

GOOD THINKERS ORGANIZATION



GTO

گڈ ٹینکرز آرگنائزیشن



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1. About Good Thinkers Organization (GTO)

Good Thinkers Organization (GTO) is an Advocacy & Development NGO striving to foster human development and uphold the rights of underprivileged communities particularly women, children, transgender persons, PWDs, and minorities in Pakistan through research-based legislative and policy reforms since its Registration. Since 2003, GTO is registered with the government of Punjab through the Directorate of Social Welfare under the Voluntary Social Welfare Agencies Act 1961 (registration and control ordinance, XLVI). The registration number is DOSW, WD & BM/KSR/2003-12. It signed an MoU with the Economic Affairs Division of Pakistan in November 2021.

GTO has a strong network and affiliations with key government departments, enabling effective collaborations with influential ministers and legislative members. Through expertise in legislative drafting, lobbying, and advocacy, GTO brings about meaningful change. In 2021, GTO signed an MoU with the Economic Affairs Division of Pakistan, solidifying its commitment to collaborative efforts. GTO enhances its impact through active membership in prominent networks and alliances, including Trans-Rights Protection Network-Pakistan, Child Rights Movement-Punjab, Grow-Green Network-Pakistan, and NGOs Coordination Council. These affiliations foster professionalism and collaboration within the nonprofit sector. GTO remains steadfast in pursuing social justice, inclusivity, and sustainable development. By empowering marginalized groups and advocating for their rights, GTO contributes to building an equitable and empowered Pakistan. GTO has a rich experience in legislative drafting, lobbying, advocacy, and networking.

Good Thinkers Organization (GTO) has executed around 42 projects through the enabling partnerships of government line departments, government commissions, national and international non-government organizations, bilateral funding agencies, and development networks. Its key donors including but not limited to; Commonwealth Foundation UK, European Union via ERT UK, Trust for Democratic Education & Accountability (TDEA), Search for Justice, German Cooperation Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Norwegian Human Rights Fund, Gilead Science USA, New Venture Funds, , Aurat Foundation, Government of Canada, World Vision, Australian High Commission, International Bridges to Justice, South Asia Partnership Pakistan (SAP-PK), The Researchers, Ignite Philanthropy, Out of shadows, Equal Rights Trust, National Commission for Human Development (NCHD), Child Rights Movement Punjab, Punjab Bait-ul-Maal, Law and Justice Commission of Pakistan and local industries.

GTO possesses sufficient human, infrastructural, technological resources to smoothly operate the projects in its focus thematic areas. Its governing body comprises dedicated persons and its operational body comprises competent and experienced staff. The organization possesses sufficient infrastructural resources. Its head office is in District Kasur, Punjab, Pakistan, and the regional offices are in Islamabad and Lahore. The head office possesses fully functional departments including the Finance & Account Department, Admin & HR Department, Program and M&E Department, and Communication & Research and Development (R&D) which have been working according to the Standard Operating Procedures (SOPs). GTO possesses sufficient furniture & fixtures, IT tools and equipment, and stationary and visual aids for the smooth operation of office and field activities. It also possesses vehicles for field mobility of its project staff. In the future, GTO strategically aims to enhance its community outreach in all provinces of Pakistan by fostering its networking and improving its resources.

2. Our Stance



Vision

A society where everyone enjoys equal access to justice and development opportunities



Mission

Strive to forge the rule of law and good governance and protect the rights of citizens, particularly women, children, persons with disability, trans-community, and religious minorities.



Values

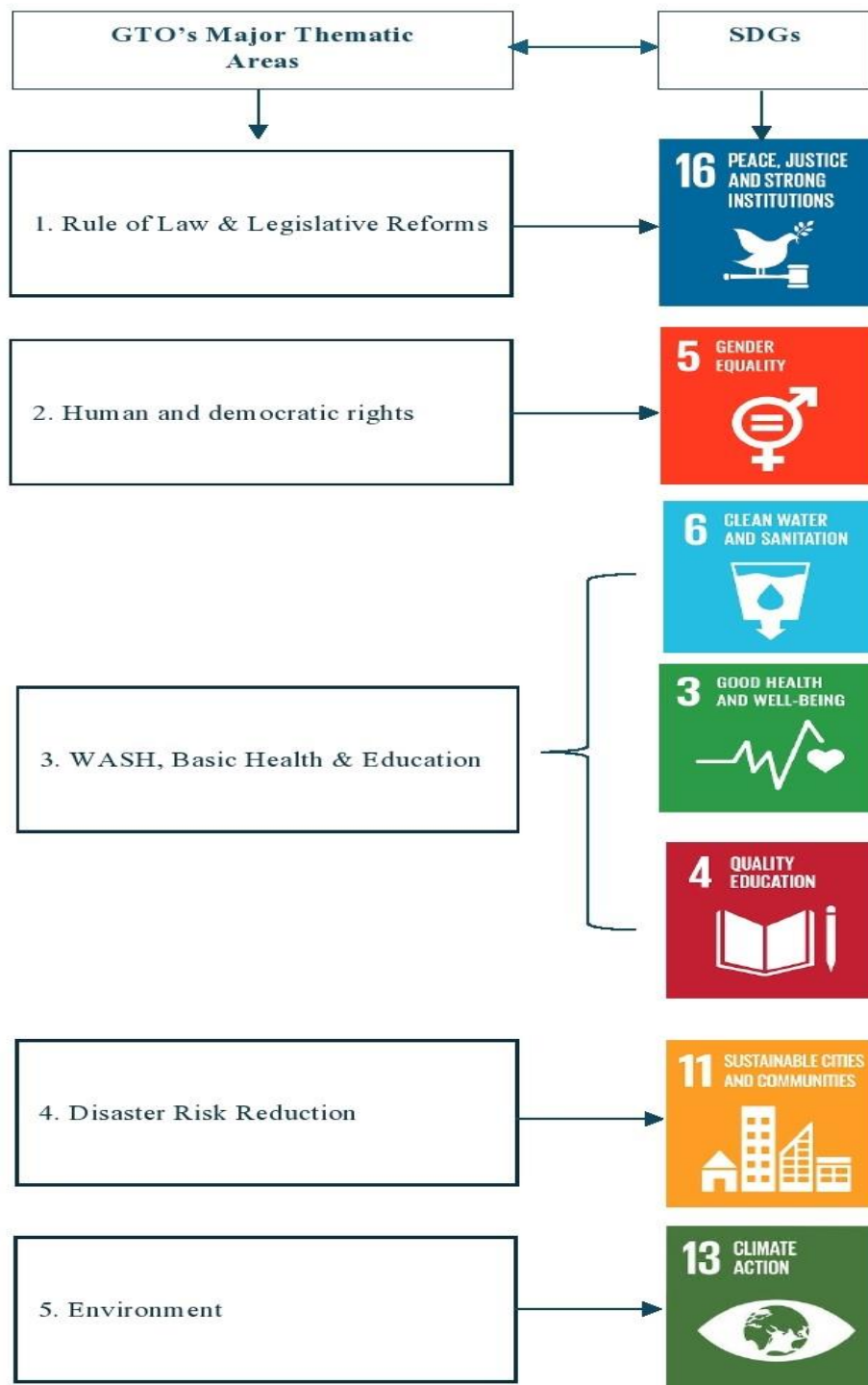
- Justice Fairness & Rule of law*
- Respect & Tolerance*
- Equality*
- Accountability & Transparency*



- Rule of Law & Legislative Reforms*
- Human & Democratic Rights*
- WASH, Basic Health & Education*
- Environment & Climate Change*
- Disaster Management*

3. We've been contributing towards the achievement of SDGs.

We've identified 5 thematic areas of our major focus which resonate deeply with our purpose and strategy. These are key areas where we we have been making most positive contribution to SDGs. Below is a flow chart diagram to show how the GTO's priority thematic areas have been contributing towards SDG 3) Good health and well-being, SDG 4) Quality education, SDG 5) Gender equality, SDG 6) Clean water and sanitation, SDG 11) Sustainable Cities & Communities and 16) Peace, justice, and strong institutions.



4. Past Experience

Sr	Title	Donor/Partner	Major Outputs	Year
1	HIV/AIDS Prevention and Response Project	GILEAD Science USA	- Awareness Raising on HIV/AIDS - Testing - Referral for treatment	2024
2	Legislation for CSEA prevention, response and victim support in province Punjab (Pakistan)	New Venture Funds	- Review of existing laws - Legislative Drafting - Awareness Raising on Child Rights - Capacity Building of Police, Lawyers, and Prosecutors	2023
3	HIV/AIDS Prevention and Treatment for Transgender Persons in Punjab	Gilead Sciences	- Documented Sexual Behaviours of Transgender Community and their HIV status - Awareness Raising & Sensitization - Capacity Building of Trans-Organization	Jan 2022 to June 2023
4	Protecting Rights of Transgender Community through Legislation	Commonwealth Foundation-UK	Provincial Draft for Trans-Rights Legislation Completed and in review process, after very detailed consultative process	Oct 2020 to Sep 2023
5	Legislation for CSA prevention, response and victim support in province Punjab	New Venture Fund	- Review of ZARRA Act 2020 - Consultations with stakeholders - Facilitated Drafting process for Punjab Child Abuse Prevention and Response Bill 2022”	Jun 22 to Nov 22
6	Reducing discrimination against trans-persons during COVID-19 pandemic and other calamities in Punjab (Pakistan)	Equal Rights Trust-UK	- Province Level Research Study Completed - Recommendations Incorporated in Provincial Legislative Draft	Oct 2020 to Feb 2021
7	“Strengthening Electoral and Legislative Processes (SELP)” through Women NIC & Voter Registration in Kasur	TDEA	- Ensured 10300 Women NIC Processing and Registering their Votes with Election Commission - Awareness Raising seminars - IEC Material, Info Stalls	March 2019 to March 2020
8	Child Rights Governance	Search for Justice-Pakistan	Advocacy Initiatives, Meetings, Conferences, trainings	Sep 2019 to Dec 2019
9	“Strengthening Electoral and Legislative Processes (SELP)”	Trust for Democratic Education & Accountability Pakistan	To ensure 29815 Women NIC Processing and Registering their Votes with Election Commission	June 2018 to Dec 2018
10	Training of Union Councils and their Development Planning in 12 Union Councils of Kasur	GIZ	Facilitated Union Council members and community activists, including secretaries for making their Union Council Development Plan in 12 Union Councils of Kasur	Sep 2018 to Dec 2018
11	Women NIC & Voter Registration	Trust for Democratic Education & Accountability Pakistan	35200 NIC & Voter Registration of Women, who are already not registered with NADRA 1268 Community meetings to aware women on the importance of NIC & Voter Registration	2017-2018

Sr	Title	Donor/Partner	Major Outputs	Year
12	“A step towards legislation to protect rights of transgender persons in Pakistan”	Norwegian Human Rights Fund	• Meetings with Parliamentarians • Meetings with Political Parties • Meetings with Government Department • Meetings with Civil Society Organizations	2017
13	“Engaging rights-defenders to streamline access of transgender persons to justice and basic human rights in Kasur”	Norwegian Human Rights Fund	• Province level research study conducted in Punjab • Human Rights Protection Network established and trained • Advocacy Group based on Transgender Community Established	2016
14	Institutional Capacity Strengthening of Women Development Department	Aurat Foundation-Pakistan	• Women Protection Forum Established and functional • Established Women Help Desk at Police Station Level • Lawyers forum for free legal aid established • Harassment Committees formed and capacitated in the district	2016
15	Ending Gender Based Violence from Kasur	Aurat Foundation-Pakistan	• Government Departments sensitized to form Harassment committees • Women Protection Forum Established and functional • Established Women Help Desk at Police Station Level • Lawyers forum for free legal aid established • Harassment Committees formed in the district	2015-16
16	Creating Demand for Local Government System in Kasur	Trust for Democratic Education & Accountability Pakistan	• Raised awareness among 2300 people about the importance of Local Government • Public Democratic Forum established and influenced government to ensure local government elections • sensitized women to participate in local government elections in kasur	2015
17	Streamlining access of 750 transgender persons to justice and basic human rights in Kasur	Norwegian Human Rights Fund	• Community sensitised for the social acceptance of transgenders • Friendly Cricket Matches organized among youth and Transgender Community • 200 transgender improved their knowledge about their rights	2015
18	Entrenching societal attitude towards social acceptance, and fundamental human and democratic rights of 900 transgender persons in district Kasur	Department for Foreign Affairs, Trade and Development: Government of Canada	▪ A legal support structure formed and enabled to protect 900 transgender persons from abuse, violence and discrimination ▪ Social acceptance, dignity and fundamental rights of 900 transgender persons mainstreamed in society	2013-2014
19	Child Rights Project	World Vision	▪ 7 Youth Advocacy Groups formed ▪ Awareness instilled among 472 persons on child protection ▪ Child Birth Registration of 321 Children assured	2012-2013

Sr	Title	Donor/Partner	Major Outputs	Year
20	Manzil II: “reach further - reach more” (combating with hazardous child labour)	World Vision	552 working children enrolled in Drop-In-Centre for non-formal education 272 children enrolled and mainstreamed in government schools 125 girls were trained on Beauty parlour skills	2011-2013
21	Streamlining girls’ access to toilets in ten government schools of 8 district Kasur	Australian High Commission in Pakistan	1,684 students provided with an access to latrines	2013
22	Legal literacy and support to victims	International Bridges to Justice	Legal literacy and support provided to 120 persons	2011
23	Advocacy for birth registration of children through strengthened civil society organization	World Vision	- Trained and engaged 50 members of CSOs for birth registration - Ensured birth registration of more than 600 children	2010
24	Missing people missing rights	World Vision	2200 people got National Identity Cards 20 seminars organized on human rights	2009
25	Election observation in Kasur	SAP-PK	20 polling stations were observed during 2008 elections	2008
26	Election observation in Kasur	The Researchers	2 National Assembly Constituencies were observed during 2008 elections	2008
27	Political awareness raising	Aurat Foundation	Awareness was raised among 127 persons	2008
28	Strengthening democratic practices in Pakistan	Citizens’ Commission for Human Development	- Awareness raised among 450 persons 23 young journalists were trained	2008
29	Voter mobilization and awareness	CCHD	4,200 people were mobilized to cast votes	2007
30	Research study on governance system in Pakistan	The Researchers	A research study was conducted by interviews of 200 persons	2007
31	Establishment of free mother and child care centre	Bait-ul-Maal	15,000 patients benefitted from this project	2006
32	Construction of household latrines	Australian High Commission in Pakistan	55 latrines were constructed in 55 houses of two villages	2006
33	Councillor database development and awareness seminar on devolution system for women	Aurat Foundation	280 Councillors were interviewed and 132 Councillors educated on local government system	2006
34	Citizen’s campaign for women representation (in local body elections 2005)	Aurat Foundation	105 young women trained for their effective participation in elections - Provided technical assistance to 261 young people in submission of nomination papers	2005
35	Establishment of 75 adult literacy centres for women and 3 free dispensaries for the poor people	National Commission for Human Development, Community and Local Industrialists	2,250 adult women literate 75 rural teachers trained 51 Village Literacy Committees formed 6590 poor patients got free medical treatment 89 CCBs formed	2004-05

5. Thematic Interventions:

Through various programs, the organization has significantly contributed towards the achievement of Sustainable Development Goals (SDGs) through the development of marginalized communities particularly women and children by upholding good governance practices, advocating for the rights of people, providing free legal aid to victims, combating child labor, fostering economic empowerment and skill enhancement among women, and empowering youth and trans-persons.

5.1. Rule of Law & Legislative Reforms

After the 18th Constitutional Amendment, provinces are responsible for ensuring child protection through policy and legislative reforms in their territory. GTO is conducting a legal review of existing laws related to Women, children, and Transgenders and based on key findings and consultations, working on legislative and policy reforms. After doing various stakeholders' consultative sessions, the GTO drafted the "Punjab Child Abuse Prevention and Response Bill 2022" and the draft was presented before the standing committee on Law, Provincial Assembly of the Punjab, which is now in official process.

The organization has facilitated the drafting process of the "Punjab Protection of Rights of Transgenders Bill 2022" which has been submitted in the Provincial Assembly of Punjab.

GTO held multiple meetings with high officials of the Punjab Assembly and other stakeholders and contributed to the amendment of the "Punjab Free and Compulsory Education Act 2014" and resultantly, a big hurdle in ensuring free and compulsory education for all in Punjab has been resolved. Punjab Protection of Women against Violence Act 2016 was not serving its purpose due to a hurdle in section 1, sub-section (3). According to *Section 1 (3), It shall come into force on such date as the Government may, by notification, specify and different dates may be so specified for various areas in Punjab*". After GTO Advocacy Interventions and struggle, now it has amended that "*It shall come into force at once in whole Punjab*"

Good Thinkers Organization is further interacting with stakeholders to ensure amendment in the Child Marriage Restraint Act to ascertain the marriage age for girls is from 16 to 18 years. The organization is engaged in reviewing laws, related to environmental protection. So, research-based advocacy interventions could be initiated to resolve climate change, disaster, and environmental issues. The GTO is capacitating Police Officials, Young Lawyers, Journalists, Civil Society, Prosecution Officers, and officials to ensure the Rule of Law and protect human rights, particularly focusing on Children, Women, and Transgender Communities.

The organization is busy in advocacy interventions to ensure Provincial Legislation for the protection of the Rights of Persons with Disability in Punjab. GTO held into multiple meetings with the Provincial Government in Punjab to ensure the Rule of Business of different laws, which were passed for the last several years but their rules are still pending. The GTO contributed to ensuring the child rights protection of domestic workers by promulgating the "Punjab Domestic Workers Act 2019".

5.2. Human & Democratic Rights:

Human & Democratic Rights of marginalized communities are mostly ignored, especially in developing countries. The GTO is conducting awareness-raising sessions with Transgender Community, Women, Children, Persons with Disability, and minorities and sensitizing youth, citizens, media, police, CSOs, and officials to ensure the protection of Human and democratic rights in Punjab-Pakistan.

To ensure women's participation in the political & democratic process and ensure their basic rights, GTO has facilitated more than 31,000 women from far-flung rural areas in getting their National

Identity Cards and voter registration. Through multiple seminars, meetings, and conferences, the organization sensitizes communities and other stakeholders on the right to vote, fundamental rights, and the rule of law. The GTO is initiating interventions to ensure Local Body Elections in Punjab. So maximum women's participation in the local democratic system could be ensured. Media Briefings, Seminars, Social Media interventions, and stakeholders' meetings are going on.

The Organization has established a Trans-Rights Protection Network in Punjab and 12 CSOs, working on trans-rights are its members. The GTO is conducting its regular meetings to discuss progress and future planning.

GTO has established Children Club to ensure child participation in decision-making and legislative process in Punjab. Children club members are trained on child rights laws in the province. Different sports events between the community and youth are organized and social media programs are recorded on the rights of children, women, persons with disability, minorities, and transgender community and shared at a broader level.

5.3. WASH, Basic Health & Education

Due to open defecation in rural areas, young girls, pregnant women, and old people face multiple health and protection issues. GTO identified the extremely poor 55 households and constructed household-level toilet blocks in 55 houses. Similarly, GTO constructed 20 Toilet blocks in Government Girl schools. Through awareness seminars, children and their parents were sensitized on the Health and Hygiene issues. The organization constructed various streets in backward areas and resolved sanitation issues. Based on research findings, concluded by GTO, the organization is working on HIV/AIDS prevention and Treatment for Transgender Community in Pakistan. Through different interface meetings between Government Departments and Trans-Leaders, the GTO is struggling to make sure HIV testing and treatment facilities are available at the District and Tehsil Levels in Punjab. The organization is capacitating Trans-leaders and Trans-Led organizations to take a leading role for prevention and treatment campaigns for sustainable solutions of this issue. Through seminars, Social and Print media, the organization is enhancing awareness and sensitizing the general public for the rights of Transgender Community and their social acceptance.

Through non-formal education, the GTO is reducing child labor from different industries of Kasur. The organization established a drop-in Center to educate working children and giving vocational skills to their adult family members. Multiple sessions on human rights, health, and hygiene are conducted on a daily basis in these centers.

5.4. Environment / Climate Change

Climate change and environmental pollution have become a huge disaster. The GTO is creating awareness-raising sessions on environmental laws and sensitizing citizens to play their role in minimizing pollution. The organization is engaging youth, young lawyers, children, CSOs, media, and other stakeholders in the entire campaign. Currently, the organization is planning to review existing laws related to the environment in Pakistan. So, a need-based advocacy campaign could be initiated to control environmental pollution. Initially, the Law and Justice Commission of Pakistan was financially and technically supported and currently, the GTO has worked working by the support of the Indus Consortium. The GTO is a member of Grow Green Network-Pakistan as well.

5.5. Disaster Risk Reduction / Management

During previous disasters, the GTO team not only provided food, non-food items, and health facilities to the affected communities, particularly focusing on Women, Children, and old people but also trained local youth in response and rehabilitation activities. During the recent flood of 2022 in Pakistan, the organization distributed cloths, food and non-food items, and sanitation kits in District Rajanpur and Muzaffargarh. GTO gives awareness on health and hygiene issues and provides medical facilities through free medical camps.

6. Organizational Management

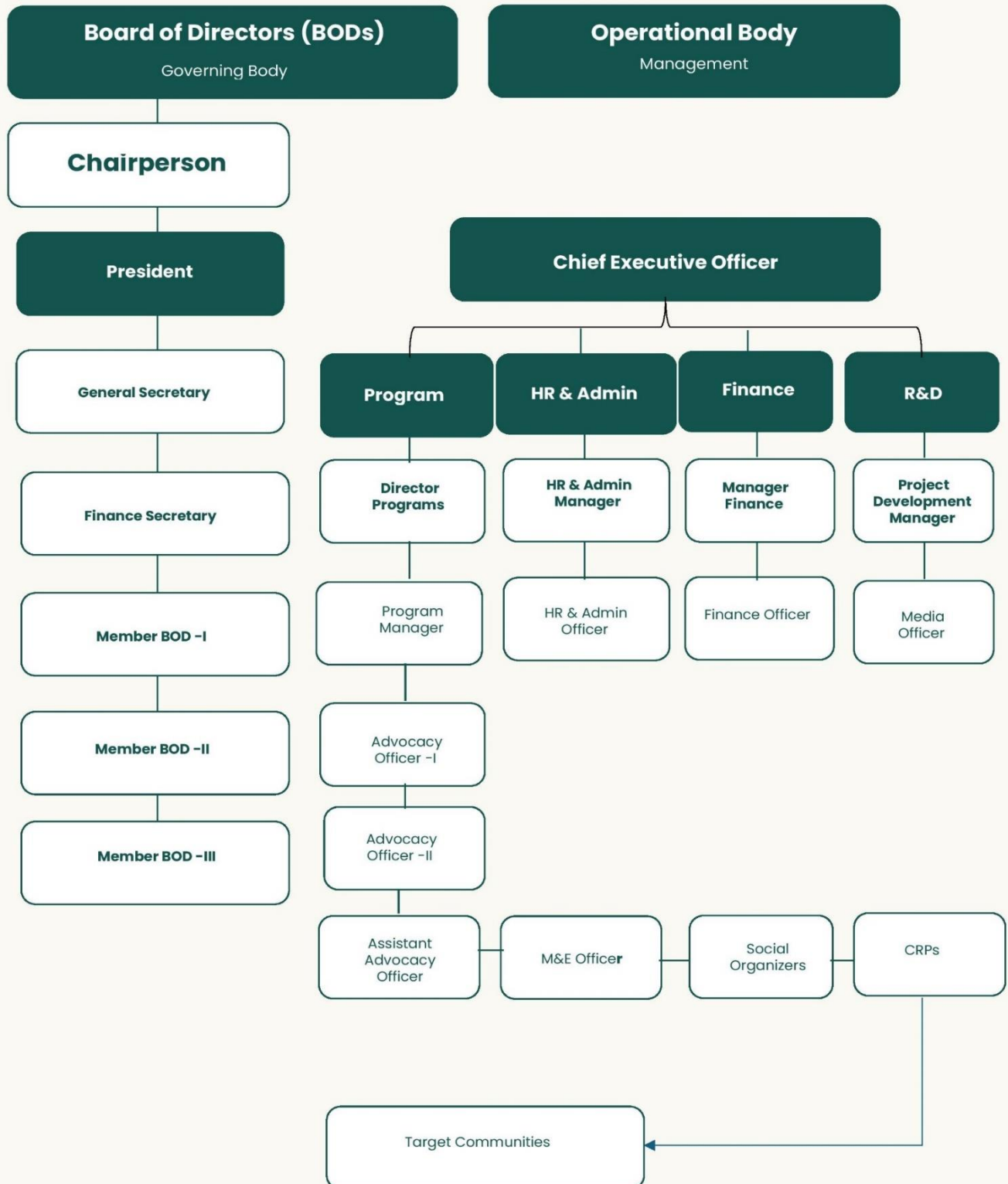
6.1. Governing Body/Board of Directors (BODs):

Good Thinker Organization carries its operations through two major spladders, 1) Governing Body or Board of Directors (BODs), and 2) Operational Body or Team. Board Members at Good Thinker Organization possess the ultimate responsibility for the fulfillment of the organization's mission and its overall guidance and oversight. This means that as a group, the Board Members are responsible for establishing a clear organizational mission, forming the strategic plan to accomplish the mission, overseeing and evaluating the plan's success, ensuring the financial solvency of the organization, and instituting policies and Procedures for human, material and financial resource management. The Board Members have an advisory role and must provide constructive criticism on the working of the organization. The members of the Board at Good Thinker Organization elect a President every three years. The President at GTO is simultaneously working as a Chief Executive Officer (CEO) at GTO's operational body or the management team. The Board of Directors of GTO are experienced and dedicated individuals. Below is the detail of the board of directors of GTO:

S.	Name	Designation	Profile
1	Dr. M. Ramzan	Chairperson	Ph.D. in Sociology: Over 20 years of experience in education, social development and gender equality
2	Muhammad Waqas Abid	President and CEO	Master of Law (LL.M): Serving social sector since 2001 with leadership and management skills
3	M. Ramzan Bhatti	General Secretary	He is doing his own business of Real Estate and attached with GTO since 2001.
4	Ms. Ayesha Sarwar	Finance Secretary	MBA: Working in development sector since 2005 with special focus on women economic development
5	Zahid Aqil	Member BOD	M. Phil in development studies: Over 13 years of experience in education and social development
6	Ms. Sadia Kiran	Member BOD	Serving social development sector since 2012, particularly focusing on minimizing child labor & women development
7	Muhammad Sharif	Member BOD	Over 20 years of experience in field of child labor, non-formal education and local development

6.2. Organization Chart/Organogram

Good Thinkers Organization (GTO) Organogram



6.3. GTO Operational Body/Team



Mr. Waqas Abid
President / Chief Executive

Adv. Waqas Abid has been serving in the social sector since 1999. He has vast experience in Program Design & Management, Monitoring & Evaluation, Advocacy & Lobbying, Drafting Legislative Bills, and Capacity Building.



Dr. Muhammad Ramzan
Director Programs

Dr. Muhammad Ramzan, with a PhD in Sociology, brings a rich tapestry of experience spanning 20 years in the social development sector and 11 years in academia to his role as Director of Programs at Good Thinkers Organization-Pakistan. His extensive background in designing social development programs and conducting research studies on a multitude of topics positions him as a pivotal figure in steering our initiatives toward impactful outcomes.



Ms. Marya Mahmood
Advocacy Officer

Ms. Maria has been serving in the social sector since 2017. She is a leading lady, directly involved with the Trans-Community, living in the far-flung areas of Punjab. Being an Advocacy Officer, she is doing research work on Trans-Rights and fully contributing to legislative reforms.



Ms. Shumail Rana
Advocacy Officer

Ms. Shumaila Rana, after getting a Master's Degree in Gender Studies, is one of the experienced persons in the social sector, who has intensive experience in practical work with youth on their Sexual & Reproductive Health Rights, Transgender Rights, and Child Rights.



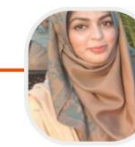
Ms. Sana Asghar
Assistant Advocacy Officer

Ms. Sana Asghar, after getting a Master's Degree in Gender Studies, is one of the experienced persons in the social sector, who has intensive experience in practical work with youth on their Sexual & Reproductive Health Rights, Trans Rights, and Child Rights.



Ms. Ayesha Aslam
Admin Officer

Ms. Ayesha has Master's Degree and working with GTO since 2018



Ms. Kiran Ch
Monitoring Officer

Ms. Kiran graduated from Punjab University and joined GTO in 2016.



Ms. Aasia Sharif
Finance Officer

She holds Bachelor's Degree in Commerce and attached to GTO since 2020

7. Photo Gallery



Police Capacity Building Workshop on Child Protection Laws



A consultative session with political parties on child-related laws



An Insightful Consultative Session with high-ranking officials from the Provincial Assembly on Child Rights Protection legislation in Punjab



Police capacity building on child protection laws involves training law enforcement officers to understand and effectively enforce laws that protect children from abuse, and exploitation.

Photo Gallery



Sensitization Session on Trans-Rights Protection with CSOs



Awareness Raising Session with youth about the importance of protecting trans rights.



Emergency Relief to Flood affected communities in South Punjab



CSOs capacity Building on Child Rights Legal Issues

8. Major Partners and Collaborators

