kay Nu Umar MehnatKash Bachchey Aur Bachchiyan : Ek Jaiza* Sponsored by Higher Education Commission, Centre of Excellence for Women's Studies ,Dept of Social Work, Anjuman Taraqqi-e- Niswan and University of Karachi, published by BCC&T University Press 8th March 2011.
9. *Directory of Alumni of the Department of Social Work & the Centre of Excellence for Women's Studies* , University of Karachi, Centre of Excellence for Women's Studies ,Dept of Social Work, Anjuman Taraqqi-e- Niswan and University of Karachi, published by BCC&T University Press, 8th March 2011.
10. *Bridging the Gaps: Research at the Centre of Excellence for Women's Studies* sponsored by the Centre of Excellence for Women's Studies , Anjuman Taraqqi-e- Niswan and University of Karachi, published by BCC&T University Press 8th March 2011.
11. *Editor, Pakistan Journal of Gender Studies*. Annual journal published by the Centre of Excellence for Women's Studies, University of Karachi, funded and recognized by Higher Education Commission, Volume-5,2011
12. *Editor, Pakistan Journal of Gender Studies*. Annual journal published by the Centre of Excellence for Women's Studies, University of Karachi. Volume-4,2010
13. *Editor, Pakistan Journal of Gender Studies*. Annual journal published by the Centre of Excellence for Women's Studies, University of Karachi. Volume-3,2010
14. *Editor, Pakistan Journal of Gender Studies*. Annual journal published by the Centre of Excellence for Women's Studies, University of Karachi. Volume-2,2009
15. *Editor, Pakistan Journal of Gender Studies*. Annual journal published by the Centre of Excellence for Women's Studies, University of Karachi. Volume-1,2008
16. *Pakistan Mein Self-Employed Women Ek Jaiza.(ed)* A study sponsored by the Centre of Excellence for Women's Studies, University of Karachi & Anjuman Taraqqi-e- Niswan. Published by BCC&T University Press 8th March 2010.

17. *Directory of Self-Employed Women of Karachi*, sponsored by the Centre of Excellence for Women's Studies , Dept of Social Work, Anjuman Taraqqi-e-Niswan, University of Karachi, published by BCC&T University press 8th March 2010
18. *Beggar Girls of Karachi: A Survey*. Sponsored by the Centre of Excellence for Women's Studies, Higher Education Commission & University of Karachi, published by BCC&T University Press 8th September, 2004.
19. *Shahr-e-Quaid Kay Hunar Mand Loag*, Co-author Jugnoo Salahuddin, Department of Social Work, published by BCC&T University press 2002.
20. *The Self-Employed Women in Pakistan: a case study of the self employed women of urban informal sector in Karachi*, published by PAWS and NEWS, 1994.
21. *Karachi Hamari Nazar Mein Shahr-e-Quaid Kay Hunar Mand Loag, No.2*. Department of Social Work, University of Karachi, (in process)

Projects Completed

1. Socio-economic, political and environmental conditions of women in fisheries, Karachi, funded by Women Development Department, Government of Sindh, August, 2012, Amount Rs. 2,00000
2. Gender Equity Program (GEP) grant by United states Agency for International Development to the Centre of Excellence for Women's Studies, University of Karachi, 2011, Amount Rs. 2,115,690
3. A survey of institutions for special children and other handicapped persons, funded by the Research Facility Centre, Faculty of Arts, University of Karachi, Karachi, December, 2011.
4. Award of research project under National research programme for Universities Dated: 10th March 2005 Topic: A Comprehensive Survey of Self-Employed Women of Karachi: Implications for Policy and Action, by Higher Education Commission, submitted on Sept, 2010. Amount Rs,1,031,220/-
5. Implementation of Gender Reforms Action Plan (Sindh GRAP), Karachi, funded by Women Development Dept. Govt. of Sindh, 2008, Amount 0.500 Million.

6. Women Issues: Analytical Researches, Karachi, , funded by Higher Education Commission, 2005, Amount Rs. 3, 65000/-
7. Socio-economic effect of oil spill on the local population and fishermen at Clifton, Department of Social Work, University of Karachi, Karachi. In different newspapers, 30th August, Jang, 31st August Qaumi Akhbar, 1st September, Aman, Amroz , Islam Naway-e-Waqt , Jasarat, Awam, The News, Nation,3rd Sep, Dawn, 2003, Amount Rs. 50,000.
8. Socio-economic and environmental problems of persons living at Dargah Hazrat Abdullah Shah Ghazi, Clifton, funded by the Secretary to Government of Sindh for Auqaf, Religious and Minorities Affairs, Zakat Ushr Department. November-December 2002, Amount Rs. 10,000.
9. Empowering rural women: Expanding the participation of rural women in economic and socio-cultural life of family and community, funded by the Research Facility Centre, Faculty of Arts, University of Karachi, Karachi. Oct 2001
10. Field Supervisor for Sindh in Prime Minister's Programme for family planning and primary health care held by project implementation unit, Ministry of Health, Govt. of Pakistan. October, 1994 March to August, 1996.
11. Socio-economic study of women in fishermen's village, funded by the Research Facility Centre, Faculty of Arts, University of Karachi, Karachi. January 1995.
12. Family in distress, funded by the Centre of Excellence for Women's Studies, University of Karachi, Karachi. August 1993

Proposal Approved and Grant Released

1. Socio-Economic, Environmental and Legal Study of Child Labour in Karachi, National Research Program for Universities Higher Education Commission (01-06-2012)
Duration of Project 36 Months, Amount Rs. 3,793,992 Million
2. Ageing Women: A Study of issues, Challenges and threats faced by ageing home-based working-women in Karachi, Award of Research Project Under the Thematic Research Grant Programme (Phase II) , National Research Program for Universities Higher Education Commission (01-06-2012) Duration of Project 12 Months, Amount Rs. 2,680,600 Million

3. Institutions Strengthening and Up-gradation of Laboratories and Libraries, National Research Program for Universities Higher Education Commission (07-07-2014) Amount Rs. 236,465

Publications

1. Dr. Nasreen Aslam Shah & Sultan Nasiruddin, An Analytical Study of Socio-Economic Problems of Dwarfism in Karachi, Pakistan Journal of Special Education, Department of Special Education, University of Karachi, Vol-15, 2014, Pp 127-146
2. Muhammad Arshad & Dr. Nasreen Aslam Shah, A Gender Based Study of Socio-Economic Impact of Pension Systems, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi, Vol-9, 2014, Pp 37-50
3. Dr. Nasreen Aslam Shah, Self-Employment and Women: An Insider's Testimonies, Pakistan Journal of Women's Studies: *Alam-e-Niswan*, Vol. 21, No. 1, 2014, Pp 45-56.
4. Nasreen Aslam Shah, Shagufta Nasreen, & Asma Manzoor, Exploring the Reasons of Discontinuation of Practicing Medicine among Female Medical Students in Karachi, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi, Vol-9, 2014, Pp 73-83
5. Samina Rauf & Nasreen Aslam Shah, Encouraging Women Entrepreneurship in Pakistan: A Systematic Analysis of the Impact of Entrepreneurial Activities on the Lifestyle of Women, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi, Vol-8, 2014, Pp 185-196
6. Nasreen Aslam Shah, Muhammad Nadeemullah, Muhammad Faisal Zia & Shamim Soomro, The Self-Employed Women, Women Entrepreneurs and Work, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi, Vol-8, 2014, Pp 145-160
7. Nasreen Aslam Shah, Shagufta Nasreen, & Aliyah Ali, Analysis of Reenactment Programs on Pakistani Television Channels, Journal of Mass Communication, Department of Mass Communication, University of Karachi, Vol-8, 2013, Pp 1-16

8. Nasreen Aslam Shah, Muhammad Nadeemullah & Muhammad Faisal Zia, A Survey of Institutions for Special Children and their Handicapped Persons, Karachi, Pakistan Journal of Special Education, Department of Special Education, University of Karachi, Vol-14, 2013, Pp 19-31
9. Asma Manzoor & Nasreen Aslam Shah, Labour Laws and Women Workers of the Export Processing Zones in Karachi, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi, Vol-7, 2013, Pp 1-16
10. Nasreen Aslam Shah, Muhammad Nadeemullah & Muhammad Faisal Zia, Women, Work, And Poverty: Gender-Based Factors Strengthening Feminisation of Poverty in Pakistan, Pakistan Journal of Women's Studies: *Alam-e-Niswan*, Vol. 20, No. 1, 2013, Pp 87-98
11. Shagufta Nasreen, Nasreen Aslam Shah & Aliyah Ali, Ascertaining Impact of Economic Conditions of Pakistan on Women Working in Industrial Sector of Karachi, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi, Vol-6, 2012, Pp 185-204
12. Shamim Soomro, Nasreen Aslam Shah, Khalida Jamali & S. Abbas Ali Shah, Status of Women in Sindh, The Women, The Institute of Gender Studies, University of Sindh, Jamshoro Sindh - Pakistan, Vol-4, 2012, Pp 134-146
13. Dr. Aliyah Ali Bilgrami & Prof. Dr. Nasreen Aslam Shah, Behind the Bars: Situation of Imprisoned Mothers in Karachi Jail, Journal of Gender and Social Issues, Autumn 2012, Vol-11, no. 2, July 2012, Pp 39-48
14. Shamim Akhtar Soomro & Nasreen Aslam Shah, Socio-Economic condition of Children Labour In Auto Workshops of District Hyderabad, Journal of Social Sciences and Humanities, Faculty of Arts, University of Karachi Vol-51 Part-II, July-December 2012, Pp 35-46
15. Nasreen Aslam Shah, Impact of Globalization on the Economic Conditions of Self-Employed Women, Journal of Social Sciences and Humanities, Faculty of Arts, University of Karachi, Vol-51 Part-I, January-June 2012, Pp 213-227
16. Sabeena Jalal Khan & Nasreen Aslam Shah, An Ethnographic Look at the Status of Health of Women Living in an Urban Squatter Settlement of Karachi ,Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi, Vol-5, 2011, Pp 79-96

17. Shagufta Nasreen & Nasreen Aslam Shah, Economic Globalization and Women's Employment: A Study of Industrial Sector of Karachi, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi Vol-5,2011, Pp 111-127
18. Tayyaba Ahmed & Nasreen Aslam Shah, Study of Labour Legislation and its implementation to Women Workers in the Fisheries Industries of Pakistan, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi Vol-5, 2011, Pp 149-161
19. Nasreen Aslam Shah, A Study of Social and Economic Activities of Women Entrepreneurs in Pakistan , Journal of Gender and Social Issues, Spring, Vol-10,no.1, 2011, Pp 1-13
20. Aliyah Ali & Nasreen Aslam Shah, Women Prisoners in Pakistan: Changing Practices to Enforce Laws & Rights, Arabian Journal of Business & Management Review, Special Issue Vol. 1(4), (2011) Pp 57-63
21. Sabeena Jalal & Nasreen Aslam Shah, Ante Natal Care (ANC) Seeking Behavior among Women Living in an Urban Squatter Settlement: Results from an Ethnographic Study, Italian Journal of Public Health, Vol- 8. Issue:9, Nr.3, (2011) Pp 261-267
22. Shamim Soomro & Nasreen Aslam Shah, Study of Child Labour, Working in Auto Workshops, their Issues, Causes and Intervention of Hyderabad District, Journal of Social Sciences and Humanities, Faculty of Arts, University of Karachi Vol.50 Part.1, January- June (2011) Pp 221-231
23. Women and Work : An Islamic Perspective , Ehya'a ul oloom, A Referred Research Journal of Department of Qur'an and Sunnah, University of Karachi, Vol.7 July to Dec (2010) Pp 21-28
24. Aliyah Ali & Nasreen Aslam Shah, Social Causes of Female Crimes, Journal of Social Sciences and Humanities, Faculty of Arts, University of Karachi Vol-49 Part 11, July-Dec (2010) Pp 87- 93
25. Nasreen Aslam Shah & Abdul Hameed, Impact of Indian Soap Operas on Women of Pakistan (A Case Study of Karachi), Journal of Mass Communication, Dept. of Mass Communication, University of Karachi, Vol-5 (2010) Pp13- 24
26. Muhammad Nadeemullah & Nasreen Aslam Shah, Visibility of Invisible Home-Based Women Workers : A Recent Study of Home-Based Women in

Karachi, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi, Vol-4 (2010) Pp 45-59

27. Nasreen Aslam Shah & Muhammad Faisal Zia, Self - Employed Women in a Mega City Setting: Women at the Cross-Roads of Patriarchy, Poverty, and Progress in Karachi, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi Vol-4 (2010) Pp 71-82
28. Nasreen Aslam Shah , Shagufta Nasreen & Aliyah Ali, Marital Rape, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi, Karachi. Vol-3 (2010) Pp 53-63
29. Karachi Ki Self-employed Women Kay Masayal Aur Tajaweez in *Pakistan May Self-employed Women Ek Jayza* , published by the Centre of Excellence for Women's Studies, University of Karachi (2010) Pp 62-78
30. Nasreen Aslam Shah & Syed Faisal Hashmi, Domestic Violence. Pakistan Journal of Gender Studies Centre of Excellence for Women's Studies, University of Karachi, Karachi. Vol-2 (2009) Pp 91-101
31. Nasreen Aslam Shah , Muhammad Kamran & Muhammad Nadeemullah, The Status of Women with the Reference of Seerat-e-Tayyaba: A Research Study, Pakistan Journal of Gender Studies, Centre of Excellence for Women's Studies, University of Karachi, Karachi. Vol-1 (2008) Pp 21-35
32. Tehreek-e-Pakistan Aur Khawateen, Al-Zubair Urdu Academy, Bahawalpur. Vol-4 (2004) Pp 120-127
33. Nasreen Aslam Shah & Ghayasuddin Siddiqui, News Items in the Evening Newspapers about the Violence against Women: A Deliberation, Journal of Social Sciences & Humanities, Faculty of Arts, University of Karachi, Karachi. Vol-1 (2004) Pp 122-132
34. The Status of Women in Islam, Journal of Social Sciences & Humanities, Faculty of Arts, University of Karachi, Karachi. (2002-3) Pp 150-154
35. The Status of Women in Pakistan, Research Journal, August. University of Baluchistan, Quetta. Vol- 6. 1 & 2 (2002) Pp 167-173
36. Reed for Peace. Irtaqa Matbuaat, Ilmi Aur Adabi Kitabi Silsila No. 28, Khurram Printing Press, Karachi .January to March. (2001) Pp 83-86

37. Patients Needing Medical Social Services. Journal of Social Sciences & Humanities, Faculty of Arts, University of Karachi, Karachi. Vol. 1 & 2.(2001) Pp 200-207
38. Home based Working Girls. Pakistan Journal of Women's Studies: Alam-e-Niswan. Centre of Excellence for Women's Studies, University of Karachi, Karachi. Vol.6 No. 1 & 2 (1999) Pp 95-102
39. Women in Fisher (WO) men's Village, Pakistan Journal of Women's Studies: Alam-e-Niswan. Centre of Excellence for Women's Studies, University of Karachi, Karachi. Vol. 4 No. 1 (1997) Pp 63-73
40. Urban Slums: Women's Struggle on Survival. Pakistan Journal of Women's Studies: Alam-e-Niswan. Centre of Excellence for Women's Studies, University of Karachi, Karachi. Vol- 4 No. 2. (1997) Pp 81-83
41. Ghayasuddin Siddiqui & Nasreen Ayub (Aslam Shah).Interview Techniques in Research. Pakistan Studies. Biannual Research Journal, University of Baluchistan, Quetta,Vol. No. XIII and IX(1994) Pp 67-77
42. The Self-employed Women, International Women's Day Souvenir, Women's March (1993) Karachi, Pakistan Association for Women's Studies. Pp 85-86
43. Functional Literacy and Self-employed Women of Katchi Abadi of Karachi in *Challenge for Change: Literacy for the Girl of Today , the Woman of Tomorrow*,Centre of Excellence for Women's Studies, University of Karachi, Karachi. (1992) Pp 86-89

Publications in Newspapers

1. Khwateen Par Tashaddud, Roznama Aman 14th Nov (2011) Pp 2
2. Talaq Ki Wajohat, Roznama Aman 17th Nov, (2011) Pp 2
3. Survey on Jagirdaranah Nizam Kay Baray May Awam Ki Raye, (in different newspapers) 12th Nov Jang & Qaumi Akhbar, 13th Nov Nation,14th Nov, Express (2010)
4. Jagirdarana Nizaam Samaji Muashi Aur Sayasi Taraqqi Ki Rah May Bari Rukawat Hay (in different newspapers), 14th Nov, Aman, 15th Nov, Sharafat, 22nd Nov, Aaj Ki Awaz, 24th Nov, The News, 28th Nov to 04th Dec, Mentor (2010)

5. Sobayee Khudmukhtari Mulk Ki Zarurat Hay, (in different newspapers) (in different news papers), 1st April Aman ,5th April Victoria Plus & Muqaddima , 6th April Aaj Ki Awaz, (2010)
6. Survey of Provincial Autonomy, (in different newspapers) 25th July ,Nation, Aman & Daily Jura't , 28th July, Express, (2009)
7. Tehreek-e-Pakistan Aur Khwateen (in different news papers) 14th August , Daily Jura't & Aman, Imroz & Kaynaat, 15th August, Daily Pakistan (2004)
8. Survey of "Public opinion on the performance and implementation of various reforms in Pakistan by the government of President, General Pervez Musharraf". Department of Social Work, University of Karachi, Karachi. November, 2003(in different newspapers) 21st November ,The Finance, Jang, Aman, Kaynat, Janbaz, Daily Jura't & Awami Awaz, 24th November, Express & Insaf (2003)
9. Resolution of First May. Struggle for the end of economical survivor of female laborer. Midweek Magazine Jang Karachi, 4th May (1994) Pp 14.

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Dr. Shagufta Nasreen

EXPERIENCE	<p>Assistant Professor Jan. 2015</p> <p>Co-operative Teacher Nov 2008 – Dec. 2014</p> <p>Assistant Editor 2008</p> <p>Programme Coordinator April 2006-Nov 2007</p> <p>Co-operative Teacher 7/2002 – March 2006</p>	<p>Centre of Excellence for Women's Studies University of Karachi, Pakistan</p> <p>Centre of Excellence for women's Studies University of Karachi, Pakistan</p> <p>Pakistan Journal of Gender Studies Karachi</p> <p>Life Skills Based Education Programme of World Population Foundation in Karachi Centre of Excellence for women's Studies University of Karachi, Pakistan</p>	<p>University of Karachi, Pakistan</p> <p>University of Karachi, Pakistan</p> <p>University of Karachi, Pakistan</p> <p>University of Karachi, Pakistan</p>
OBJECTIVE	<p>To serve with best of my potential, by using my academic qualifications and professional experience as some of my most effective tools.</p> <p>Teach courses of Introduction to women's studies, Social Construct of Gender, Women and Environment, Gender and development, Women's Movement in Global Perspective, Women and Media, to students of BS 4 years programme and MA students.</p> <p>Research Analyst 1/2003 – 3/2004 Women Political Participation project Islamabad, Pakistan</p> <p>Recommended by the Centre, attended and evaluated the training workshops of Women political participation project. 20th March 2004 attended the Convention of women Councilors and was awarded a certificate and permanent card of research analyst from W3P.</p>		
EDUCATION	<p>Ph.D. 2012 "Impact of Globalization Policies (fiscal Austerity, privatization and trade liberalization) on the women workers of urban industrial sector of Karachi."</p> <p>Master's Degree 12/2001</p> <p>Bachelor's Degree 6/1998</p>	<p>Women's Studies University of Karachi</p> <p>Women's Studies University of Karachi</p> <p>Science, University of Karachi</p>	<p>Pakistan-Sindh-Karachi</p> <p>Pakistan-Sindh-Karachi</p> <p>Pakistan-Sindh-Karachi</p>

CURRICULUM VITAE

Dr. Asma Manzoor

Personal Bio data:

Father's name : Syed Manzoor Ahmed
C.N.I.C#: : 42201-0471392-2
Nationality : Pakistani
Religion : Islam
Department : Centre of Excellence for Women's Studies
Designation : Assistant Professor
Mobile : 0300-2611403
Email : aahmedas16@yahoo.com

Objective :

To serve with best of my potential by using my academic qualifications and professional experience as some of my most effective tools

Working Experience:

- Presently teaching at the Centre of Excellence for Women's Studies as Assistant Professor since January 2015
- Served as Teaching Associate at the Centre of Excellence for Women's Studies from January 2003 – December 2014.
- Served one year as seminar in-charge in the Dept. of Islamic History. January - December 1996.

Summary of

Qualifications: INSTITUTION

DEGREE

YEAR

Ph.D.	2013	University of Karachi
Topic: "A Study of Socio- Economic Conditions for the Establishment of Export Processing Zones and reasons of Employment Attraction for Women in the Karachi Export Processing Zone".		
L.L.B.	2011	University of Karachi
MA. Women's Studies	2002	University of Karachi
M.A Islamic History	1996	University of Karachi

Diploma / Certificate: Diploma in Computer Science
Certificate course in Persian
Certificate course in French

Academic Achievements: Stands First Class Second Position in M.A Women's Studies

CURRICULUM VITAE

Dr. Aliyah Ali

Centre of Excellence for Women's Studies

- E-MAIL: aliyah.ayaz.aa@gmail.com

OBJECTIVE

It is my aim to excel in my career with best of my potential using my academic qualifications and professional experience as some of my most effective instruments.

QUALIFICATION (2010)

Ph. D. (Women's Studies) University of Karachi

Thesis Title: Causes of Crimes among female prisoners in Karachi Jail, a study of the socio-economic and environmental problems and effects on personality.

M. A. (Social Work) University of Karachi
(2003)

Thesis Title: Causes of delinquency among the children living in Juvenile Jail (Karachi) & its effects on their personalities

B.A. (Social Work) University of Punjab (2000)

EXPERIENCE

Teaching at the Centre of Excellence for Women's Studies, University of Karachi as an Assistant Professor since January 2015

Worked as Cooperative Teacher at the Centre of Excellence for Women's Studies since 2004

CURRICULUM VITAE

Seema Manzoor

Personal Bio data

Father's name : Syed Manzoor Ahmed
C.N.I.C#: : 42201-0471394-2
Nationality : Pakistani
Religion : Islam
Mobile : 0322-2630121
Email : seemeen.111@gmail.com

Objective

To become a good educator and researcher to obtain a respectful status in society & work in highly professional environment.

Employment Experience:

- Currently working as a Lecturer at Centre of Excellence for Women's Studies since January 2015
- Worked as Teaching Assistant from January 2013 – December 2014

Summary of

Qualifications:	DEGREE	YEAR	INSTITUTION
	MS one year course work Completed successfully (Working on Thesis)	2011	University of Karachi
	BS Women's Studies	2010	University of Karachi
	M.Sc. Applied Maths	2000	University of Karachi
	B.Sc.	1994	University of Karachi
Diploma / Certificate:	Certificate course in English Proficiency	2009	University of Karachi
	Diploma in Computer Science	1994	S.B.T.E, Karachi
	Certificate course in English English Language Level II	1994	ICT American Language Centre

Educational Achievements:

Stands First Class First Position in Faculty of Arts 2010
Stands First Class First Position in the Department 2010

CURRICULUM VITAE

Name	Dua-e-Rehma
Father Name	Saeed Akhter Khan
Department	Centre of Excellence for Women's Studies University of Karachi
Designation	Lecturer
Date of Birth	29-04-1989
Sex	Female
Nationality	Pakistani
Religion	Islam
Contact	0321-2975868
Email	duaa_rehma@yahoo.com

QUALIFICATION

M.Phil (course work completed) 2011
Synopsis submitted

B.S. 2010 2nd Position

Intermediate 2006 B Grade
(premedical)

Matric 2004 A+ Grade
(Science Group)

EMPLOYMENT EXPERIENCE

- Working as a Lecturer at Centre of Excellence for Women's studies since January 2015
- Worked as Teaching Assistant from Jan. 2014- Dec. 2014
- Worked as a Co-operative teacher from 2011 -2012

Survey Results

Teacher's and Course Evaluation Survey

MA Final

Name of Teacher: Dr. Aliyah Ali

S. NO.	Teacher's Evaluation	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	Unanswered	Total
1	The teacher provides lesson plan in the first week of the semester.	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	100%
2	The teacher is punctual in the class.	65.00%	30.00%	0.00%	5.00%	0.00%	0.00%	100%
3	The teacher comes prepared for each lecture/ practical (where applicable)	70.00%	25.00%	5.00%	0.00%	0.00%	0.00%	100%
4	The teacher demonstrates and communicate knowledge of the subject in easy language.	70.00%	25.00%	5.00%	0.00%	0.00%	0.00%	100%
5	The teacher suggests additional reading material apart from the text book.	75.00%	10.00%	15.00%	0.00%	0.00%	0.00%	100%
6	The teacher creates an interactive environment for class discussion.	80.00%	5.00%	10.00%	0.00%	5.00%	0.00%	100%
7	The teacher has covered the course.	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	100%
8	The teacher is fair in evaluation.	80.00%	15.00%	0.00%	5.00%	0.00%	0.00%	100%
9	The teacher submits the result within the specified time period.	70.00%	10.00%	15.00%	0.00%	5.00%	0.00%	100%
10	The teacher remains available for consultation during the specified office hours	80.00%	15.00%	5.00%	0.00%	0.00%	0.00%	100%
11	The teacher follows moral and ethical norms with the students.	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	100%
	<u>Course Evaluation:</u>							
12	The course is well organized.	80.00%	15.00%	5.00%	0.00%	0.00%	0.00%	100%
13	The syllabus clearly states course objectives requirements, procedures and grading criteria	85.00%	10.00%	5.00%	0.00%	0.00%	0.00%	100%
14	The course integrates theoretical course concepts with real-world applications	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	100%
15	The assignments and exams covered the materials presented in the course	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
16	The course material is updated	85.00%	15.00%	0.00%	0.00%	0.00%	0.00%	100%
17	The contents presented in the course has increased my knowledge of the subject.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
18	The course content has stimulated my intellectual curiosity.	75.00%	20.00%	5.00%	0.00%	0.00%	0.00%	100%

Teacher's and Course Evaluation Survey

MA (Final)

Name of Teacher: Dr. Asma Mnzoor

S. NO.	Teacher's Evaluation	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	Unanswered	Total
1	The teacher provides lesson plan in the first week of the semester.	85.00%	15.00%	0.00%	0.00%	0.00%	0.00%	100%
2	The teacher is punctual in the class.	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	100%
3	The teacher comes prepared for each lecture/ practical (where applicable)	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
4	The teacher demonstrates and communicate knowledge of the subject in easy language.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
5	The teacher suggests additional reading material apart from the text book.	80.00%	15.00%	5.00%	0.00%	0.00%	0.00%	100%
6	The teacher creates an interactive environment for class discussion.	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	100%
7	The teacher has covered the course.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
8	The teacher is fair in evaluation.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
9	The teacher submits the result within the specified time period.	85.00%	5.00%	10.00%	0.00%	0.00%	0.00%	100%
10	The teacher remains available for consultation during the specified office hours	85.00%	15.00%	0.00%	0.00%	0.00%	0.00%	100%
11	The teacher follows moral and ethical norms with the students.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
	<u>Course Evaluation:</u>							
12	The course is well organized.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
13	The syllabus clearly states course objectives requirements, procedures and grading criteria	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	100%
14	The course integrates theoretical course concepts with real-world applications	85.00%	10.00%	5.00%	0.00%	0.00%	0.00%	100%
15	The assignments and exams covered the materials presented in the course	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
16	The course material is updated	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100%
17	The contents presented in the course has increased my knowledge of the subject.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
18	The course content has stimulated my intellectual curiosity.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%

Teacher's and Course Evaluation Survey

MA Final

Name of Teacher: Ms. Dua-e-Rehma

S. NO.	Teacher's Evaluation	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	Unanswered	Total
1	The teacher provides lesson plan in the first week of the semester.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
2	The teacher is punctual in the class.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
3	The teacher comes prepared for each lecture/ practical (where applicable)	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
4	The teacher demonstrates and communicate knowledge of the subject in easy language.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
5	The teacher suggests additional reading material apart from the text book.	85.00%	10.00%	5.00%	0.00%	0.00%	0.00%	100%
6	The teacher creates an interactive environment for class discussion.	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	100%
7	The teacher has covered the course.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
8	The teacher is fair in evaluation.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
9	The teacher submits the result within the specified time period.	85.00%	5.00%	5.00%	0.00%	5.00%	0.00%	100%
10	The teacher remains available for consultation during the specified office hours	95.00%	0.00%	5.00%	0.00%	0.00%	0.00%	100%
11	The teacher follows moral and ethical norms with the students.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
	<u>Course Evaluation:</u>							
12	The course is well organized.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
13	The syllabus clearly states course objectives requirements, procedures and grading criteria	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
14	The course integrates theoretical course concepts with real-world applications	85.00%	5.00%	10.00%	0.00%	0.00%	0.00%	100%
15	The assignments and exams covered the materials presented in the course	85.00%	10.00%	5.00%	0.00%	0.00%	0.00%	100%
16	The course material is updated	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	100%
17	The contents presented in the course has increased my knowledge of the subject.	85.00%	15.00%	0.00%	0.00%	0.00%	0.00%	100%
18	The course content has stimulated my intellectual curiosity.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%

Teacher's and Course Evaluation Survey

MA Final

Name of Teacher: Seema Manzoor

S. NO.	Teacher's Evaluation	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	Unanswered	Total
1	The teacher provides lesson plan in the first week of the semester.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
2	The teacher is punctual in the class.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
3	The teacher comes prepared for each lecture/ practical (where applicable)	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
4	The teacher demonstrates and communicate knowledge of the subject in easy language.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
5	The teacher suggests additional reading material apart from the text book.	85.00%	10.00%	5.00%	0.00%	0.00%	0.00%	100%
6	The teacher creates an interactive environment for class discussion.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
7	The teacher has covered the course.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
8	The teacher is fair in evaluation.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
9	The teacher submits the result within the specified time period.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
10	The teacher remains available for consultation during the specified office hours	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	100%
11	The teacher follows moral and ethical norms with the students.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
	<u>Course Evaluation:</u>							
12	The course is well organized.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
13	The syllabus clearly states course objectives requirements, procedures and grading criteria	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
14	The course integrates theoretical course concepts with real-world applications	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	100%
15	The assignments and exams covered the materials presented in the course	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
16	The course material is updated	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
17	The contents presented in the course has increased my knowledge of the subject.	85.00%	15.00%	0.00%	0.00%	0.00%	0.00%	100%
18	The course content has stimulated my intellectual curiosity.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%

**Teacher's and Course Evaluation Survey
MA (Final)**

Name of Teacher: Prof. Dr. Nasreen Aslam Shah

S. NO.	Teacher's Evaluation	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	Unanswered	Total
1	The teacher provides lesson plan in the first week of the semester.	85.00%	15.00%	0.00%	0.00%	0.00%	0.00%	100%
2	The teacher is punctual in the class.	70.00%	30.00%	0.00%	0.00%	0.00%	0.00%	100%
3	The teacher comes prepared for each lecture/practical (where applicable)	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
4	The teacher demonstrates and communicate knowledge of the subject in easy language.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
5	The teacher suggests additional reading material apart from the text book.	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	100%
6	The teacher creates an interactive environment for class discussion.	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
7	The teacher has covered the course.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
8	The teacher is fair in evaluation.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
9	The teacher submits the result within the specified time period.	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100%
10	The teacher remains available for consultation during the specified office hours	85.00%	15.00%	0.00%	0.00%	0.00%	0.00%	100%
11	The teacher follows moral and ethical norms with the students.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
	<u>Course Evaluation:</u>							
12	The course is well organized.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
13	The syllabus clearly states course objectives requirements, procedures and grading criteria	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	100%
14	The course integrates theoretical course concepts with real-world applications	85.00%	15.00%	0.00%	0.00%	0.00%	0.00%	100%
15	The assignments and exams covered the materials presented in the course	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100%
16	The course material is updated	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100%
17	The contents presented in the course has increased my knowledge of the subject.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
18	The course content has stimulated my intellectual curiosity.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%

Teacher's and Course Evaluation Survey

MA Final

Name of Teacher: Dr. Shagufta Nasreen

S. NO.	Teacher's Evaluation	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	Unanswered	Total
1	The teacher provides lesson plan in the first week of the semester.	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	100%
2	The teacher is punctual in the class.	65.00%	30.00%	0.00%	5.00%	0.00%	0.00%	100%
3	The teacher comes prepared for each lecture/ practical (where applicable)	70.00%	25.00%	5.00%	0.00%	0.00%	0.00%	100%
4	The teacher demonstrates and communicate knowledge of the subject in easy language.	70.00%	25.00%	5.00%	0.00%	0.00%	0.00%	100%
5	The teacher suggests additional reading material apart from the text book.	75.00%	10.00%	15.00%	0.00%	0.00%	0.00%	100%
6	The teacher creates an interactive environment for class discussion.	80.00%	5.00%	10.00%	0.00%	5.00%	0.00%	100%
7	The teacher has covered the course.	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	100%
8	The teacher is fair in evaluation.	80.00%	15.00%	0.00%	5.00%	0.00%	0.00%	100%
9	The teacher submits the result within the specified time period.	70.00%	10.00%	15.00%	0.00%	5.00%	0.00%	100%
10	The teacher remains available for consultation during the specified office hours	80.00%	15.00%	5.00%	0.00%	0.00%	0.00%	100%
11	The teacher follows moral and ethical norms with the students.	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	100%
	<u>Course Evaluation:</u>							
12	The course is well organized.	80.00%	15.00%	5.00%	0.00%	0.00%	0.00%	100%
13	The syllabus clearly states course objectives requirements, procedures and grading criteria	85.00%	10.00%	5.00%	0.00%	0.00%	0.00%	100%
14	The course integrates theoretical course concepts with real-world applications	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	100%
15	The assignments and exams covered the materials presented in the course	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
16	The course material is updated	85.00%	15.00%	0.00%	0.00%	0.00%	0.00%	100%
17	The contents presented in the course has increased my knowledge of the subject.	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	100%
18	The course content has stimulated my intellectual curiosity.	75.00%	20.00%	5.00%	0.00%	0.00%	0.00%	100%

