

## PROJECT COMPLETION REPORT

# HUMAN INSTITUTIONAL DEVELOPMENT (HID)



AWAMMI DEVELOPMENT ORGANIZATION  
Housing Colony Phase-II, Bye-pass Road, Layyah  
Ph: 0606-412571  
Website: [www.awammi.org](http://www.awammi.org)

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## ACRONYMS:

<b>CO</b>	Community Organization	
<b>VO</b>	Village Organization	
<b>LSO</b>	Local Support Organization	
<b>CMST</b>	Community Management Skill Training	
<b>ADO</b>	Awammi Development Organization	
<b>PPAF</b>	Pakistan Poverty Alleviation Fund	
<b>MIS</b>	Management Information System	
<b>MDP</b>	Members Development Plan	
<b>VDP</b>	Village Development Plan	
<b>LEP</b>	Livelihood Enhancement and Protection	
<b>CPI</b>	Community Physical Infrastructure	
<b>CNIC</b>	Computerized National Identify Card	
<b>PO</b>	Partner Organization	
<b>HID</b>	Human Institutional Development	
<b>NGO</b>	Non-Government Organization	
<b>GLA</b>	Government Lines Agencies	
<b>HH</b>	Households	

## **EXECUTIVE SUMMARY:**

Human Institutional Development in ADO is a process that engages and motivates a wide range of community at local level and to hope in future at national and international level to raise awareness and demand for a particular development objective through face-to-face dialogue. Members of institutions, community networks, civic and religious groups and others work in a coordinated way to reach specific groups of people for dialogue with planned messages. In other words, Human Institutional Development seeks to facilitate change through a range of players engaged in interrelated and complementary efforts.

This also provides self-help motivation for the solution of their own problems and platform for the social strategies and development on the practical basis. Formation of 351 new Community Organizations in 5 union councils of district Layyah and in 2<sup>nd</sup> tier formation of 15 village organization and in the end formation of their institutions as Local Support organizations (LSO) is a remarkable step.

The provision of basic managerial skills, sectorial skills and courses among members of community organizations, local activists and the CMST trainings, enhanced the capacity of the poor to cope with the occurring problems.

The improvement in the standard of life gives them the concept of saving and internal lending.

The human institutional development project has capacitated the marginalized and the most neglected segment of society especially women and empowered them.

## **ACKNOWLEDGMENT:**

Awami Development Organization (ADO) would like to thank the following supporters for their contributions in the completion of Human Institutional Development HID Project funded by Pakistan Poverty Alleviation Fund PPAF. ADO is grateful for the unflinching support from the PPAF Support Office Islamabad , Especially Mr.Khuras Riaz .ADO is also thankful to its social activists, Mr. Allah Bux , Mr. M.Asam ,Mr. Akhtar ,Mr. M.Afzal ,Mr.Rasheed Ulla ,Mr.Akhter Wenjaira, Mr.M.Hussain cheena, Mr.M.Saeed, Mr.AllahBux, Mr.M.Javid, Mr.Iqbal Sindhar, Mr.Jamshed Iqbal, Mr.Manzoor Sumraa, Mr.Malik Husnain, Mr.M.Riaz Attari, and all Community Organization's members.

Special thanks to ADO Executive Director Mr. Shaikh Shahzad Gull and Mr. Saif Ullah Al Hussainy for his continuous and kind advice and guiding throughout the implementation process and to allow for experiment and exploration of new venues.

Special thanks to the female Cos members, local communities at the union council, Tehsil and district level, the local and regional media, print and electronic, local CBOs. ADO is extremely grateful to the field teams for making the project successful venture and for making it possible for ADO to reach out to the female groups in most remote areas of the Layyah.

## DISTRICT LAYYAH PROFILE:

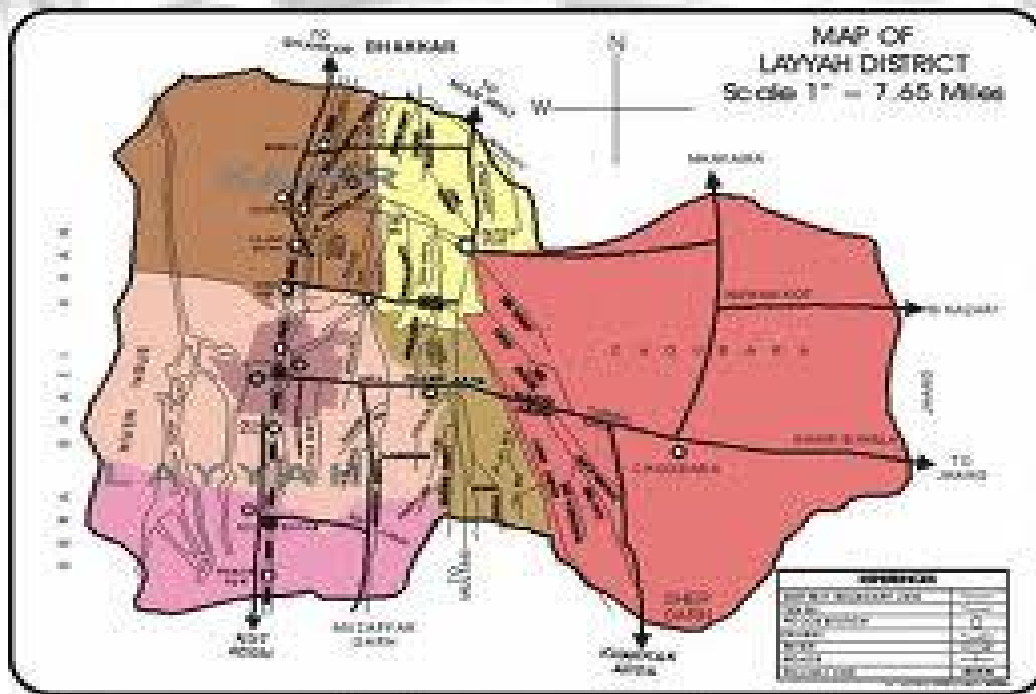
The word Layyah is derived from “Lae” which is a common bush of river Indus, Lae bush grow near the bank of Indus River and city located on the bank of Indus that’s why it is called Layyah.

District (formerly spelled as Leiah) is bounded to the North by **Bhakkar District**, to the east by **Jhang District**. The **Indus River** flows to its Western side across which lies district Dera Ghazi Khan and in south Muzaffargarh District located. District Layyah has an area of 6291 square Kilometers and comprises three Tehsils

### 1. Layyah-2 Chaubara 3-Karor

**DISTRICT LAYYAH DECLARED AS POOREST DISTRICT OF PUNJAB PROVINCE.**

**(1998 Census Report).**



## **BACKGROUND OF THE PROJECT:**

### **PROJECT AT A GLANCE:**

<b>Title of the Project</b>	<b>Human Institutional Development</b>
<b>Project Duration</b>	<b>Jul 2011 to Jun 2013</b>
<b>Donor</b>	<b>Pakistan Poverty Alleviation Fund</b>
<b>Implementing Organization</b>	<b>Awammi Development Organization (ADO)</b>
<b>Target Area</b>	<b>Union Council Jaman Shah, Sarishta Thal, Ladhana, Layyah Thal Jandi , Chowk Azam Rural</b>

Awammi Development Organization (ADO) is one of the leading organization playing the vital role in promoting participation, efforts for poverty alleviation, collective actions, and right based activism at district level for the last 14 years. Having a firm belief that all citizens, groups/organizations and their networks are the most effective presenters to address problems of their communities; it envisages socio-economic and political transformation of the society through people's participation in all issues and processes concerning their lives.

The organization strives for creating a society based on the principles of equality, peace coexistence, democracy, good governance and justice so that everyone has equal opportunities to realize and utilize his/her potentials.

The proposed program is an advanced but most needed intervention (due to recent socio-political developments) in Pakistan. None the less it is rooted in the existing strategic areas of work of ADO. As such it would be rolling out its plan of action on the existing strength and ground. This way the initiative would not only keep momentum of our strategic direction but would also contribute to higher level of social development results with minimum level of resource and time consumption.

### **PROJECT COMPONENT:**

- 1) Human Institutional Development
- 2) Development Initiatives under Human and Institutional Development

### **METHODOLOGY/STRATEGY:**

Project initiation meetings were organized at village and union council level and supported the mechanism to develop and achieve set targets.

### **Project Achievements:**

- Info and resource material of all components were developed for its wider use and more focus was given on pictorial training manuals development.
- Community Organizations (COs) were formed at Mohallah/Hamlet level and village organizations were formed at village level. Members of the village organizations (VOs) were



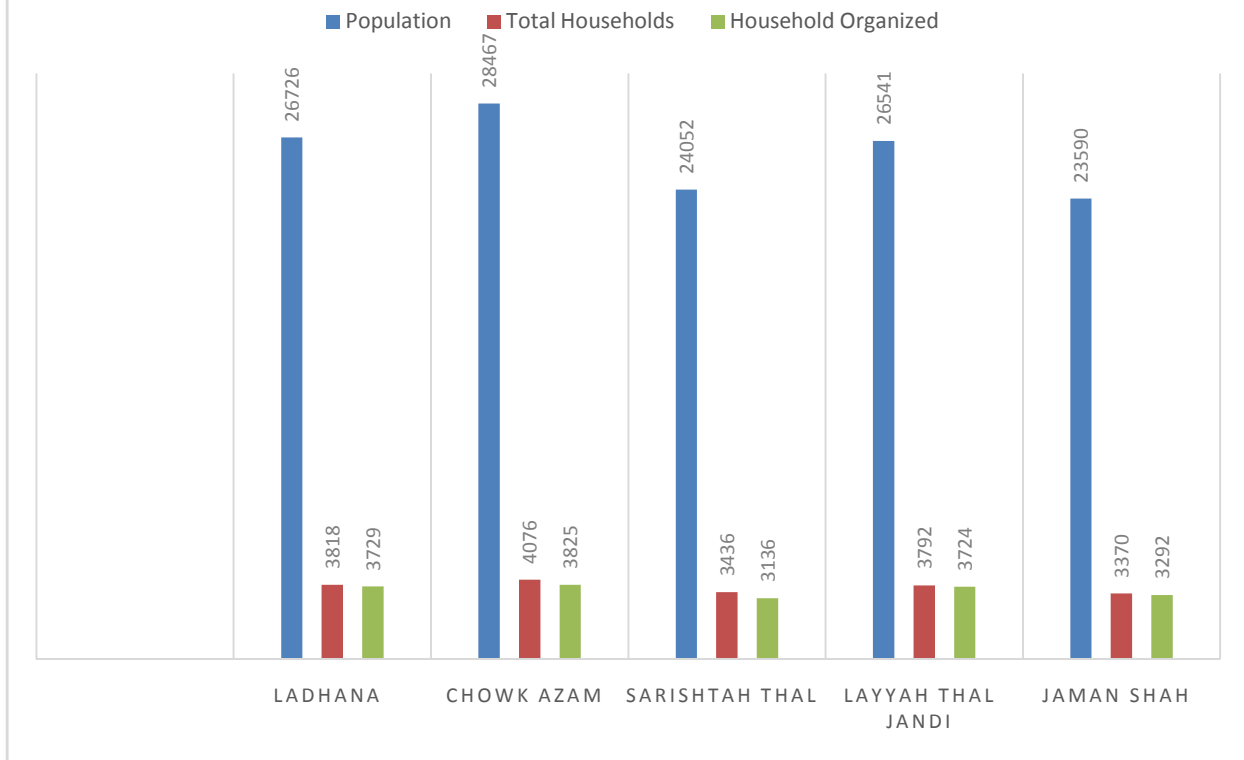
from the community organizations (CO). And local support organizations (LSOs) were formed at union council level. Members of these support organizations were from village organizations.

- Capacity building initiatives were organized for community organizations to improve their managerial skills at village level. Training workshops were also organized for village organizations to improve infrastructure, educations and other development initiatives at village level. Right based training initiatives organized for members of local support organizations. These organizations were mainly responsible to improve service delivery in their respective U/Cs.
- Village profiles and situation analysis reports were developed of each village to plan other development interventions in sequential order. All data was consolidated at district level and was shared with PPAF for further planning.
- Saving schemes were introduced among all members of community organizations and ADO was encouraging them to open their bank accounts and deposit their savings in the bank on periodic basis.
- Each member of community organization was responsible to make his/her Computerized National Identity Card and registered himself/herself as a voter in voting list. ADO also has a plan of voters' education at village level.
- ADO built linkages of local support organizations (LSO) with other support and donor organization to seek funds for their village development plans at provincial and national level.

- ADO developed linkages of LSO members with GLAs especially health, education, animal husbandry, agriculture extension and public health to develop mechanism of service delivery improvement at village level.
- Fifty percent (50%) membership was given to the women and was also encouraged not only to participate in the different programmatic interventions but also represent themselves at managerial positions. ADO tried to form mix group of male and female at community level however in some areas of separate community groups of male and female were formed due to cultural barriers.
- ADO has developed output and outcome level reporting formats with the help of PPAF and reported it on periodic basis.
- ADO has developed follow-up mechanism with the help of support group to document results at village level.

<b>ACTIVITY</b>	<b>TARGET</b>	<b>ACHIEVEMENT</b>
<b>Area</b>	<b>5 Union Councils</b>	<b>5 Union Councils</b>
<b>CO Formed</b>	<b>351</b>	<b>351</b>
<b>VO Formed</b>	<b>15</b>	<b>15</b>
<b>LSO Formed</b>	<b>5</b>	<b>5</b>
<b>CMST (Community Management Skill Training )</b>	<b>31Event</b>	<b>33</b>
<b>VO Leadership Management Training</b>	<b>30Pax</b>	<b>30pax</b>
<b>LSO as “Apex Institutions” Training</b>	<b>15Pax</b>	<b>15Pax</b>
<b>VDPs</b>		<b>15</b>

## HID COVERAGE IN 5 UNION COUNCILS OF TEHSIL LAYYAH



### ACTIVITIES:

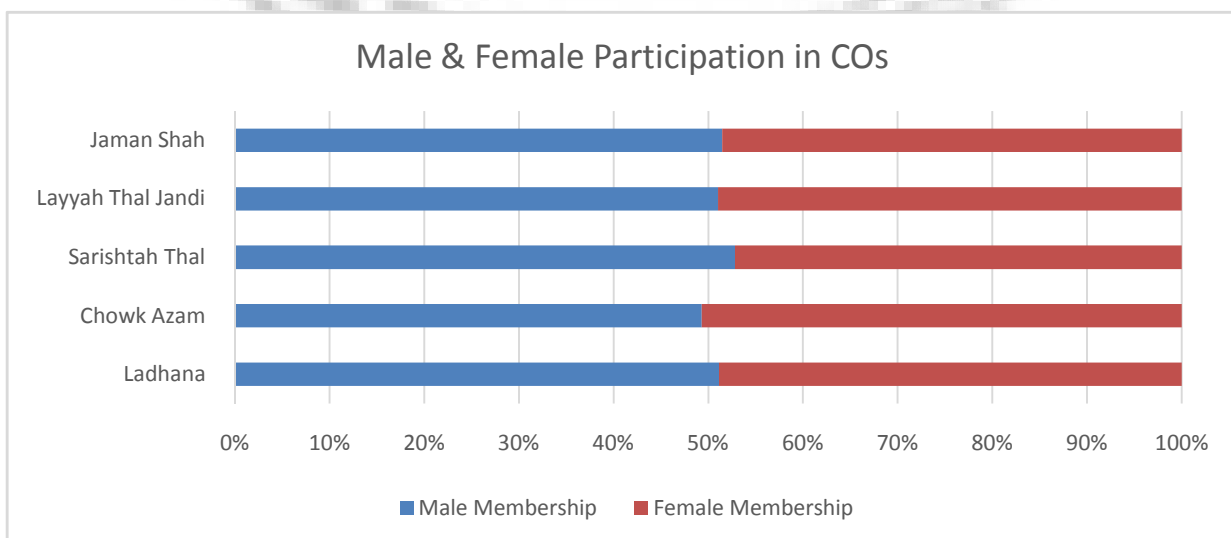
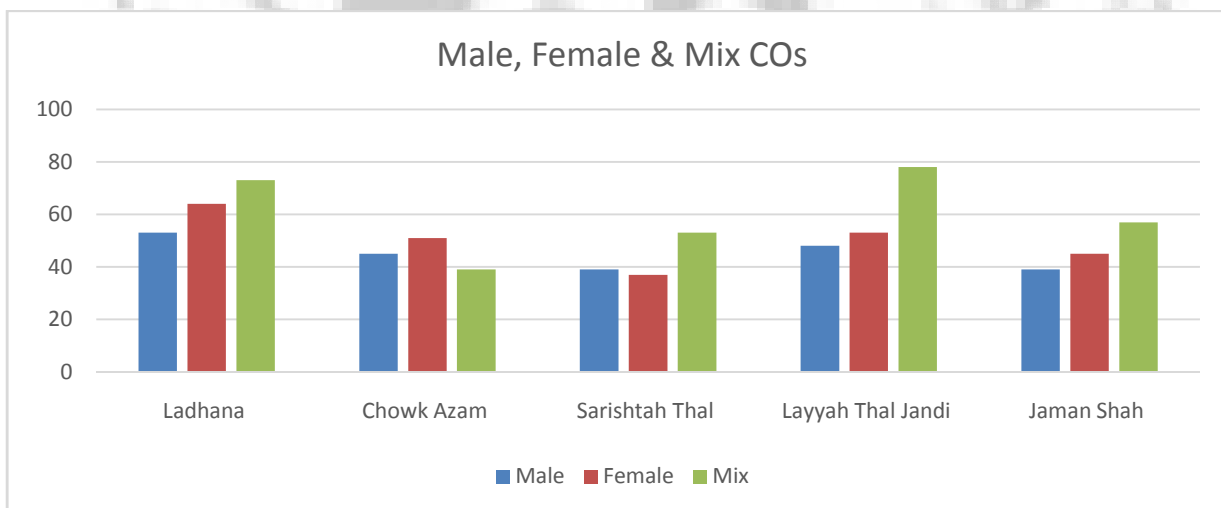
To accomplish this project following activities were adopted.

- ❖ AREA IDENTIFICATION
- ❖ SITUATION ANALYSIS
- ❖ FIRST CONTACT
- ❖ PROGRAM INTRODUCTION
- ❖ CO- FORMATION
- ❖ VO FORMATION
- ❖ LSO FORMATION
- ❖ BANK ACCOUNT OPENING
- ❖ REGISTRATION OF LSOS IN SOCIAL WELFARE DEPARTMENT.
- ❖ CAPACITY BUILDING TRAININGS
- ❖ MANAGEMENT INFORMATION SYSTEM (M.I.S)
- ❖ MEMBER DEVELOPMENT PLAN (MDP)
- ❖ VILLAGE DEVELOPMENT PLAN (VDP)

## CO Formation:

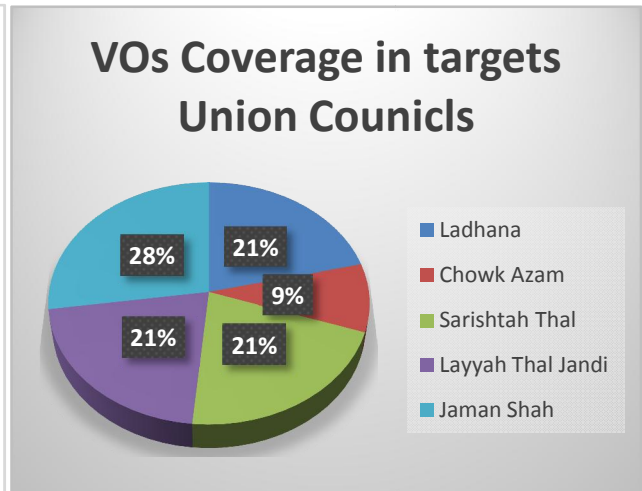
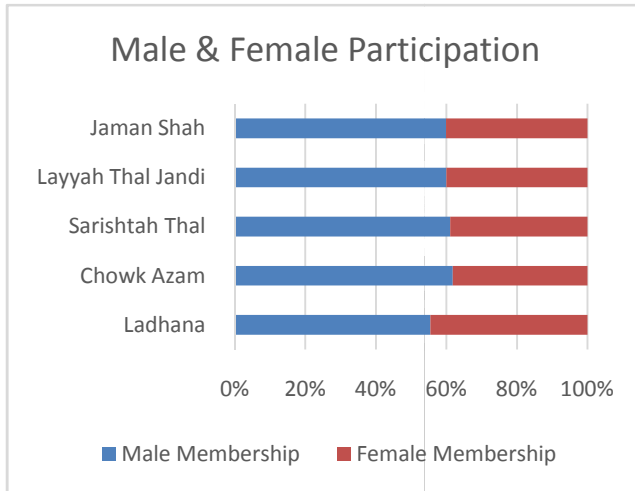
After the area selection, social organizers conducted meetings in the villages with local community members and gave orientation about the project.

After the Program introduction community shows their interest/wiliness to organize them. Social organizer formed community organization; community members select/elect their President and Manager, and took members for CO from each HH (one member). Social organizer facilitated the process and shared information about the objective of CO formation, shared the development approaches and the roles and responsibilities of President, Manger, CO members and how to conduct the CO meetings.



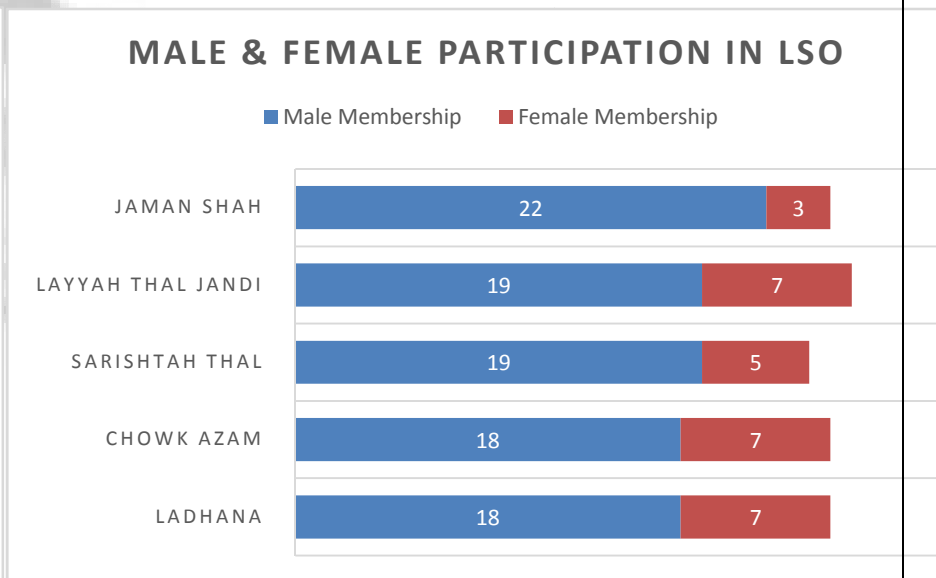
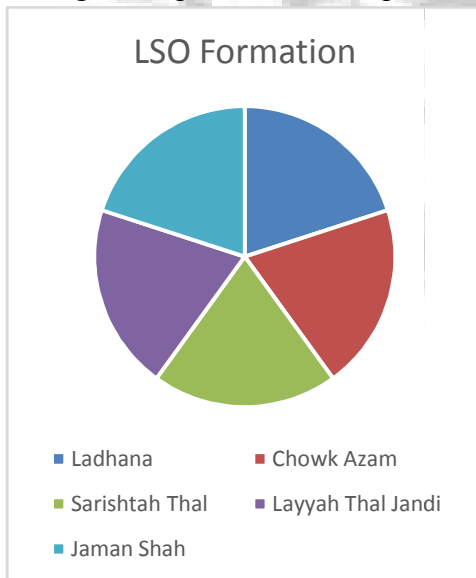
## VO FORMATION:

VOs were formed after the formation of COs .All COs of the area arranged and formed their village organizations (VO)and with theelectoral process of they select their President, Manager and Finance Manger of their VO.



## LSO FORMATION

Local Support Organization at Union Council Level formed in the third tier of the project .All VO of a Union Council first selected their general body and then select their executive members through transparent electoral process.



## OBJECTIVES OF CO FORMATION:

- 1- Identification of the collective issues at village level and prioritization of these issues.
- 2- To form Unity between the members as well as among the community at the village level.
- 3- Networking or linkages formation with Government Departments and with NGO's.
- 4- Access to basic rights awareness and needs
- 5- Disaster Risk Management at village level
- 6- Awareness rising regarding clean and healthy environment.
- 7- Remove the bad false traditionalstereotypes thinking and promote good trends.
- 8- Behavioral change in community towards socio-economic development
- 9- Solve the local issues through self-reliant efforts.

## PICTURES VIEW OF CO, VO& LSO FORMATION:



## CAPACITY BUILDING TRAININGS:

After formation of CO, VO and LSO, ADO has arranged capacity building trainings for the executive members of the community organizations (CO). The main objective of the training was to build the capacity of local community so that they could be able to identify their needs, prioritize their needs, support to implement the project, to keep the proper record and to build their capacities for the linkages with the line departments to solve their problems.

## TRAINING DETAIL:

Sr.#	Title	No of Trainings	No of Participants	Facilitator
1	Community Management and Skill Trainings.	33	689	Mrs. Beenish Rafiq
2	VO's Leadership Management Training	1	30	Mr. Fahad Liaqat
3	LSO as Apex Institution's Training	1	15	Mr.Muhammad Zubair

## STAFF TRAINING:

Sr.#	Title	No of Trainings	No of Participants	Facilitator
1	Human Institution Development Training	1	7	Mr.FahadLiaqat
2	Training on Linkages	1	7	Mr.Niaz Ahmed Shah Gillani
3	Report Writing and Case study Writing	1	7	Mr.SaifUllah Al Hussaini

## **Collective Actions:**

### **CNIC Formations:**

Most of the rural community is illiterate and unaware about the importance of CNIC. For this purpose Mailas were arranged at hamlet level in collaboration with NADRA. And 6560 members of the rural community were facilitated in CNIC formation at their door step.

### **Birth Registration:**

Birth registration culture has been developed at community level through strong mobilization. To practically achieve this 371 birth registration were registered in all UCs.

### **Chickens Distribution:**

At community organization (CO) level chickens were distributed to promote poultry at village level so that small scale business at self-help bases could be promoted.

### **Bio-Diesel plant production:**

At Ladhana UC the members of CO collectively took a remarkable step in the production of bio-diesel plant with self-help passion. Agriculture experts and the ADO team of HID provided a technical assistance in the entire process. It was first time in the history of Layyah that the poor peasants took such types of initiatives in the with self-help bases.

### **Plantation:**

Every year all the community organizations celebrates plantation season with zeal and zest. They promised to preserve the natural resources and for contribution into green revolution at community level. This environment friendly social action is a compulsory action at CO level.

### **International Day Celebration:**

All the international days are enthusiastically celebrated at community level including Women Day, Environment Day, and Labor Day etc.

### **Arranging seminars and Cultural Shows:**

Traditional Mailas and local cultural events were passionately celebrated at community level and the members of all the CO, VO and LSO are well awaked about the importance of these events.

### **LSO Registration:**

Three major LSO has been registered under the Society Act Government of the Punjab so far.



Integrated Approach strengthened the project especially Livelihood LEP component proved to be very fruitful for HID.

- Poverty Scoring showed the real picture of the rural poor identification.
- Situational Analysis presented an overall scenario of existing conditions. Situational Analysis became the basis for the project's activities and strategies.
- Detailed work plan and a linear reporting structure ensured a balanced functioning of the project.
- Continuous visits were the most effective mean of propagating the saving message.
- Involving local, social and cultural elite such as teachers, Imams, opinion leaders to generate enthusiasm and help to spread the message, was another crucial effort in this project.
- Involving activist who has strong working bases proved helpful results oriented.
- Training for all field workers gave a sense of team work among the members. It also taught basic communication skills.
- People in general understood the importance of :
  - CNIC
  - Birth/Death Registration
  - Voter Registration
  - Nikah Registrations
  - Importance of linkages with government and non-government Institutions.

## **Best Practices :**

- 1- Organized the community
- 2- Capacity building of Community Organizations
- 3- Strong relationship with in community
- 4- Strong monitoring mechanism
- 5- Regular follow up meetings with community
- 6- Community involvement and participation
- 7- Need base schemes
- 8- Introduction of Poverty Score card to identify the ultra-poor and vulnerable poor
- 9- Identification of Case studies
- 10- Women involved in decision making process
- 11- Linkages development with GLA's, Donors, NGO's.
- 12- Right based Advocacy Campaign
- 13- Conduct house hold survey
- 14- People linked with the line departments.

## **Recommendations:**

- 1- All other intervention (LEP, CPI) should take start with the recommendations of HID team and CO should be the basic unit at community level for the sustainable development.
- 2- Continuous intervention required for COs strengthens and its true participation.
- 3- Funds should be allocated for Linkages development activities for the CO, VO and LSO.
- 4- Continuous trainings and refresher courses required for these organizations representatives field staff and as well as office staff.
- 5- Exposure visits are necessary to strengthen the human institutions and its representatives.