

PAKISTAN

# Annual Report

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2025

# Contents

<b>03</b>	<b>Vision, Mission and Values</b>
<b>04</b>	<b>The Impact We Created</b>
<b>26</b>	<b>Amplifying Accountability in Liberia</b>
<b>28</b>	<b>Staff and Board Members</b>
<b>29</b>	<b>Supporters</b>
<b>29</b>	<b>Budget Highlights</b>

## A DECADE OF IMPACT, A FUTURE OF POSSIBILITY: Reflections on progress, partnership, and the path ahead.

The year 2025 marked a defining milestone for Accountability Lab Pakistan as we celebrated a decade of advancing accountable governance, institutional reform, and citizen-driven change. Over the past ten years, the Lab has grown from an emerging civic initiative into a trusted partner of public institutions, reform champions, and youth leaders across the region. This anniversary was not only a moment of reflection, but a reaffirmation of our long-term commitment to strengthening democratic governance in Pakistan and South Asia.

Operating in a context shaped by democratic fragility, widening social polarization, and rapid technological disruption, our work remained firmly anchored in a people-centered theory of change. We continue to believe that sustainable reform is achieved when citizens, civil servants, and grassroots actors are positioned not as beneficiaries, but as co-creators of accountability. In 2025, this approach translated into measurable gains in transparency, institutional responsiveness, and service delivery across key public sector institutions.

Our programming deepened its focus on embedding reform within systems rather than operating at the margins. By strengthening long-term institutional partnerships, we supported the integration of ethical leadership frameworks, accountability tools, and evidence-based decision-making processes into formal governance structures. From mentoring young peacebuilders to equipping civil servants with practical tools for ethical leadership and policy development, we saw how trust, innovation, and empathy can shift institutional culture and unlock reform from within.

At the regional level, our [Digital Democracy](#) portfolio expanded significantly across South Asia. Working with more than

one hundred collaborators, we addressed structural barriers that limit meaningful civic participation in digital spaces, particularly for marginalized communities. Through research, convenings, and ecosystem-building efforts, we helped shape safer and more inclusive digital civic environments, ensuring that as governance becomes increasingly digitized, equity and rights remain central.

Our flagship [Integrity Icon](#) campaign continued to demonstrate the power of positive deviance in public service. In 2025, we surpassed the milestone of recognizing more than fifty public officials whose integrity and service have become symbols of ethical leadership nationwide. This year's focus highlighted champions advancing climate governance, from reforestation initiatives to AI-enabled conservation efforts, while a parallel youth campaign reframed integrity as a lived, everyday practice for the next generation of leaders.

Evidence generation and strategic communication remained central to our impact. We produced 24 Country Analysis Reports examining Pakistan's evolving socio-political dynamics and published [12 policy briefs](#) addressing pressing governance challenges, including national debt management, water governance reform, and responsible AI adoption in the public sector. Complementing these outputs, our podcast series on democratic resilience and social cohesion reached more than two million people across digital platforms, expanding informed public discourse and strengthening civic literacy.

Across all portfolios, we prioritized sustainability over symbolism. Rather than one-off engagements, we invested in knowledge products, long-term leadership development

ecosystems, and institutional capacity that will endure beyond project cycles. We advanced AI-informed governance strategies, strengthened reform networks, and ensured that evidence generated through our research directly informed dialogue and decision-making spaces.

The most important lesson of 2025 was that sustainable accountability requires courageous listening. Listening to youth demanding opportunity. Listening to underserved communities navigating systemic exclusion. Listening to reform-minded bureaucrats working within constraints. And listening to the difficult truths embedded in our governance systems. By grounding our strategy in adaptive learning, we strengthened trust, relationship by relationship, and reinforced the foundations for long-term change.

As we look ahead to 2026, we do so with renewed clarity and resolve. The path forward will require collaboration across sectors, innovation in the face of complexity, and continued investment in ethical leadership. With the sustained support of our partners and communities, Accountability Lab Pakistan will continue to reimagine accountability not as an abstract principle, but as a lived practice shaping a more just, inclusive, and resilient future.

**Fayyaz Yaseen**  
**Executive Director, Accountability Lab Pakistan**

# Vision, Mission and Values

## VISION

To shape a Pakistan where integrity is institutionalized, governance is people-centered and public institutions are responsive, transparent, accountable, and driven by evidence, civic innovation and ethical leadership.

## MISSION

- Produce high-quality applied research and policy analysis that informs governance reforms.
- Build ethical leadership ecosystems through youth engagement, innovation labs and integrity campaigns.
- Strengthen institutional capacity through partnerships, training and reform-oriented interventions.
- Promote digital democracy, civic resilience and inclusive participation in public decision-making.
- Serve as a regional knowledge hub, contributing to global discourse on governance, integrity and civic space.

## VALUES

Our work culture is grounded in mutual accountability, transparency, learning, integrity and respect.

### Accountability

We take shared responsibility for outcomes, communicate openly and clearly and address challenges together.

### Transparency

Transparency ensures that decisions, expectations and changes are well understood, reducing confusion and duplication.

### Learning

We see our work as a continuous learning process, where reflection, questions and shared insights help us grow and adapt.

### Integrity

Integrity guides us to act honestly, admit mistakes early, and honor our commitments even when it is difficult.

### Respect

Respect underpins everything we do by valuing diverse perspectives, creating psychological safety, and ensuring everyone is heard regardless of role or seniority.

Practiced consistently, these values build trust, strengthen collaboration, and create a more confident, inclusive, and effective team.

# The Impact We Created

WHERE POLICY  
MEETS PEOPLE

## Integrity Icon Pakistan: Celebrating Integrity in Public Service

This year, six Integrity Icon winners were recognized, reflecting the breadth of climate action emerging across the public sector. These include:

CLICK TO PLAY



**Dr. Muqarrab Ali** advanced climate-resilient agriculture by planting one million trees, establishing seven Miyawaki forests and implementing carbon offset initiatives that reduced emissions by 40 percent, benefiting over 10,000 farmers.



**Bushra Hassan** led Pakistan's first AI-enabled forest conservation initiative, cutting deforestation by 20 percent, restoring 500,000 mangroves across 1,200 hectares and protecting more than 10,000 coastal residents.



**Lachman Maheshwari** delivered a high-survival plantation initiative in Sindh, establishing over 50,000 trees with a 90 percent survival rate through sustained administrative oversight.

CLICK TO PLAY



**Fouzia Gul Memon** integrated climate resilience and environmental stewardship at the school and community level by leading tree plantation initiatives and flood response efforts, strengthening local preparedness and adaptive capacity in a flood-prone area.



**Muhammad Niaz Khan Kakar** advanced forest restoration in Balochistan by leading the plantation of over 10,000 trees and rehabilitating degraded ecosystems in climate-vulnerable areas.



**Dr. Habib Ullah Jan** strengthened environmental governance by enforcing hospital waste management across 200+ hospitals, integrating climate education in 10,000+ schools and deploying AI-based emissions control reducing black carbon by 30 percent.

**INSIDE INSTITUTIONS, DRIVING CHANGE**

**Reform Through Institutional Partnership**

Through the Integrity Innovation Lab, Accountability Lab Pakistan deepened institutional reform by embedding innovation directly within Pakistan’s core government training ecosystems. Rather than operating as an external advisory initiative, the Lab worked in close collaboration with the Secretariat Training Institute (STI), the Balochistan Civil Services Academy (BCSA), and the National Police Academy (NPA) to integrate reform-oriented thinking into the professional development of public officials.

The engagement moved beyond standalone workshops to support lasting institutional alignment. Design thinking methodologies, responsible Artificial Intelligence applications, and citizen-centered governance frameworks were incorporated into existing government training curricula, ensuring that innovation was not treated as an add-on, but as a core administrative competency. This approach strengthened the ability of civil servants to translate policy intent into responsive, evidence-based implementation.

Across these institutions, public officials participated in structured workshops, policy dialogues, and applied learning sessions that encouraged cross-departmental collaboration and problem-solving rooted in real governance challenges. The Lab’s engagement strengthened coordination across departments, built trust between reform actors and state institutions, and reinforced a culture of adaptive governance within training systems.

By embedding reform principles within STI, BCSA, and NPA, the Integrity Innovation Lab contributed to long-term systemic change by institutionalizing innovation, strengthening government ownership, and helping build a cadre of civil servants equipped to advance accountability, efficiency, and citizen-centered public service delivery.





### Conferences/Convenings

#### Building Digital Democracy Across South Asia

The DDI South Asia Launch Event formally introduced the Digital Democracy Initiative to the region and marked an important step toward strengthening civic engagement across South Asia. The event positioned digital innovation as a practical and scalable tool for advancing transparency, accountability, and citizen participation in governance.

Bringing together policymakers, youth leaders, technologists, and civil society actors, the convening created a dynamic platform for cross-sector dialogue, knowledge exchange, and partnership-building. It enabled meaningful engagement between stakeholders working at the intersection of governance and technology, fostering collaboration around shared democratic priorities.

A key milestone of the event was the announcement of the DDI South Asia Sub-Grants Program, designed to support youth-led and community-based digital initiatives across the region. This directly translated the program's commitment to supporting emerging leaders and strengthening grassroots digital innovation into practical action.

Overall, the launch created momentum for a more inclusive, participatory, and resilient digital democratic ecosystem in South Asia, turning shared vision into clear pathways for action, learning, and regional collaboration.





**Youth Voices, Public Leadership**

Under the Integrity Innovation Lab, Accountability Lab Pakistan convened two high-level youth-focused public dialogues at Rawalpindi Women University and PMAS Arid Agriculture University. These dialogues were designed as structured platforms to strengthen meaningful youth engagement in democratic governance and public policy processes.

Moving beyond symbolic participation, the initiative positioned young people as critical stakeholders in shaping accountable, transparent, and citizen-centered governance. By bringing university students into direct engagement with policymakers, civil servants, and practitioners from governance, service delivery, inclusion, and disaster management sectors, the Lab helped bridge the gap between academic learning and real-world institutional practice.

The dialogues responded to a persistent structural challenge: while many young people show strong interest in public affairs, their participation is often constrained by limited exposure to institutional processes, restricted access to decision-makers, and insufficient clarity on formal pathways for engagement.

Through candid, practice-oriented discussions, students gained insight into how governance systems operate in reality, shaped by procedures, accountability frameworks, bureaucratic constraints, and political economy dynamics. Rather than treating governance as abstract rhetoric, the sessions emphasized systems thinking, institutional literacy, and informed participation.

Participants critically explored inclusive governance, ac-

countability mechanisms, and decision-making pathways, strengthening their understanding of both opportunities and constraints within democratic systems.

Collectively, these dialogues built policy awareness, encouraged evidence-based civic engagement, and contributed to developing a generation of ethically grounded leaders equipped to engage constructively with state institutions.

Through sustained institutional collaboration and action-oriented dialogue, the Integrity Innovation Lab advanced a culture of integrity, participatory governance, and long-term civic responsibility that extends well beyond the dialogue space.

**Panel Discussions on Countering Violent Extremism under Farq Parhta Hai**

Under the Farq Parhta Hai initiative on Countering Violent Extremism (CVE), Accountability Lab Pakistan, with support from the European Union and in partnership with the United Nations Office on Drugs and Crime (UNODC) and the National Counter Terrorism Authority (NACTA), convened five high-impact panel discussions across leading universities in Pakistan.

Held at Abdul Wali Khan University Mardan, International Islamic University Islamabad, Mehran University of Engineering and Technology Khairpur, Rawalpindi Women University, and The University of Haripur, these discussions brought together policymakers, security practitioners, academics, and civil society leaders to examine the evolving dynamics of violent extremism, polarization, and social fragmentation.

The panels created structured spaces for informed public dialogue on the drivers of extremism, the role of state institutions in prevention, and the importance of inclusive governance and community resilience in countering divisive narratives.

Discussions emphasized evidence-based approaches, stronger inter-institutional coordination, and the need for citizen engagement in strengthening national peace frameworks. By facilitating cross-sector dialogue within university spaces, the initiative helped move CVE conversations beyond security-focused narratives and positioned prevention, social cohesion, and democratic participation as central pillars of sustainable peace.

Collectively, the five panel discussions strengthened public understanding of extremism-related challenges and reinforced the importance of collaborative, whole-of-society responses.





**Democracy as Everyday Practice**

Held in observance of International Democracy Day at Quaid-i-Azam University, this high-level panel discussion served as the intellectual anchor of the event, transforming the commemoration into a substantive platform for democratic reflection and reform. Rather than limiting the day to symbolic celebration, the seminar created a structured space for critical engagement on the state of democracy in South Asia.

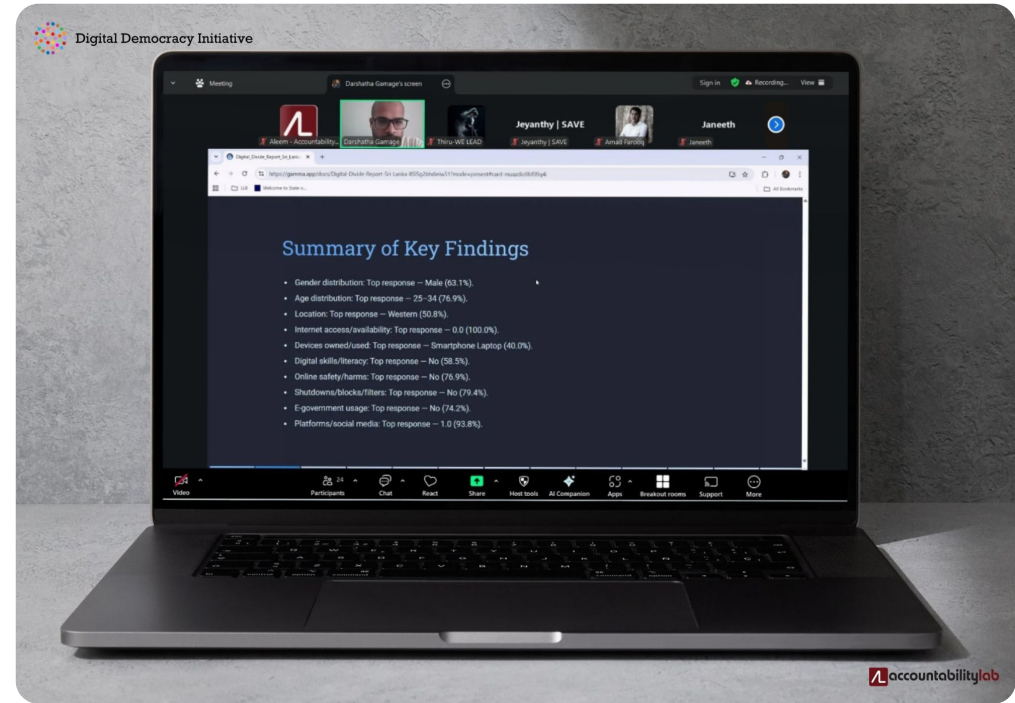
Bringing together election experts, governance practitioners, civic leaders, and academics, the discussion enabled more than 100 participants to examine systemic barriers to democratic participation, including tokenistic youth inclusion, the exclusion of women, rural–urban disparities, shrinking civic space, and institutional accountability gaps.

The dialogue reframed democracy as an everyday institutional practice rooted in transparency, inclusion, and the rule of law, rather than a process confined to elections.

Importantly, the seminar challenged prevailing narratives that portray youth as disengaged, identifying structural exclusion within political and governance systems as a central constraint. The interactive exchange strengthened participants’ policy literacy, deepened their understanding of pathways for institutional reform, and reinforced their role as active stakeholders in democratic renewal.

Overall, the International Democracy Day seminar elevated the quality of democratic discourse within the academic space, fostered intergenerational dialogue, and positioned the event as a catalyst for sustained engagement rather than a one-day observance.





## Skills/Capacity Building

### Strengthening Civil Society for Digital Resilience

Under the South Asia Democracy Solidarity Block (SADSB), Accountability Lab Pakistan convened an intensive virtual capacity-building series for civil society organizations from India, Nepal, Maldives, Pakistan, Sri Lanka, Bhutan, and Bangladesh to strengthen digital resilience and advocacy preparedness in increasingly high-risk online environments.

The engagement included a three-day virtual training on Digital Safety, Readiness, and Operational Resilience, followed by focused sessions on Safe Advocacy, Strategic

Communications, Response Planning, and Monitoring and Evaluation for digital advocacy initiatives. Together, these sessions provided a practical framework for navigating shrinking civic space and digital threats across the region.

Participants critically examined the intersection of digital democracy and organizational risk landscapes, identifying structural vulnerabilities, particularly those affecting women-led and grassroots organizations. The training emphasized practical safeguards, risk assessment methodologies, secure communication protocols, ethical storytelling standards, crisis preparedness mechanisms, and evidence-driven advocacy tracking.

As a result, participating organizations strengthened their readiness to anticipate, mitigate, and respond to digital risks while maintaining strategic clarity and public credibility. The program also deepened cross-border solidarity, reinforced safe and rights-based digital engagement practices, and equipped civil society actors with the operational tools needed to sustain effective advocacy in complex and contested digital environments.

Collectively, the initiative advanced a more secure, coordinated, and resilient civic ecosystem across South Asia, enabling organizations to protect both their mission and their impact in the digital sphere.

**Students Building Safer Communities**

As part of the Farq Parhta Hai initiative on Countering Violent Extremism (CVE), Accountability Lab Pakistan implemented structured, impact-oriented training workshops across five universities: Abdul Wali Khan University Mardan, International Islamic University Islamabad, Mehran University of Engineering and Technology Khairpur, Rawalpindi Women University, and The University of Haripur.

The trainings were designed to move beyond awareness and build the practical competencies needed to address violent extremism at the community level. Through carefully structured sessions, participants explored the social drivers of extremism, patterns of polarization, and the ways divisive narratives spread both offline and in digital spaces.

The curriculum emphasized critical thinking, dialogue facilitation, counter-narrative development, and community-based engagement strategies within the broader CVE framework. Around 200 students participated in these structured interventions, creating a significant youth footprint across diverse geographic regions.

The workshops strengthened participants' understanding of extremism as a governance, social cohesion, and institutional challenge rather than solely a security issue.

Importantly, the trainings also cultivated leadership, ownership, and confidence among young people to act as responsible civic actors within their communities. By combining contextual learning with practical tools, the initiative contributed to building long-term resilience against extremist messaging and reinforced constructive, democratic engagement as a viable alternative to polarization.



## Evidence That Drives Reform: Research, policy briefs, and ideas shaping public discourse.

### Country Analysis Report (CAR)

The Country Analysis Reports (CARs) produced by Accountability Lab Pakistan are periodic analytical publications that examine Pakistan’s social, political, economic, and governance landscape. These reports assess key development indicators and policy impacts across sectors such as security, governance, the rule of law, human rights (including the rights of minorities, women, and children), and broader socio-economic conditions. They contextualize current events and trends to inform readers about emerging challenges and opportunities facing the country.

The primary objectives of CARs are to:

- Provide a comprehensive snapshot of Pakistan’s evolving political, economic, and social environment;
- Analyze the impact of government and institutional actions on development outcomes;
- Highlight policy gaps, challenges, and progress across multiple sectors; and
- Promote citizen awareness and evidence-based understanding of national issues to support informed decision-making by policymakers, researchers, civil society actors, and the general public.

These reports serve as valuable reference resources for stakeholders engaged in governance reform, accountability advocacy, and development analysis within and outside Pakistan.

### Policy Briefs

Policy briefs remain a cornerstone of Accountability Lab Pakistan’s knowledge architecture. Developed as structured and evidence-driven contributions to public discourse, these

briefs aim to inform policy reform around issues of national importance and public welfare. They are disseminated through ALP’s digital platforms and subscriber networks and shared directly with public institutions, policymakers and academic partners to strengthen evidence-based dialogue and advance systemic reform.

In 2025, the policy brief series provided a comprehensive examination of Pakistan’s governance, democratic and institutional landscape at a time of accelerated technological, economic and social transition. Several briefs focused on strengthening democratic institutions and governance systems, including analyses of systemic governance failures, reform of Senate elections, constitutional literacy, consumer protection frameworks and the implications of the 27th Constitutional Amendment. Complementing this work, a set of briefs explored rule of law and rights-based governance through assessments of institutional compliance with human rights standards, the dynamics of disinformation ecosystems and the evolving role of digital media in community policing. Collectively, these analyses underscored persistent accountability gaps, limited institutional adaptability and the pressing need to enhance civic awareness to rebuild public trust in state institutions.

Economic resilience and public sector modernization emerged as a second major thematic pillar. The series included in-depth analysis of Pakistan’s debt crisis, critical reflections on the Economic Survey 2024–25 and forward-looking recommendations on the responsible integration of artificial intelligence within the public sector to improve transparency and administrative efficiency. Environmental governance was also prioritized, with briefs addressing cli-

mate justice financing gaps and longstanding water governance challenges.

Taken together, the 2025 policy briefs present an integrated assessment of Pakistan’s policy ecosystem. They reinforce a central finding that sustainable reform cannot occur in silos and that meaningful progress requires coordinated action across governance, economic management, technological transformation and climate resilience.

Below is the complete list of policy briefs published during the year along with their respective links.

- [Consumer Protection in Pakistan](#)
- [Water Governance Challenges in Pakistan](#)
- [Climate Justice on Hold: The Missing Millions in Pakistan’s Climate Fight](#)
- [Pakistan’s Debt Crisis: Understanding the Challenges, Consequences, and Pathways to Reform](#)
- [Digital Media Policy for Inclusive, Evidence-Based, and Robust Community Policing in Pakistan](#)
- [Between Hope and Turmoil: An Analysis of Economic Survey of Pakistan 2024-25](#)
- [The Case for Constitutional Literacy in Strengthening Democratic Participation in Pakistan](#)
- [Disinformation in Pakistan](#)
- [The Need to Reform Senate Elections in Pakistan](#)
- [The Compliance Curve](#)
- [Systemic Governance Failures and Policy Paradoxes](#)
- [Advocating AI in Pakistan’s Public Sector](#)

**Blogs**

Accountability Lab Pakistan published a total of 21 blogs addressing critical themes across democracy, governance, climate change, women’s health and Artificial Intelligence (AI). These blogs functioned as accessible yet evidence-driven knowledge outputs designed to inform public debate and expand civic awareness on emerging policy challenges.

The democracy-focused pieces examined electoral integrity, digital freedom, civic participation, institutional accountability and evolving democratic norms in Pakistan and the wider region. Blogs on governance analyzed public sector performance, transparency mechanisms, citizen oversight tools, and reform pathways aimed at strengthening state responsiveness and institutional trust. Climate-focused articles addressed environmental governance gaps, climate justice financing and the socio-economic impacts of climate change, highlighting the urgency of integrating sustainability into national policy frameworks. Contributions on women’s health unpacked systemic inequities in healthcare access, reproductive rights, and gender-responsive policy design.

Importantly, several blogs explored the growing role of Artificial Intelligence in governance and public life examining both its transformative potential and associated risks. These analyses discussed responsible AI adoption in the public sector, ethical considerations, transparency safeguards, and the implications of emerging technologies for democratic accountability and citizen rights. Collectively, the 21 blogs strengthened evidence-based discourse, translated complex policy issues into accessible analysis and reinforced Accountability Lab Pakistan’s role as a thought leader advancing accountability, inclusion, technological responsibility, and informed civic engagement.

On the right is the complete list of blogs published during the year along with their respective links.



[From Green to Grey: Reimagining Governance](#)

- [Insights into Wildfire Management: Pakistan’s Challenges and Strategies](#)
- [A Crisis of Conscience](#)
- [Beyond the Ballot: Reclaiming Democracy through Participation](#)
- [Farq Parhta Hai: Youth Making a Difference](#)
- [She did everything right!](#)
- [Floods, Heatwaves, and Hope: Reimagining Agriculture in a Warming Pakistan](#)
- [From Policy to People: Rethinking Governance with Design Thinking](#)
- [From Reports to Reality: Why Pakistan Ranks Last in Global Gender Gap Index](#)
- [Transparency Through Open Data: Key to Reforming Governance in Pakistan](#)
- [Planting for Survival: Pakistan’s Path Out of the Heat](#)
- [The FY 2025–26 Budget and Its Impact on Pakistan’s IT & ITeS Sector](#)
- [Data-Driven Cities: Lessons from World for Pakistan](#)
- [Selling Misinformation](#)
- [The Backyard Solution to Food Insecurity](#)
- [Groundwater Recharge: Reviving the Hidden Lifeline](#)
- [Sports as a Tool for Preventing Violent Extremism in Pakistan](#)
- [Women Leading Change: Strengthening Community Resilience in Haripur](#)
- [Constitution for All: Rethinking Gender Inclusive Governance in Pakistan](#)
- [Rethinking Reforms Process in Balochistan: Innovation and Leadership at BCSA](#)
- [Covid-19: The way forward for resilience in the Pakistani CSOs](#)

## OTHER PROGRAM HIGHLIGHTS

### Farq Parhta Hai: Equipping Students to Lead Inclusion, Resilience, and Change.

#### Program's Summary:

The Farq Parhta Hai, meaning “it makes a difference,” was a youth-focused peacebuilding initiative implemented by Accountability Lab Pakistan with support from the European Union, in partnership with UNODC and NACTA. The project worked with university students across five public universities in Pakistan to strengthen resilience against violent extremism, promote social cohesion, and amplify youth voices for peace. Implemented over a period of 6-months, the project combined on campus engagement with digital platforms to create safe and inclusive spaces where young people could learn, reflect, and take action. Through orientation workshops, panel discussions, hands-on training workshops, student-led initiatives, podcasts, and media engagement, Farq Parhta Hai supported students to move beyond discussion and actively contribute to peacebuilding within their universities and communities.

#### Objectives:

The project was guided by three core objectives:

1. To promote creative and youth-friendly approaches to prevent violent extremism through dialogue, storytelling, and media engagement.
2. To build the capacity of university students to act as peacebuilders by equipping them with practical skills in conflict resolution, leadership, and community engagement.
3. To promote social cohesion and inclusion by ensuring strong participation of women and students from diverse social and regional backgrounds.



#### How Did We Make an Impact and What Did We Learn?

Impact was created by placing young people at the center of the project. Students were not treated as passive participants but as leaders and change makers.

The project followed a gradual process, moving from awareness to skills building and finally to action through youth-led initiatives that were designed and implemented by the students themselves.

We learned that when young people are trusted with respon-

sibility and supported through mentorship, they respond with creativity, ownership, and commitment.

The combination of physical spaces on campus and digital platforms helped sustain engagement and enabled youth voices to reach beyond universities.

We also learned the importance of adapting language and formats to local contexts, particularly when working on sensitive themes related to peace and extremism.

**Key Learnings:**

1. Youth engagement was strongest when students were given real ownership and trusted to lead, rather than being assigned symbolic roles. This sense of responsibility encouraged deeper commitment, creativity, and sustained involvement.
2. Participation increased when spaces were designed to be safe, respectful, and inclusive. Women in particular showed greater confidence and leadership when discussions were framed around peace, inclusion, and shared values that resonated with local contexts
3. Digital platforms helped extend the project’s reach, but meaningful participation required guidance and flexibility. Adapting plans around academic calendars and regional realities was essential to ensure equitable access and continued engagement.

**What Makes the Work Sustainable?**

Sustainability was built by investing in people rather than one time events. The project created a network of trained youth leaders who continue to stay connected through alumni groups and informal campus networks. Students designed and implemented their own projects on real local issues, with guidance and mentoring from the project team, which strengthened ownership and long-term impact.

The digital content produced through podcasts, articles, and videos remains accessible [online](#) and continues to reach new audiences, helping sustain conversations on peace and inclusion beyond the project period.

**In Terms of Outcomes, What Are We Most Proud Of?**

We are [most proud of the strong leadership shown by young women](#), who made up the majority of participants and led several student initiatives. The project successfully supported students in moving from learning to action, resulting in ten youth-led projects that addressed real issues on campuses through creative and inclusive approaches.

**By The Numbers (Main Data Points)**

The following figures provide a snapshot of the scale and reach of the Farq Parhta Hai initiative, highlighting key activities, participation, and digital engagement achieved during the project period.

Sr. No.	Indicator	Figures
1	Orientation workshops conducted	5
2	Panel discussions held	5
3	Two day training workshops conducted	5
4	Total in-person participants	879
5	Female participants	555
6	Male participants	324
7	Youth led initiatives implemented	10
8	Participants in youth led initiatives	362
9	Podcast episodes produced	10
10	Virtual media competition	14
11	Virtual reflection sessions	3
12	Media coverage	18 newspapers
13	Total digital reach	Over 975,000 people

## Integrity Innovation Lab: Reimagining Public Service

### Program's Summary

Effective governance depends on leaders who combine accountability, innovation and a deep commitment to serving citizens. The Integrity Innovation Lab, launched in partnership with the National Endowment for Democracy (NED), continues to redefine governance within Pakistan's civil service by fostering ethical leadership, transparency, and citizen-first approaches. The Lab equips civil servants with adaptive, context-sensitive skills to challenge entrenched bureaucratic norms and co-create solutions with the communities they serve. Anchored in Design Thinking and Human-Centered Governance, the initiative promotes stakeholder engagement, systems thinking, and iterative problem-solving to address contemporary governance challenges.

### Objectives:

- Strengthen civil servants' capacity in ethical leadership, problem-solving, and systems thinking.
- Foster innovation and citizen-centric approaches within public institutions.
- Promote gender-inclusive participation and equitable engagement in governance reforms.
- Translate training insights into actionable knowledge products to support institutional learning.
- Explore emerging governance challenges, including the integration of AI in public service.

### Outcomes:

The Integrity Innovation Lab delivered a year of sustained, multi-level engagement aimed at strengthening governance capacity and institutional learning across Pakistan's public sector.

- A series of seven structured workshops enabled 225



public officials to strengthen competencies in ethical leadership, human-centered governance, and applied problem-solving, with participation drawn from diverse institutional contexts.

- The program produced a substantive portfolio of knowledge outputs, including analytical blogs, policy briefs, practitioner journals, handbooks and research articles, ensuring that learning outcomes were captured, documented and disseminated beyond training environments.
- Practitioner-led research was formalized through the publication of two journals, providing civil servants with an institutionalized platform to articulate policy insights derived from field experience and administrative practice.
- Public-facing engagement was expanded through dialogues that connected governance reform themes with youth audiences, facilitating informed discussion and civic awareness around public policy and accountability.
- Cross-sector expertise was systematically integrated into

program delivery, enhancing technical depth, policy relevance and methodological rigor.

- Early-career exposure to governance reform was supported through structured internships, contributing to the development of future policy and reform professionals.

### Impact:

- **Stronger Civil Service Leadership:** Officers demonstrated greater accountability, collaborative decision-making, and proactive problem-solving.
- **Institutional Integration:** STI, BCSA, and NPA aligned their training programs with the proposed curriculum, integrating design thinking methodologies and AI in governance components.
- **Knowledge Dissemination:** Publications and reflective products strengthened institutional memory and contributed to broader governance discourse.

**Key Learnings:**

- Continuous engagement and iterative learning are critical for sustaining behavioural change.
- Civil servants are receptive to innovation when provided with structured tools and real-world problem contexts.
- Institutional collaboration enhances training relevance and encourages adoption of new practices.
- Bureaucratic rigidity and resource constraints remain key barriers, requiring tailored interventions to enable reform.
- AI-focused discussions show growing interest among civil servants to leverage technology and artificial intelligence for more responsive governance.

**Key Outcomes We Are Most Proud Of**

Beyond measurable outputs, the Integrity Innovation Lab achieved several outcomes that reflect deeper institutional and cultural shifts within the public sector.

- **Embedding intellectual authorship within the civil service:** By enabling serving officers to publish journals, briefs, and articles, the Lab challenged the traditional separation between policy implementation and policy thought leadership.
- **Balancing scale with depth:** Training a large cohort of officials while preserving critical inquiry, reflective practice, and applied learning demonstrates the Lab’s capacity to scale meaningfully rather than mechanically.
- **Operationalizing reform concepts:** The transformation of abstract ideas such as integrity, accountability and innovation, into practical handbooks and policy tools allowed officers to translate reform ideals into day-to-day administrative action.
- **Cultivating reform ecosystems rather than isolated interventions:** The Lab intentionally connected public officials, experts, youth, and interns, fostering a networked approach to governance reform that extends beyond single institutions or events.

- **Normalizing innovation within bureaucratic settings:** Through repeated exposure to design thinking, systems analysis, and AI-informed governance discussions, the program helped reposition innovation as a legitimate and necessary function of public administration.

**Sustainability of the Initiative**

- Embedding the Lab’s curriculum within STI, BCSA, and NPA ensures long-term continuity and ownership.
- Senior officers mentor junior colleagues, reinforcing learning and fostering an adaptive governance culture.
- Design Thinking, Human-Centered Governance, and AI modules are flexible, enabling replication across departments and contexts.
- Engagement with civil servants, governance experts and civil society promotes peer learning, sustained innovation and accountability.

**By The Numbers**

- 7 capacity-building workshops delivered under the Integrity Innovation Lab initiative.
- 225 public officials trained, including:
  - 174 male officers
  - 51 female officers
- 20+ governance and policy experts engaged across training, publications, and dialogues.

**Knowledge & Thought Leadership**

- 3 analytical blogs:
- [From Policy to People: Rethinking Governance with Design Thinking](#)
  - [Rethinking Reforms Process in Balochistan: Innovation and Leadership at BCSA](#)
  - [Constitution for All: Rethinking Gender Inclusive Governance in Pakistan](#) published on governance reform and design thinking.

7 policy briefs addressing constitutional reform, energy, climate resilience, agriculture, education, and public sector innovation.

- [The Need to Reform Senate Elections in Pakistan](#)
- [27th Constitutional Amendment](#)
- [State and Society](#)
- [The Case for Constitutional Literacy in Strengthening Democratic Participation in Pakistan](#)
- [Systemic Governance Failures and Policy Paradoxes](#)
- [Disinformation in Pakistan](#)
- [Digital Media Policy for Inclusive, Evidence-Based, and Robust Community Policing in Pakistan](#)

1 practitioner-led journal published:

- [Balochistan Journal of Public Policy and Administration \(BJPPA\)](#)

2 operational handbooks; [Penalties and Code of Conduct](#) and the [Handbook of Guidelines and Instructions](#), developed for public officials.

3 research-based articles; [Primary Education under Article 25-A, privatization of national assets](#) and [sustainable housing prototypes](#) contributing to national policy discourse.

**Public Engagement & Youth Development**

- Two public dialogues conducted to promote governance awareness and reform debates.
- More than 300 young people engaged through dialogues and outreach activities.

**Integrity Icon: Trust, Leadership, Results**

Integrity Icon Pakistan is a national accountability initiative that identifies and elevates public servants whose professional conduct reflects integrity, ethical judgment, and sustained public value. Rather than relying solely on exposure and sanction as accountability tools, the initiative advances a complementary approach that centers recognition, credibility, and institutional role modeling within the civil service.

By legitimizing integrity as a professional norm, Integrity Icon Pakistan helps rebuild public trust in state institutions and challenges entrenched narratives about public service in Pakistan. Since its inception, Integrity Icon Pakistan has recognized 51 public officials nationwide, reinforcing the evidence that integrity-led leadership exists within the system and can shape institutional culture when made visible and credible.

This edition of Integrity Icon Pakistan focused on public officials whose work has delivered tangible outcomes in climate change effects mitigation, environmental protection, and building climate resilience. This thematic focus reflects the centrality of climate governance to Pakistan’s development and risk landscape and the critical role of ethical, competent public leadership in converting policy intent into results. This year, six Integrity Icon winners were recognized, reflecting the breadth of climate action emerging across the public sector. These include:

- [Dr. Muqarrab Ali](#) advanced climate-resilient agriculture by planting one million trees, establishing seven Miyawaki forests and implementing carbon offset initiatives that reduced emissions by 40 percent, benefiting over 10,000 farmers.
- [Bushra Hassan](#) led Pakistan’s first AI-enabled forest conservation initiative, cutting deforestation by 20 per-



**Dr. Muqarrab Ali**



**Bushra Hassan**



**Lachman Maheshwari**



**Fouzia Gul Memon**



**Muhammad Niaz Khan Kakar**



**Dr. Habib Ullah Jan**

- cent, restoring 500,000 mangroves across 1,200 hectares and protecting more than 10,000 coastal residents.
- [Lachman Maheshwari](#) delivered a high-survival plantation initiative in Sindh, establishing over 50,000 trees with a 90 percent survival rate through sustained administrative oversight.
- [Fouzia Gul Memon](#) integrated climate resilience and environmental stewardship at the school and community level by leading tree plantation initiatives and flood response efforts, strengthening local preparedness and adaptive capacity in a flood-prone area.
- [Muhammad Niaz Khan Kakar](#) advanced forest restoration in Balochistan by leading the plantation of over 10,000 trees and rehabilitating degraded ecosystems in climate-vulnerable areas.

- [Dr. Habib Ullah Jan](#) strengthened environmental governance by enforcing hospital waste management across 200+ hospitals, integrating climate education in 10,000+ schools and deploying AI-based emissions control reducing black carbon by 30 percent.

This year, Accountability Lab Pakistan expanded the Integrity Icon platform through the Integrity Icon Youth Campaign, a national initiative designed to position integrity as a practical and lived value. The campaign invited young people from across Pakistan to articulate their perspectives on ethical leadership, governance, and public responsibility through short-form video submissions.

## Digital Democracy Initiative: Expanding Civic Voice

### Program's Summary:

The Digital Democracy Initiative (DDI) South Asia strengthens inclusive democratic participation by enabling citizens, particularly youth, women, and marginalized communities, to engage meaningfully in digital civic spaces. Implemented across South Asia, the program focuses on expanding digital access, building civic and digital capacities, and supporting grassroots actors to use technology safely and constructively to express civic voice, document local issues, and engage institutions.

Through sub-grants, capacity strengthening, peer learning, and regional collaboration, DDI South Asia supports locally rooted, context-sensitive approaches to digital democracy. The initiative prioritizes innovative, accessible and scalable solutions and emphasizes constructive citizen-state engagement, ensuring that digital tools enhance participation, accountability, and trust while remaining responsive to civic space realities in the region.

### Objectives:

- To strengthen digital civic participation by enabling citizens, particularly youth and marginalized communities, to safely access, use, and shape digital spaces for democratic engagement.
- To build the capacity of grassroots civil society actors to design and implement context-responsive initiatives that amplify civic voice and collective action.
- To foster constructive citizen–state engagement by



supporting feedback loops, dialogue platforms, and evidence-based communication between communities and public institutions.

- To contribute to a resilient digital democracy ecosystem in South Asia through learning, collaboration, and the promotion of inclusive, innovative, and scalable civic innovations.

### How Did We Make an Impact and What Did We Learn?

As the project entered its second quarter, the program focused on laying strong analytical and ecosystem foundations for inclusive digital civic participation. This phase was critical in deepening contextual understanding and ensuring that subsequent interventions are evidence-based, locally grounded, and strategically targeted.

The initiative undertook a comprehensive mapping of key digital democracy stakeholders across participating countries, identifying grassroots actors, enablers, networks, and institutional counterparts operating at the intersection of digital access, civic engagement, and governance. In parallel, digital divide assessment studies examined disparities in access, literacy, affordability, and digital safety, particularly among youth, women, and marginalized communities. These insights strengthened our understanding of institutional readiness, risk exposure, and systemic barriers to participation. The insights also directly informed program design, outreach strategies and structure of the financial and non-financial support mechanisms, helping the program refine its approach to reflect country variation in digital readiness, regulatory and civic space environments.

Open calls for the subgrant applications, orientation sessions, and engagement webinars further revealed strong regional demand for support, while simultaneously exposing capacity gaps in digital security, compliance systems, strategic communication, and coalition-building. This diagnostic clarity is shaping a more targeted grantee selection process and tailored capacity-building pathways.

A key learning from this phase is that digital democracy programming cannot be technology-driven alone; it must be anchored in local digital realities. Access, skills, safety risks, regulatory pressures, and social norms vary widely across the region. As a result, the program is prioritising safety-first, context-responsive interventions that combine digital skills strengthening with constructive, dialogue-oriented citizen-state engagement. These early insights have positioned the program to transition into deeper implementation with context-relevant, equity, and long-term sustainability in subsequent quarters.

#### Key Learnings:

- Digital access and readiness vary significantly across communities. Stakeholder mapping and digital divide assessments confirmed that effective digital democracy work must be grounded in local realities of access, literacy, language, and safety, rather than assuming uniform digital capability.
- Less complex, context-responsive solutions are often the most effective. Tools such as mobile messaging, basic digital storytelling, and facilitated online platforms proved more feasible and inclusive than complex civic-tech platforms in constrained environments.
- Capacity strengthening is as critical as funding. Many grassroots organizations require hands-on support to translate civic ambitions into realistic, digitally enabled

interventions, underscoring the value of application clinics, iterative feedback, and peer learning.

- Constructive citizen-state engagement builds legitimacy and reduces risk. Early program experience showed that dialogue-based, evidence-informed approaches are more sustainable and appropriate than confrontational advocacy in sensitive civic spaces.
- Safety and safeguarding must be embedded from the outset. Digital participation carries risks, integrating digital safety, consent, and safeguarding considerations early strengthens trust and participation.

#### What Makes the Work Sustainable?

The DDI South Asia is designed for sustainability by prioritizing local ownership, institutional strengthening, and low-cost scalable approaches. By working through grassroots civil society organizations and community-based actors, the initiative embeds digital competencies, governance systems, and safety practices within institutions rather than concentrating knowledge at the project level. The program emphasizes practical, accessible digital tools, peer learning networks, and reusable resources, such as toolkits, digital safety guides, learning modules, and civic documentation, that can be adapted and reused by civil society organizations over time. Stakeholder mapping and digital divide assessments further ensure that interventions are grounded in long-term local realities, including affordability gaps, literacy constraints, and digital risk environments rather than short-term technological solutions.

To institutionalize knowledge beyond the project cycle, DDI South Asia has established a dedicated knowledge and learning platform ([www.ddisouthasia.org](http://www.ddisouthasia.org)), which archives research, tools, learning materials, and regional insights generated under the initiative. This platform functions as an

open-access regional repository, enabling grantees, partners, and future collaborators to continue accessing, adapting, and building upon the program's knowledge assets well beyond the project period. Sustainability is further reinforced through constructive engagement with local stakeholders, fostering dialogue channels and collaborative pathways that can continue independently of project funding. Finally, the initiative's strong emphasis on documentation, reflection, and peer learning ensures that lessons generated in one country inform broader regional practice, contributing to a durable and interconnected digital democracy ecosystem across South Asia.

#### In Terms of Outcomes, What Are We Most Proud Of?

In the early stages of the DDI South Asia, we are most proud of establishing a strong, evidence-informed foundation for inclusive digital civic engagement across the region. Through stakeholder mapping and digital divide assessments, the program has generated critical insights that are already shaping more responsive, context-aware interventions. We are also proud of the diversity and quality of grassroots engagement the initiative has catalyzed. The program has attracted and supported civil society actors working with youth, women, indigenous peoples, and marginalized communities, many of whom are operating in digitally and politically constrained environments. Early capacity-strengthening efforts have enabled these actors to refine their approaches toward safe, feasible, and dialogue-oriented digital participation. Finally, the program has set clear standards for responsible digital democracy practice, emphasizing inclusion, safety, and constructive citizen-state engagement, which are now guiding implementation as DDI South Asia moves into deeper delivery phases.

**Intended outcomes:**

- The Digital Democracy Initiative (DDI) South Asia is designed to contribute to stronger, more inclusive democratic participation in digital spaces across the region. The program intends to enable citizens, particularly youth, women, and marginalized communities, to safely access, use, and shape digital platforms for civic engagement and collective voice.
- At the institutional and ecosystem level, the initiative aims to strengthen the capacity of grassroots civil society organizations to design and implement context-responsive digital democracy interventions, integrating digital tools, safeguarding practices, and constructive citizen-state engagement into their work.
- DDI South Asia also seeks to foster meaningful citizen-state interaction by supporting dialogue platforms, feedback mechanisms, and evidence-based communication between communities and public institutions. Through stakeholder mapping, learning, and regional collaboration, the program intends to contribute to a resilient digital democracy ecosystem that promotes accountability, trust, and inclusive participation over the long term.

**By The Numbers**

As DDI South Asia moves from ecosystem design to full implementation, the figures below reflect the initial phase of engagement and outreach. With foundational research, stakeholder mapping, and systems development now completed, the program is entering an expansion phase that will significantly scale dialogues, townhalls, and regional learning engagements across participating countries in the months ahead.

**What topics were surveys conducted on?**

As part of the program’s evidence-driven approach, DDI South Asia conducted a regional survey to better understand the structural conditions shaping digital civic participation



across the region. The themes were informed by multi-stakeholder consultations held during the regional co-design convening in Nepal, where civil society actors, media professionals, and digital practitioners identified key leverage points for strengthening inclusive digital democracy. The survey therefore explored interlinked dimensions that directly influence the program’s objectives of expanding safe, inclusive, and accountable digital engagement:

- Digital access and connectivity
- Digital literacy and skills
- Online safety and risk awareness
- Civic participation and trust in digital spaces
- Barriers to citizen–state engagement

**Workshops**

To ensure that financial support to the civil society organiza-

tions translates into meaningful democratic outcomes, DDI South Asia paired its grant-making process with a structured capacity strengthening component (SADSB). The themes of training workshops were informed by findings from the regional capacity needs assessment, which revealed gaps in institutional governance, digital security, compliance processes, and the ability to translate civic goals into feasible digital interventions.

In response, the program delivered:

- Orientation and capacity-building sessions for applicant CSOs
- Proposal development, use of online grant application portal, and digital democracy design clinics
- Introductory sessions on safe, inclusive, and less complex digital civic engagement

### Open Society Foundation

With the support of the Open Society Foundation and in collaboration with the Green Media Initiative, Accountability Lab Pakistan is leading a [strategic intervention](#) to close the disconnect between lived climate realities and national policy discourse. Grounded in the understanding that climate change is not only an environmental emergency but also a governance and accountability challenge with deeply unequal consequences, the initiative centers voices from climate-vulnerable districts that are often excluded from formal decision-making spaces.

The project advances climate journalism by strengthening the technical and analytical capacities of district-level women reporters in digital storytelling and evidence-based reporting. It enables them to translate localized climate impacts into compelling narratives that resonate with both affected communities and policymakers. Through structured capacity-building workshops, field reporting assignments, multi-stakeholder dialogues and fellowship opportunities, the initiative equips journalists with the skills, networks and visibility required to influence public discourse and elevate citizen-centered climate reporting.

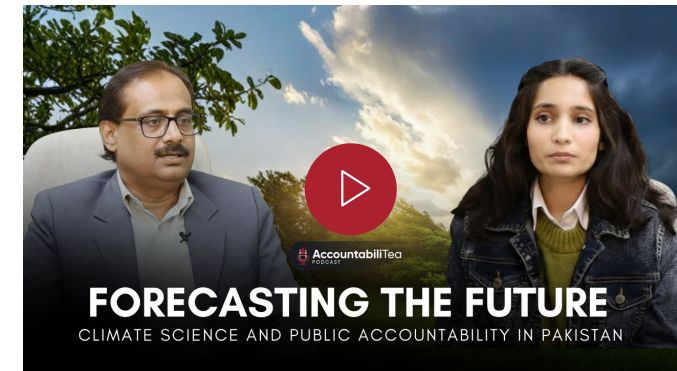
By facilitating direct engagement with communities confronting intensifying risks such as water scarcity and

recurrent flooding, the program promotes grounded and accountable storytelling that connects policy debates to lived experience. Complementing this work, Accountability Lab Pakistan produced three climate-focused podcast episodes featuring government officials, climate activists and educationists, broadening dialogue on institutional responsibility and climate resilience.

A flagship component of the initiative is the Frames of Change campaign, which supports women climate journalists in producing short documentary films that spotlight underreported and localized climate challenges. Through targeted micro-reporting grants and structured editorial mentorship, the campaign provides the financial support and professional guidance necessary to document the effects of climate change on land, livelihoods, health and governance systems.

Collectively, these efforts strengthen inclusive governance and advance transparent and evidence-driven climate policy conversations. By ensuring that grassroots experiences shape institutional responses, the initiative contributes to more equitable and durable climate resilience strategies in Pakistan.

### CLICK TO PLAY PODCASTS



## Democracy Beyond a Single Day

### Program Summary

In 2025, Accountability Lab implemented a South Asia-wide democratic engagement program under the umbrella of International Democracy Day (IDD), with support from the Global Democracy Coalition (GDC). Rather than centering on a single convening, the program unfolded as a multi-phase regional intervention combining research, dialogue, innovation, and collective action.

The initiative integrated pre-event diagnostics, country-level consultations, civic innovation labs, and large-format regional convenings to examine democratic trust, digital freedoms, and youth civic participation across South Asia. At its core was the Digital Pulse Survey, which captured the perspectives of over 500 stakeholders across Pakistan, Nepal, Bangladesh, Sri Lanka, and India, grounding the program in citizen-generated evidence.

Across its lifecycle, the program elevated youth and marginalized voices, facilitated cross-border learning, showcased democratic innovations, and culminated in shared outputs including the South Asia Democracy Charter 2025 and the launch of a regional Community of Practice. Collectively, these efforts positioned the program not as a moment, but as a platform for sustained democratic renewal in South Asia.

### Objectives:

At a programmatic level, the IDEAS 2025 South Asia initiative pursued the following objectives:

- It generated and applied regional data on institutional trust, digital rights, and civic participation to inform democratic dialogue and action.



- It identified, elevated, and connected youth-driven solutions addressing democratic deficits, particularly through digital and participatory tools.
- It created structured spaces for cross-country exchanges among youth, civil society, academics, and practitioners on shared democratic challenges.
- It translated the International Democracy Day from a symbolic milestone into a launchpad for ongoing collaboration, learning, and accountability.

### How Did We Make an Impact and What Did We Learn?

Rather than relying on one-off engagement, the program combined diagnostic research, small-group deliberations, and large-format convening, allowing insights to mature into collective priorities and commitments. The Digital Pulse

Survey revealed a consistent regional pattern: high democratic awareness paired with low institutional trust, particularly toward electoral bodies and parliaments, alongside comparatively stronger confidence in civil society. This insight shaped dialogues and reinforced the need to rethink how institutions engage youth.

Through focus groups and innovation showcases, participants moved from problem articulation to solution design. The endorsement of a Regional Democracy Charter and the formation of a Community of Practice reflected a shift from discussion to shared ownership of democratic renewal. The program reinforced that democracy programming is most impactful when it is cumulative, participatory, and anchored in lived experience rather than abstract norms.



**Key Learnings**

- Democratic disillusionment among youth is driven by exclusion, not apathy.
- Digital repression significantly suppresses participation, even where awareness of rights is high.
- Small-group dialogues are essential for surfacing nuanced perspectives that large forums alone cannot capture.
- Regional learning strengthens local action by validating shared challenges and transferable solutions.
- Commitments require structure; charters and communities of practice help convert dialogue into continuity.

**What Makes the Work Sustainable?**

- The sustainability of the program lies in its architecture:
- A regional evidence base (Pulse Survey) that continues to inform programming and advocacy.
  - The South Asia Democracy Charter 2025, serving as a living framework rather than a static declaration.
  - A Community of Practice that institutionalizes peer learning, collaboration, and follow-up.
  - Strong partnerships with universities, youth networks, and civic innovators that embed democratic engagement within existing ecosystems.
  - Modular program design that can be replicated, scaled, or adapted across contexts and future cycles.

**In Terms of Outcomes, What Are We Most Proud Of?**

- Building a coherent regional democratic narrative grounded in youth experience and data.
- Shifting youth engagement from participation to agenda-setting and authorship.
- Demonstrating the practical value of civic-tech and participatory design in democratic renewal.
- Achieving gender-balanced participation and centering inclusion as a democratic practice.
- Establishing durable mechanisms that outlast International Democracy Day itself.



### Team Building and Capacity Development Retreat

Our team spent a productive and enjoyable day in Donga Gali, engaging in a series of capacity-building activities designed to enhance collaboration, communication, and professional growth. The experience offered a valuable opportunity for learning while fostering a positive and supportive environment, reflecting the culture of teamwork and mutual respect that we continually strive to nurture.

Through structured exercises and interactive sessions, team members were able to strengthen their teambuilding skills, share insights, and contribute collectively to our shared objectives.

Beyond the professional development aspect, the trip also provided moments of relaxation and informal interaction,

including a scenic walk along the Pipeline Track in Nathia Gali. These shared experiences encouraged bonding, laughter, and camaraderie, reinforcing our sense of unity as a team. The day successfully balanced growth and enjoyment, leaving the team recharged, more connected, and motivated to continue working together toward our common goals.

# Amplifying Accountability

## MEDIA & THOUGHT LEADERSHIP

### BLOGS

- [From Green to Grey: Reimagining Governance](#)
- [Insights into Wildfire Management: Pakistan's Challenges and Strategies](#)
- [A Crisis of Conscience](#)
- [Beyond the Ballot: Reclaiming Democracy through Participation](#)
- [Farq Parhta Hai: Youth Making a Difference](#)
- [She did everything right!](#)
- [Floods, Heatwaves, and Hope: Reimagining Agriculture in a Warming Pakistan](#)
- [From Policy to People: Rethinking Governance with Design Thinking](#)
- [From Reports to Reality: Why Pakistan Ranks Last in Global Gender Gap Index](#)
- [Transparency Through Open Data: Key to Reforming Governance in Pakistan](#)
- [Planting for Survival: Pakistan's Path Out of the Heat](#)
- [The FY 2025–26 Budget and Its Impact on Pakistan's IT & ITeS Sector](#)
- [Data-Driven Cities: Lessons from World for Pakistan](#)
- [Selling Misinformation](#)
- [The Backyard Solution to Food Insecurity](#)
- [Groundwater Recharge: Reviving the Hidden Lifeline](#)
- [Sports as a Tool for Preventing Violent Extremism in Pakistan](#)
- [Women Leading Change: Strengthening Community Resilience in Haripur](#)
- [Constitution for All: Rethinking Gender Inclusive Governance in Pakistan](#)
- [Rethinking Reforms Process in Balochistan: Innovation and Leadership at BCSA](#)
- [Covid-19: The way forward for resilience in the Pakistani CSOs](#)

### PODCASTS

Accountability Lab Pakistan positioned its [podcast series](#) as a high-impact communication platform to deepen public discourse across six thematic pillars; education, digital democracy, women's rights, inclusiveness, countering violent extremism and climate action. Designed as more than a media product, the series functioned as a structured dialogue space that convened thought leaders from policy, media, education, faith institutions and youth movements to critically examine the structural drivers of polarization, exclusion and democratic fragility.

Each episode advanced prevention-oriented narratives and elevated principles of inclusion, civic responsibility and ethical leadership. By interrogating systemic challenges while highlighting reform pathways, the series bridged expert insight and public understanding and translated complex governance issues into accessible conversations grounded in evidence. With a cumulative reach of over 2 million individuals across digital platforms, the podcasts significantly expanded access to credible and reform-oriented perspectives. It provided principled counter-narratives to misinformation and extremist discourse and strengthened the information ecosystem by promoting fact-based dialogue. Beyond its scale, the series contributed to measurable shifts in civic awareness and engagement. It amplified diverse voices, reinforced social cohesion and underscored informed dialogue as a foundational pillar of democratic resilience in Pakistan.

Below is the list of podcasts produced in the last one year.

1. [Building Peace from Within: Women, Youth, and the Frontlines of Resilience](#) ft. [Mossarat Qadeem](#)
2. [Preaching Peace: Faith Leaders on the Frontlines of Extremism](#)
3. [The Power of Digital Campaigns: Talha Ahad & Noman Manzoor on Ethical Journalism in Pakistan](#)
4. [Disrupting Extremism Through Education](#) ft. [Dr. Zafar Iqbal](#)
5. [Unity in Diversity: A Strategy Against Extremism](#) ft. [Romana Bashir](#)
6. [Torchbearers of Change: Women Leading the Fight Against Extremism](#) ft. [Dr. Faryal Razzaq](#)
7. [Empowering Youth to Counter Extremism](#) ft. [Syed Ali Hameed](#)
8. [Trust in Governance: A Key to Countering Extremism](#) ft. [Muhammad Amir Rana](#)
9. [Beyond Borders & Beliefs: CVE Through Inclusion](#) ft. [Israr Madani](#)
10. [Breaking the Cycle: Understanding Radicalization](#) ft. [Dr. Aamer Raza](#)
11. [Podcast on Role of Youth in Peacebuilding](#) ft. [Dr. Abdul Mohamin](#)
12. [Podcast with Bisma Qamar on Linking Youth with Opportunities \(Pak-US\) for Peacebuilding](#)
13. [Strengthening Democracy through Communication, Inclusion and Citizen Participation](#) ft [Noman Manzoor](#)
14. [Is Pakistan Ready for COP30? Lessons from the Climate Frontline](#) ft. [Aftab Alam](#)
15. [Why Pakistan Needs Smart Policies to Beat Plastic Pollution](#) ft. [Maria Qayyum](#)
16. [Redefining the Purpose of Education | Insights from Dr. Zafar Iqbal and Azam Malik](#)
17. [Climate Science and Public Accountability in Pakistan | Dr. Afzaal Karori](#)

**SOCIAL MEDIA REACH AND HIGHLIGHTS**

Instagram	Facebook	LinkTree	LinkedIn	YouTube
<b>345,211</b> Total views	<b>1,266,877</b> Total views	<b>21</b> Number of Blogs	<b>107,782</b> Impressions	<b>43,862</b> Total views
<b>177,214</b> Reach	<b>10,578</b> Content Interactions	<b>12</b> Number of Policy Briefs	<b>3,694</b> Reactions	<b>268 hours</b> Watch Time
<b>6191</b> Content Interactions	<b>82 DAYS, 26 HOURS</b> Total Watch Time	<b>24</b> Number of CARs	<b>2109</b> Total Followers	
<b>ALP: 2446 DDI SOUTH ASIA: 44</b> Total Followers	<b>ALP: 75848 IIP: 46051 DDI SOUTH ASIA: 46</b> Total Followers	<b>5</b> Number of Surveys		
<b>264 PHOTOS, 44 REELS</b> Content Published	<b>128 PHOTOS, 97 REELS</b> Content Published			

# Staff and Board Members



## BOARD MEMBERS

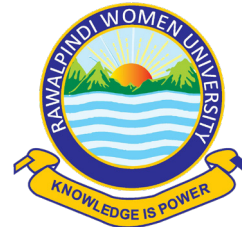
- Ali Imran (Chairman of the Board)
- Muhammad Azam Malik
- Muhammad Zafar Malik
- Dr. Faryal Razzak
- Malik Saleem Iqbal
- Muhammad Tanveer

# Supporters

## DONORS



## PARTNERS



# Budget Highlights

**USD 1,982,470**

Total Budget

**USD 258,058**

Staff Costs

**USD 1,363,683**

Programming Costs

# Impact stories

## Loveeza Fartashia, (Beneficiary - Farq Parhta Hai)

“Before joining Farq Parhta Hai, I believed peace meant staying quiet and avoiding conflict. Like many young women, I thought silence was a form of strength and safety, without realising the emotional weight it carried. My journey began at the International Islamic University Islamabad through the orientation session and panel discussions organized by the Accountability Lab. From the start, the space felt different. We were encouraged to reflect on our own experiences and connect peace with daily life. For the first time, I felt my voice mattered, not just as a student, but as a young person with lived experiences worth sharing.

The two-day training workshop reshaped my understanding of peace. I learned that peace not only exists at a social level, it begins within us. It is reflected in how we understand our emotions, respond to pressure, and treat others. This learning inspired me to design my own youth-led initiative, Peace Within, Peace Beyond, focused on emotional resilience and inner peace. Leading this project gave me practical experience in planning, coordination, stakeholder engagement, and reporting. More importantly, it allowed me to apply what we learn in classrooms to real life. Facilitating sessions where students openly discussed stress, emotional struggles, and healthy ways to respond to conflict was both empowering and transformative.

This confidence also encouraged me to participate in the virtual media competition, where I wrote a human story titled [The Price of Peace: When Silence Screams Louder Than Words](#). Through this story, I challenged the idea that peace requires enduring discomfort in silence. When the story was recognised and shared, I saw how personal experiences can open space for wider dialogue. Today, as an alumna of Farq Parhta Hai, I continue to encourage my peers to speak honestly, practice empathy, and view peace as a daily responsibility. This journey helped me reclaim my voice and understand that real peace is built through awareness, courage, and compassion.”

[Click here to read about Farq Parhta Hai initiative](#)

## Capt. Sardar Muhammad Sheheryar Khan, (Beneficiary - Governance and AI, National Police Academy)

“I came into this workshop with a basic understanding of artificial intelligence. Over the course of the training workshop on Governance and AI, my perspective has changed significantly. I was introduced to practical AI tools such as Live Facial Recognition (LFR) and Automatic License Plate Recognition (ALPR), which I had not encountered before in a governance or law enforcement context. These technologies have not yet been introduced in Gilgit-Baltistan and learning about them was particularly valuable for me.

What stood out most was understanding how these tools can be applied responsibly within public institutions to support crime detection and prevention, rather than just viewing AI as a technical or theoretical concept. The sessions helped me see how AI can strengthen decision-making and operational efficiency while still aligning with principles of accountability and public trust. Before attending this training, my knowledge of AI was quite limited. This workshop helped me understand how artificial intelligence can be used in a practical, effective, and ethical way within governance systems. I am confident that when I return to my department, the insights and tools I have learned here will be useful in improving our work and exploring new approaches to public service delivery.”

[Click here to read about Integrity Innovation Lab](#)

# Impact stories

## Sumaiza Tariq, Student (Beneficiary – International Day of Democracy Seminar)

"I attended the seminar on democracy with a general understanding of the challenges surrounding democratic systems. Over the course of the session, my perspective changed significantly. The seminar moved beyond simply highlighting the problems and instead focused on practical and constructive solutions. What stood out most was the emphasis on individual responsibility in strengthening democratic values. In our generation, we often raise concerns and criticize democratic systems, but we rarely reflect on our own role in improving them. The seminar helped me understand that democracy cannot function effectively unless citizens actively participate and contribute positively.

The discussions provided practical insights into how democratic issues could be addressed at an individual and community level. Rather than viewing democracy as something distant or solely the responsibility of institutions, I came to see it as a shared responsibility that begins with personal accountability. Overall, the seminar was highly beneficial and thought provoking. It encouraged me to reflect on my own role in promoting democratic principles and inspired me to practice these values in my daily life. I believe such discussions are essential for creating a more balanced and responsible democratic culture."

[Click here to read about Integrity Icon initiative](#)

## Afraz Hussain (Beneficiary - Youth Engagement Dialogue)

"I came to this public dialogue with the belief that universities were already providing sufficient practical exposure to students. However, during the discussion, I realized that there was a significant gap in structured platforms where students could receive hands-on training in specialized fields such as disaster management and other essential areas of public service. It became clear that there were limited institutional mechanisms through which students could be systematically trained by government departments or their respective universities. I also reflected on the fact that many students in our universities come from underdeveloped and remote regions of the country. Establishing dedicated training hubs or skill development centers could create a meaningful impact. If students were provided with regular training on a monthly, quarterly, or yearly basis, they would be able to develop practical competencies alongside their academic knowledge.

Such initiatives would not only strengthen students' professional capacity but also create a multiplier effect. When these students return to their communities after completing their degrees, they can transfer their knowledge and skills to individuals who do not have access to higher education institutions or formal training opportunities. In this way, universities can play a transformative role in promoting community development and grassroots capacity building."

[Click here to read about Digital Democracy Initiative](#)