

YOUTH ORGANIZATION

Annual Progress Report 2021

Youth Organization

2021

Annual Report January 2021- December 2021

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Youth Organization is a Non-Government and Non-Profit organization, established in 1991 and registered under the Volunteer Social Welfare Ordinance Act 1961 in 1995 under registration number DSW- 578 and Balochistan Charities and Regulation Authority, having MoU with Economic Affairs Division (EAD) and Provincial Disaster Management Authority (PDMA)

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Youth Organization Annual Report 2021

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List of Acronyms

AKU	Aga Khan University
BIA	Business Industries Association
CLCs	Community Level Committees
CIP	Coalition for Inclusive Pakistan
DDMA	District Disaster Management Authority
ECP	Election Commission of Pakistan
EWAM	Enhancing Women Access to Market
EQIP	Electoral Quality and Inclusiveness in Pakistan
FGDs	Focused Group Discussion
FSC	Food Security Cluster
IDIs	In-Depth Interviews
LM	Lactating Mother
LADIR	Local Action for Democratic and Inclusive Response to COVID-19
MPR	Monthly Progress Report
MC	Muslim Charity
NVQF	National Vocational Qualification Framework
OJT	On Job Training
PE	Partner Enterprises
PDMA	Provincial Disaster Management Authority
PHPF	Pakistan Humanitarian Pool Fund
PW	Pregnant Women

PWDs	Persons with Disabilities
QAB	Qualification Awarding Body
SELP	Strengthening Electoral and Legislative Program
TEVT	Technical Education & Vocational Training
TDEA	Trust for Democratic Education and Accountability
TPVICS	Third Party Verification Immunization Coverage Survey
TTF	Tameer-O- Tabeer Fund
UC	Union Council
UNOCHA	United Nations Office for Cooperation of Humanitarian Assistance
WE, RE	Women's Enjoyment of Rights, Empowerment
WFP	World Food Program
YO	Youth Organization

Message from President

Being a chairperson, I would extend my comments and feeling in these words that all the staff that remain engage while working and implementing the project in field and managing all the activities project wise at planning benchmark, are the actually assets and real social activist who even do not care of their lives and kept on working in some uncertain situation in some project area, therefore, I feel proud and become speechless before the efforts of executive team and field level social actors. Although, unluckily we are still in bound societal phase where human being treated on race, color and aborigine instead of need, skill and capacity, But we, all need to be united for real and deserving way forward that directly lead toward civilization. We, the Y.O are the family tree, so entire staff are connected and related with one other in all the time for better future of society as well as all the employees.

Wish you happy and delighted previous year for your sincere endeavor.

Best Regard

**Zakia Bano
President
Youth Organization**

Message from Executive Director

Achieving the goal, while giving the true support and due time to the community, is actually my dream to enhance social development process and make possible efforts to overcome upon unproductive circumstances for better social progress. Since, Y.O establishment till now I can say with firm believe that entire team of staff, management, BoD and General Body have given their best to work for the better, improved and ideal shape of community. Being an executive Head of Y.O I would present countless homage and pay millions of congrats to team that remain involve in previous year to complete the project on give time line. I also acknowledged with heartfelt feeling that I may not quote any example to extol your work as you all also did unprecedented exertion and left your precious contribution in the development of this organization.

As loyal and kind human being everyone must ponder and even accept that social development is process that cannot carry forwarded until collection of effort of individuals become part of this process. Therefore, doing little in silence is much better than doing nothing and expressing lot.

It has been a proud dispensation for me and my companion of board members to have served on the board for another remarkable year of accomplishments.

Best Regard

Hameed Ullah Kakar
Executive Director
Youth Organization

About Youth Organization

Youth Organization is a Non-Government and Non-Profit organization, established in 1991 and registered under the Volunteer Social Welfare Ordinance Act 1961 in 1995 under the registration number DSW-578 and also registered from Balochistan Charities and Regulations Authority Act 2019.

Since its inception, Youth Organization has been working for the empowerment of the vulnerable, with a special focus on women, children and minorities. The organization uses a holistic approach to undertake development initiatives to cater to the protection of human rights, attainment of sustainable livelihoods and empowerment of the vulnerable. The organization is making considerable efforts to enable marginalized segments access to education and health facilities and capacitate them to actualize their basic human rights. With regards to the rights of children, schools have been identified as the key setting where health and educational issues can be jointly addressed and necessary action taken, for the improvement of a child's nutritional and educational needs.

Youth Organization has also been involved in providing relief and rehabilitation services in post-disaster situations particularly droughts, floods and earthquakes. Presently, the organization is working in Quetta, Killa Abdullah, Pishin, Ziarat, Loralai, Zhob, Sherani, Ducki, Harnai, Musakhail, Kacchi, Sohbatpur, Qilla-Saifullah, Lasbella, Sibi, Jhall Magsi, Mastung, Kalat, Panjgoor, Washuk, Kharan, Nushki, Chagai, Naseerabad, Jaffarabad, Dera Bugti, Kohlu and Awaran districts, with numerous programs and projects in Social Mobilization, Education, Health, Livelihood, Child Protection, Women Empowerment, Emergency Response and Water and Sanitation.

Vision:

A healthy society where, people have equal access to their basic needs and freedom to exercise their basic rights

Mission:

Promote equality, justice and good governance in the society.

Amis of Youth Organization

Youth organization envisions social change, which involves the advancement of equality, justice and respect for human rights and dignity. It aims towards developing and creating understanding on everyone's common responsibility to make human rights, (UDHR, CRC, and other Conventions for the rights of women and children), human development and socio- economic changes reality in each community and in the society at a large scale.

In addition to the inspiration we take from the principles and values of human rights, all our work and interactions with stakeholders are guided by the following organizational values:

Objectives of Youth Organization

To ensure mass level participation in socio economic, peace, justice practicing, good governance in political and scientific arena, through recreational and culture revival opportunities for youth in general and women in particular.

To inspire and equip Women & Youth to reach their divine potential, women in leadership and business management skills, and build the capacity building of communities for identification, prioritizing of services delivery gaps and resource mobilization to redress, enhance ownership as remedy and enable them to plan, implement and manage development initiatives for sustainability.

To organize and facilitate services in segments of women empowerment, child protection, health, education, enterprise & legal empowerment, physical infrastructure, environmental protection, water and sanitation in Baluchistan.

Generic Information of Y.O

Name of Organization	Youth Organization
Acronym	Y.O
Type of Organization	Local – Balochistan Based
Head of Organization	Hameed Ullah Kakar
Main Office Address	House No 29-B Chaman Housing Scheme Air Port Road Quetta Email: info@youth.org.pk , Contact No: (0092)81-2864346/0346-8397898
Geographical coverage:	Head Office: Quetta Field Office(s): Ziarat, Panjgur, Pishin Chaghi, Mastung, Khuzdar, Kalat, Lasbela, Sibi, Killa Abdullah and Loralai Other Covered Areas: Loralai, Killa Saifullah, Zhob, Barkhan, Musa Khail, Khuzdar, Chaghi, Awaran, Lasbela, Washuk, Kharan, Naseer Abad, and Jaffar Abad districts.
Sectors of specialization:	<ul style="list-style-type: none">• Social Mobilization/ Institution Development• Emergency Response• Health• Education• Community Infrastructure• Water and Sanitation• Governance• Youth Development• Voter Education and CNIC Registration• Gender Equality

	<ul style="list-style-type: none">• Children and Women Protection• Maternal and Child Health• Nutrition• Skill Development• Livelihood Enhancement• Food Security• CASH Transfer• GBV
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Youth Organization

Chapter-1



Project Name: Combating Food Insecurity and Preserve the Ability of the Most Vulnerable and Affected Peoples through Sustainable Livelihood Sources and Cash Distribution in District Jhall Magsi Tehsil Jhall Magsi UCs (Akbarabad, Kot Magsi, Safrani and Barija)

Project Period: From 25th September, 2020 to 31st March, 2021

Project Location: District Jhall Magsi UC Akbarabad, Kot Magsi, Safrani and Barija

Donor/Partner: UNOCHA- PHPF Fund

Total Beneficiaries: 3250 families

Brief Summary of Project

While onset of the project proposal designing phase, Youth Organization conducted a comprehensive need assessment survey within 04 most affected union councils of District Jhall Magsi namely, Akbarabad, Kot Magsi, Safrani and Barija of Tehsil Jhall Magsi, in which we found that the selected population of the proposed intervention area is badly affected from the current pandemic disaster and local people are striving for their wellbeing.

The selection criteria for the aforesaid union councils was worst impact of the COVID-19 pandemic outbreak where COVID-19 cases were recorded; hence, we consulted with the concerned stakeholders who further described that the selection union council residents are completely depended on livestock, agriculture and small businesses and the recent disaster have badly affected their wellbeing.

Youth Organization has selected villages based on randomized approach method in in which we focused on the extremely vulnerable households and collected information about their livelihood sources, impact of the current disaster and expected resolution of the burning issue.

Based on the findings youth organization's management has designed an innovative approached intervention to respond the current pandemic crises within the aforementioned union councils of District Jhall Magsi.

According to the findings recorded by the need assessment team, District Jhall Magsi has faced devastating natural disaster in past and its residents witnessed huge human and livelihood crises during these disasters; consequent floods, earth quack and decades spell of draught are major natural unrest of the area.

Further the Rapid Need Assessment elaborates that the current pandemic disaster and continued spell of lockdown has worst impact on socio-economic condition of a common man, especially daily wagers, agriculture labour, working class in small shops, and small & medium enterprises have been suffering since the pandemic outbreak; in result of the lockdown, most of the vulnerable people including daily wagers, working class, peasants, farmers, shepherd, women headed, child headed, elderly headed, widows, transgender and minorities have been suffering from food insecurity, Agriculture, Livelihood, Livestock and other basic income generation sectors of District Jhall Magsi.

In the proposed intervention Youth Organization will target directly 3255 most vulnerable and affected families having lost their Food, and Livelihood sources during this Pandemic Covid-19 and recent flood in district Jhall Magsi. The project interventions will help the affected families to restore and improve their Food status, Enhance their livelihood sources, through a sustainable and more realistic approach while ensuring the maximum support of cash, provision of agricultural seasonal inputs as per FAO guidelines, agricultural toolkit,

1.1 Implementation Methodology and Activities Detail:

Youth Organization, with financial support of UNOCHA implemented the project social mobilization was the prime focus and key strategy during the implementation of the project. 15 Community food security committees based upon community activists and elders has established at Union Council level which was compromised of its 5 members from all the affected target villages. After selection of the community members, their TORs were formed to define their role during the implementation of the project. These committees has oriented with the project objectives and activities and played a vital role in the project implementation while identification of vulnerable families, selection of families and implementation of the activities. Its members has also monitored the project activities in their respective areas and shared their feedback and experiences at UC level. Each community level committee was meeting on monthly basis to review the project implementation and decide the future course of action. At village level both male and female community meeting has conducted facilitated by the Youth Organization field staff. Eligibility criteria for each grant package has also discussed with the community members. Separate nominations for each package have received from the communities in the form of resolution. Social Organizers of Youth Organization had verified the beneficiaries as per the defined criteria after receiving the nominations from the communities and has submitted the final verified lists to the Project Manager at Field Office. Project Manager and the M&E officer have randomly cross verified the lists and finalize the beneficiaries. All the process has regularly monitored by the M&E officer and corrective measures has adopted where necessary. Youth Organization has provided the technical inputs to the committees as to avoid any ambiguity and other issues to ensure project accountability and reliability. We have conducted the following activities and provided the support to 3255 affected families including the male, female, boys, girls, transgender and people living with disabilities to become food secure.

As per assessment finding conducted by YO and recommendations of Food and Agriculture cluster following activities will be conducted with the affected 3255 HH directly /22785 individuals including 7700 men, 10150 women, 2450 boys and 2450 girls.

Activities

1.1. 750 Households (Male) will receive Conditional cash grant (up to Rs. 8,450/= as per WFP Cash modality) in exchange for participating in livelihoods-enhancing activities, These cash transfers will help households meet their immediate food needs, while the livelihoods activities will support them to recover and build resilience to future shocks on the medium/ long term.

1.2. 750 Female HH will receive Food package including (92.75Kg / Household as per WFP Food Transfer modality) Containing (80Kg Wheat Flour, 4.5 liters cooking oil, 08 Pulses, 2kg Salt); in exchange for participating in livelihoods-enhancing activities, These Food transfers will help households meet their immediate food needs, while the livelihoods activities will support them to recover and build resilience to future shocks on the medium/ long term.

1.3. 1200 HH Provision of Poultry Packages including (Poultry birds 1 Cock+ 9 Hen, Poultry Feed, Poultry Kits, and Trainings on Poultry Management, Poultry production, and breeding to increase household protein production

1.4. Provision of 1000 Goats Packages including (two Female Goats to 500 beneficiaries including 50kg Livestock Fodder, Livestock management Training to affected people to enhance their knowledge for food security and livelihood enhancement.

1.5. Provision of Kitchen Gardening Package to 50 Female Household headed including Seasonal seeds, Fertilizers (DAP, Urea,) , Kitchen Gardening Tool Kit, and Kitchen gardening management training of affected people to enhance their knowledge for food security and livelihood enhancement.

1.2 Objective of the project:

To support the affected families having lost their Food during this Pandemic Covid-19 and recent heavy rain and flood in the projected district Jhall Magsi through a sustainable and more realistic approach while ensuring the maximum support of cash for both vulnerable male and female beneficiaries of the area along with awareness raising about COVID-19 pandemic its spread and preventions and about nutrition services.

1.3 Result of the Project:

We have successfully implemented this project and distributed all packages among needy and affected families for their livelihood enhancement.



Youth Organization

Chapter- 2

Project Name: Workplace Based Training through Competency Based Training and Assessment Model in Balochistan at District Pishin

Project Period: From 01st January, 2019 to 30th October, 2021

Project Location: District Pishin and Zhob

Donor/Partner: GIZ TVET Support Program

Total Beneficiaries: 240 Trainees

Summary of Project:

Youth Organization will implement this project in four stages Youth organization has already conducted Need Based Assessment survey in the above mentioned districts for opting trades which are the dire need of society for contributing through these competencies skilled based trainings. This phase is for Social mobilization for community participation and involvement enterprises and engagement different segments of the societies based on the Need assessment; along with required MOUs as per requirements.

Project Visibility

Project visibility is very important in order to inform or to address the unaddressed people. In this regard Youth Organization will display banners and posters in different location of the community and will also distribute pamphlet and leaflet.

Mobilization / Community Meetings

Community meetings are the key to open the door of community for any intervention. Community representatives will be oriented about the objectives of the project. Awareness sessions will be conducted with different community members at village level to orientate them about the objectives and benefits of Projects. Awareness raising session's venue and time will be taken from the community in order to make sure the presence of the women and men as well. By conducting meeting with the community for every activity makes environment friendly for implementation process which we have experienced in are past projects. 04 Community meetings will be conducted in a month separately with men and women 02 in district Pishin and 02 in district Zhob every month before starting the skill training classes.

Sensitizing Youth

Our young generation is very talented and hardworking. Youth organization will sensitize youth and make them participate in the campaign in their respective areas through social mobilizes.

Focused Groups Discussions

Different FGDs will be conducted meanwhile the community meetings with different groups so as to have the effective results for the implementation of the project and for the section of the trainees

in the said districts. 24 Focused Group Discussions will be conducted 12 in district Pishin and 12 in district Zhob separately with men and women.

Identification, Selection and Registration of Trainees

After being identified from FGDs and other above activities the trainees have been identified and will be selected for the trainings after the combined interview date. The trainees will be then registered and shared with GIZ.

Stage Two:

Involvement of different enterprises

In order to sustain and make project effectiveness long lasting different enterprises will be involved having signed MoUs and other agreements for trainees and development of linkages for job placement and trainees exposures during and after training sessions.

Stage Three:

12 months trainings will be conducted of 80% Practical and 20% Theory of 5 working days with CBT Curricula's implementation alongside enterprises involvement within sessions of 2 months simultaneously.

Stage Four:

Examination will be conducted with TTB of the trainees and strong linkages will be developed for their job placements with different enterprises including public and private sectors.

Objectives of Project

- The main objective of this project is to empower community through the provision of 12 months technical and vocational competency based training skills, so that they can contribute for the financial needs of their family and become productive member of society and strengthen the economy of country effectively and efficiently in different epochs.
- To empower of 240 Youths (120 men and 120 women) vocational skills in different qualifications and will certify them from qualification awarding body Balochistan.
- To involve the number of BIAs and Enterprises to ensure 75% employment as well to place the trainees for 02 months during on the job training.



Chapter -3

Project Name: Women's Enjoyment of Rights, Empowerment and Leadership (WE, RE Leader) Project

Project Location: District Lasbela

Project Period: January 2020 – December 2022

Donor/Partner: Trust for Democratic Education and Accountability (TDEA)/ Global Affairs Canada

Summary of Project:

Women's Enjoyment of Rights, Empowerment and Leadership (WE'RE Leaders) is a project that is conceived keeping in view significant systemic challenges to achieving gender equality in Pakistan. The constitutional and legal provisions and commitment to gender equality notwithstanding, Pakistan's social, political, and cultural dynamics require a consistent input to ensure equal rights for women. Keeping that in view, the project has identified a number of stakeholders to engage in providing and improving women's participation in political processes on the one hand and capacitating women for more meaningful contribution to the democratic system as a whole.

In an effort to contribute to strategically identified issue areas that are at the heart of women's exclusion from the political system, the Trust for Democratic Education and Accountability (TDEA) has developed the WE'RE Leaders project informed by TDEA's decade-long experience with citizens and other key stakeholders. WE'RE Leaders has adopted a measurable approach to tackling the issue through a specially-designed three-pronged program that will focus on capacitation, facilitation, and finally integration and consolidation with a range of critical stakeholders in a way that builds up the demand as well as supply side allowing for a holistic revision of the women's empowerment dynamic. TDEA's approach to planning and implementation of WE'RE Leaders will draw on experience and lessons learned from administering nationwide grants related to voice and accountability activities and capacity building as part of its diverse initiatives.

Capacitation under the project will be tailored for individuals as well as institutions that enhance women's ability to participate in political processes. This will include training of the following: up to 210 potential young women leaders on polishing their leadership skills and engaging the most talented in an internship program to develop these qualities; up to 1440 political party representatives on more effective inclusion of women in their decision-making roles; up to 640 representatives of the media, citizen journalists, and activists on progressive portrayals of women in the media; up to 400 female local councilors on effectively carrying out their duties.

Facilitation under the project will aim to lay a path for increasing women's entry into the political arena. This will be attempted by the following: registering up to 300,000 women across 16 districts of Pakistan and including them in the electoral rolls through registration of their National Identity Card (NIC); facilitating up to 400 potential women candidates on how to contest elections.

Finally, the project will work towards integration and consolidation by reinforcing the mutually complementing sets of activities in an effort to bring about long-lasting systemic changes. It will do this by establishing platforms that call for collaboration among stakeholders working to strengthen women's political participation. These will include district-based networks of local government councilors; networking groups that bring together citizen journalists, activists, citizens' groups and media to conduct gender-based oversight of public institutions and political processes; and conducting a gender audit that evaluates laws, rules and regulations, and party constitutions through a gender lens that will inform all activities and enrich its evidence-based interventions.

TDEA has been working towards ensuring parliamentary and governance oversight, elections observation and electoral reforms in Pakistan since 2008. Women's Enjoyment of Rights, Empowerment and Leadership (WE'RE Leaders) is a four-year initiative from 2019 to 2023 aimed at increasing, and enhancing women's political participation in Pakistan (WPPP). Funded by Global Affairs Canada (GAC), the Trust for Democratic Education and Accountability (TDEA) is implementing the project in the federal and provincial capitals as well as 16 target districts across four provinces in Pakistan. TDEA will take the lead in implementing project activities in the federal capital, while the activities in provincial capitals and the 16 project districts (six Punjab, four each in Khyber Pakhtunkhwa and Sindh and two in Balochistan) will be executed by TDEA's partnering member organizations of the Free and Fair Election Network (FAFEN) who have a rich of experience of implementing similar interventions in these areas.

Project Objectives

“Increased political empowerment and enjoyment of rights by women, particularly young and marginalized women and those at risk, in PAKISTAN”

Secondary Objectives

- Improved promotion and protection of women's civil and political rights by governments and civil society.
- Increased and equitable participation of women in democratic processes and civic life, particularly the young, marginalized and those at risk.
- Improved gender responsive and inclusive systems of governments, democratic institutions and civil society organizations (nationally and sub-nationally).



Youth Organization

Chapter-4

Project Name: Strengthening Media Freedom and Civic Space of Pakistan

Project Location: 12 Districts and 43 Tehsils Zhob/Sibi Division Balochistan

Project Period: From 01st August, 2021 to 30th March, 2022

Donor/Partner: FCDO/TDEA

Total Beneficiaries: Capacity building of 43 tehsils level organizations

Summary of Project:

The project aims to develop the capacity of FAFEN member organizations working at the tehsil/sub-district level. These organizations will continue to function by implementing governance programming after the life of the project with a specific focus on dealing with vulnerabilities. The capacity development investments will yield significant dividends as the organizations will be able to develop a robust and thorough base with the tehsils/sub-districts to implement similar programs in the future.

The components of the project are designed to contribute to the two following outcomes.

OUTCOME 1

Policymakers, response providers and target communities are more aware of, sensitive to, and inclusive of, the rights of vulnerable groups.

OUTCOME 2

A more conducive operating environment is established for civil society and media to exercise their civil and political rights in order to act as protectors and promoters of the rights of vulnerable groups.

Following are the key activities to be implemented by the partner organization during the grant period.

1	Vulnerability mapping to profile tehsil/ sub-district level vulnerable groups
2	Pandemic Governance monitoring to make evidence-based pandemic recommendations and findings
3	Dissemination of pandemic governance monitoring recommendations and findings with stakeholders to advocate for corrective actions
4	Facilitate, coordinate and collaborate with TDEA for components of the vulnerability assessments, the production of “Beyond Abstraction: Faces of Vulnerability and Empowerment” video series, “Consciousness Raising: Challenging the Status Quo” human-interest stories, production of stories/news items of trained journalists, and where needed with universities for innovative ideas to curtail vulnerability

Chapter-5

Prime Minister Youth Skill Development (NAVTTTC)

Funded By: NAVTTC

Project Location: District Pishin

Description of Project

- The main aim of project was to focused on Vocational skill trainings of non skilled Students.



Chapter-6

Project Name: Enhancing Women Access to Market (EWAM)

Project Location: District Pishin

Project Period: February 2020 to June 2022

Donor/Partner: Trust for Democratic Education and Accountability (TDEA)/ Embassy of Netherland

Summary of Project:

The Trust for Democratic Education and Accountability (TDEA) is implementing a three-year Enhancing Women Workers' Access to Market (EWAM) with the support of the Embassy of the Kingdom of the Netherlands in Pakistan. The project is the continuation of a similar initiative that completed in December 2018. The project aims to contribute to improving working environment for women workers in formal sector (which are registered with the government where workers have to work only a fix number of hours and they have many perks such as paid leave, maternity benefits and security of employment) in Pakistan. It will address a core set of issues that continue to obstruct and impede women's economic participation primarily by enhancing the individual and organizational capacities of women workers such as their ability to negotiate and advocate their collective priorities and demands with employers, policy-makers and legislators, and by increasing understanding among legislators, policy-makers and the public about changes necessary in legislative and administrative frameworks governing women's labor through advocacy, public education and other practical action.

The project will be implemented in 14 major urban centers and industrial zones, including the target districts of the first phase of WAction, namely Islamabad and four provincial capitals; Lahore, Karachi, Peshawar and Quetta. In addition to the federal and provincial capitals, the project's geographical scope will include nine major industrial cities located across the provinces, namely Sialkot, Rahimyar Khan and Faisalabad in Punjab, Sukkur, Karachi West and Korangi in Sindh, Haripur, Charsadda and Mardan in Khyber Pakhtunkhwa, and Pishin in Balochistan.

The project will build profiles of the industrial zones located in these districts as well as mobilize, organize and train women working in public and private sectors to enhance their individual, collective and organizational capacities to negotiate, advocate and lobby with employers, policy-makers and legislators for improved and gender-sensitive workplaces. Alliances of registered and non-registered groups of working women will be facilitated to formulate and advocate effectively for policy and legal reforms at the provincial and national levels.

Objectives of Project:

The overall goal of the project is **“Increased enjoyment of rights and improved working environments by women workers in Pakistan”**.



Chapter- 7

Project Name: Water for all with Provision of Clean Drinking Water to Most Thirsty and Needy Communities of District Sherani through Installation of Hand Pumps

Project Location: District Sherani

Project Period: November 2020 to December 2022

Donor/Partner: Muslim Charity

Summary of Project:

Youth Organization is the active member of WASH, Child Protection, Food Security, and clusters at Balochistan and also Youth Organization is focal person for WASH, Child Protection clusters at various districts of Balochistan province. Youth Organization is the rooster member of WFP and UNICEF for its development & food Security projects in Balochistan. Also the organization is active member of gender cluster which is led by PDMA Balochistan. Youth Organization is performing its responsibilities as active humanitarian member of many district administrations & participating in every government and civil society coordination meetings in which Youth Organization directly and indirectly connected with all stakeholders. Youth Organization has also included all concerned district line departments for this intervention particularly education, health, PHED and local government departments and oriented them on all programmes/projects. The concerned line departments not only invited for participation in capacity building activities of the project but also they ensure their presence in each and every project activities at rural areas selected for this project. Youth Organization will ensure regular progress sharing and presentations with WASH cluster, PDMA, Muslim Charity, district administration and submit 4w matrix reports. Also Youth Organization ensures mobilization and motivation of local notables, tribal elders and concerned clan representatives and involve them in all project activities which may results positive impacts on the project. The supplies safely reach at the field place where no any looting or snatching of goods problems will be face due to strong strategies and pervious lesson learned. The communities will be informed about the project inputs as clearly in which this may will reduce conflict threats among the communities.

Baseline information collection, feasibility study of the including field survey, through secondary data in coordination with community, PHED, other relevant stakeholders on existing situation of surface and underground water in the selected area.

During onset of the project; Youth Organization will initiate team hiring process during earlier days after approval of the project. According to Youth Organization's recruitment policies, the vacant/created project positions internally and externally will be advertised in local newspapers and emails for hiring of competent staff. Recruitment of internal staff depends on the performance evaluation process of the organization. N this connection; Youth Organization will form human resource hiring/ recruitment committee. The committee will be comprises on HR, Program and management departments. HR recruitment committee will receive the applications that will be independently analysed and short listed. The HR recruitment committee will call to the short listed candidates and organize tests and interviews. The final appointments will be made on probationary

period for one month and the successfully appraised staffs will be given further extension for three months until last date of the project completions. The project staffs will be selected as per standard operating procedures of the organization that includes gender equity and women staff will be selected as per geographical needs. Also the staffs will be hired/recruited without any ethnic or religion discriminations. The hired staff will be trained/ oriented about project activities and Youth Organization will organize orientation sessions for project staff at Youth Organization project office at Sherani in Balochistan.

The project aims to reach maximum families including Women, and Children) hygiene and sanitation beneficiaries – the same number as water beneficiaries. The core of the new strategy can be summarized in terms of a move away from a model household, village and school with focused approach, to one based on four key points:

1. Adoption of Community Led Total Sanitation (CLTS) as the main mobilization strategy to achieve significant transformation and impact
2. Defined minimum standards of a hygienic practices and hand-washing facilities with soap. Attention to hand-washing and promotion of the tippy-tap in particular
3. Working with whole communities, prioritizing attention to WASH at household level and in all schools of those communities, but also ensuring that the CLTS method addresses WASH concerns for all other institutions within the community
4. Maintaining strong links with health, education and water departments as well as other NGOs working in the WASH sector in the area, with a view to maximizing harmonization

The strategy also clarifies issues such as approaches to poor drinking water situation; key messages; ways of promoting women's empowerment and ensuring alertness to the needs of the most vulnerable; priorities regarding water quality issues and engagement with the media. Finally the strategy looks at key monitoring indicators, lays out the roles and responsibilities of different partners, highlights follow-up points and summarizes work-plans going forward.

In the development of this Strategy implementing plan, the following principles are adopted by the project team:

1. To produce a strategy and implementation process that will achieve at least the level of sanitation and hygiene transformation outlined in the program re-design
2. To have defined common approaches yet also encourage a flexibility and adaptation to local realities (e.g. differences between the two districts)
3. To ground the strategy and implementation process in government initiatives, and look at opportunities for influence on all stakeholders in the region, i.e. to build harmonization and coordination between the key players
4. To ensure that the approach taken empowers women, and has the needs and interests of the most vulnerable in mind.

Key Components

The core of the hygiene and sanitation strategy can be summarized in terms of four key points:

1. Adoption of Community Led Total Sanitation (CLTS) as the main mobilization strategy in order to achieve significant transformation and impact
2. Agreed and defined minimum standards of a household latrine as ones which:

- a. have a lid (which provides a barrier to flies);
 - b. Installation of appropriate hand pumps in health centres, community and schools for increasing quality drinking water standards
 - c. have hand-washing facilities (e.g. tippy-taps) with soap or ash
3. Working with whole communities, prioritizing attention to WASH at household level and in all schools of those communities, but also ensuring that the CLTS method addresses WASH concerns for all other institutions within the community
 4. Maintaining strong links with health, education and water departments as well as other NGOs working in the WASH sector in the two districts, with a view to maximizing harmonization



Chapter -8

Project Name: Tameer-O-Tabeer Fund Project

Project Location: District Kech

Project Period: June 2018 to December 2022

Donor/Partner: Pakistan Poverty Alleviation Fund (PPAF)

Summary of Project:

The aim and objectives of this project is build the capacity of local support organizations situated in the district Kech UC Sami and Hushab with the following Local Support Organization.

- 1- Local Support Organization KUMMAKKAR
- 2- Local Support Organization DURBAN



Chapter-9

Project Name: Pakistan Coalition for Education (PCE)

Project Location: District Pishin

Project Period: January 2021 to December 2021

Donor/Partner: Pakistan Coalition for Education Network

Summary of Project:

This project is funded by Pakistan Coalition for Education Network the main objectives of the project is to establish active group in the project district which will work for the promotion of education and especially for the enrollment of students and for the capacity building of teachers. In this project we have formed the PAGE group in the district Pishin and notified from the district administration and conducting monthly meetings of PAGE group for their capacity building to work for the enrollment of students in the formal school.



Chapter- 10

Project Name: Electoral Quality and Inclusiveness in Pakistan

Project Location: 12 Districts 43 Tehsils

Project Period: September 2021 to December 2023

Donor/Partner: Free and Fair Election Network

No of Beneficiaries: 43 Tehsils Level Organizations

Summary of Project:

This project funded by Free and Fair Election Network the main purpose of the meeting is to formation of Tehsil Level Organization in 43 tehsils of 12 districts Balochistan and Community Mobilization and capacity building of tehsil level organizations. We have successfully formed the regional network of these 43 tehsil level organizations and project activity is smoothly implementing through the tehsil level organizations.



Chapter 11

Networking and Linkages Development

Membership

- **FAFEN** (Free & Fair Election Network)
- **NHN** (Nation Humanitarian Network)
- **PCE** (Pakistan Collection for Education)
- **BDN** (Balochistan Development Network)
- **PCCHI** (Pakistan CSO collation for Health and immunization)
- **CSCCC** (Civil Society collection for Climate Change)
- **INEE** International Network for Education in Emergencies
- Member of PDMA emergency clusters i.e Health, Education, Nutrition, Food and Agriculture, WASH and Protection

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Affiliations:

- Social Welfare Department
- Balochistan Charities and Regulation Authority
- EAD Registration (MoU)
- Pakistan Center of Philanthropy (PCP)
- Provincial Disaster Management Authority (PDMA)
- Certified with Trade & Testing Board Balochistan
- Appellation with FBR (Tax Exempt)
- Member in Health & Nutrition Cluster
- Member in Food Security & Agriculture cluster
- Member in Education Cluster

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Chapter 12

Success Stories

Story of Change,

“Social Activism for Women Empowerment”

Women Social Activist Ms. Nargis meet with political leaders for protection of women workers and demand for legislation.

Introduction

The Trust for Democratic Education and Accountability (TDEA) is implementing a three-year Enhancing Women Workers' Access to Market (EWAM) with the support of the Embassy of the Kingdom of the Netherlands in Pakistan. The project is the continuation of a similar initiative that completed in December 2018. The project aims to contribute to improving working environment for women workers in formal sector (which are registered with the government where workers have to work only a fix number of hours and they have many perks such as paid leave, maternity benefits and security of employment) in Pakistan. It will address a core set of issues that continue to obstruct and impede women's economic participation primarily by enhancing the individual and organizational capacities of women workers such as their ability to negotiate and advocate their collective priorities and demands with employers, policy-makers and legislators, and by increasing understanding among legislators, policy-makers and the public about changes necessary in legislative and administrative frameworks governing women's labor through advocacy, public education and other practical action.

The project will build profiles of the industrial zones located in these districts as well as mobilize, organize and train women working in public and private sectors to enhance their individual, collective and organizational capacities to negotiate, advocate and lobby with employers, policy-makers and legislators for improved and gender-sensitive workplaces. Alliances of registered and non-registered groups of working women will be facilitated to formulate and advocate effectively for policy and legal reforms at the provincial and national levels.

The overall goal of the project is **“increased enjoyment of rights and improved working environments by women workers in Pakistan”**.

The story about project objective No 1, Enhanced organizational capacities of Women Workers' Alliances (WWAs) to negotiate and advocate their collective priorities and demands with employers, policy-makers and legislators.

After formation of women workers alliance and capacity building training of women worker alliance all alliance members started the monitoring of workplaces after the highlighted issues of women workers in different work places, she meet with political leaders and the MP of District Pishin and shared the situation of women workers and facing the issues especially due to not having separate washrooms in work places.

Baseline situation

District Pishin at a Glance

District Pishin is administratively divided into four tehsils (tehsil is an administrative unit similar to a county) and 38 union councils. The district headquarter is “Pishin” town. It shares its boundaries with Quetta (the provincial capital) in the south, Pishin in the west, Killa Saifullah in the east and Afghanistan in the northeast. The district is inhabited by different tribal groups, mostly of Pashtun ethnicity. The major tribes in Pishin are Kakar, Tareen, Achakzai and Syed. Pashto is the dominant language in the district.

According to the 1998 census, the total population of the district is 367,183 with 196,330 males and 170,853 females. Number of average person in house hold is 7 dist. Livelihoods of the people in Pishin are highly dependent on agriculture, livestock and government services. The main crops are wheat, barley, cumin, fodder, and vegetables in Rabi (around November - March) season and onion, potato, melons, vegetables, fodders, and tobacco. Fruits include almond, apple, apricot, grapes, peach, plum, pomegranate, cherry and pistachio. Livestock is also a major source of livelihood of the people in Pishin.

The health condition in the district is very poor. There is one doctor for every 8,740 persons. The most common diseases are respiratory infections, gastro and diarrhea. Other diseases are malaria, meningitis, fever and scabies.

Only 8% of children who are less than five years old are affected by malnutrition which indicates a reasonably good nutritional status. Only 5% of the families there use suitable iodized salt. The overall net primary school attendance ratio is 53% for boys and 47% for girls, but the secondary school attendance ratio of is only 19%. The literacy rate is 74% for males and 30% for females (IUCN, 2011).

The women workers are facing various issues in workplaces they are not aware about their rights and they were not empowered. Youth Organization with the financial support of TDEA we have conducted the capacity building trainings of women workers alliance members regarding the basic laws, protection laws and laws related to women empowerment and protection. After the training now all the women workers are actively engaged in the women empowerment and are the close coordination with law makers especially the district elected members for the provincial assembly. Nargis along with other alliance members make sure the construction of washrooms in 10 work places with the help of female MPA elected from district Pishin and also shared the situation report of work places with MPA for further legislation.

Project

Youth organization with the collaboration of TDEA conducted the one day training of Women Workers Alliance Members on Training of women workers Alliance on leadership, public speaking and representation skills 25 alliance members participated in the training. The alliance members shared that through this training our capacity is build and now we are well aware about the rights of women workers in the work places.

Results

After receiving training one active alliance member Nargis with here other alliance members visited the female MPA office for sharing situation of work places and situation of legislation on

women workers in district Pishin, she also shared the issue of non-availability of separate washrooms in work places.

The MPA directed to DC and labor department to monitor the work places and update us, after joint monitoring of DC and Deputy Director Labor they directed the work place owners to construct the separate washrooms for women workers with in week. As per the direction 10 separate washrooms constructed in required work places this was only possible by the alliance members struggle and highlighted the issue during the monitoring of work places and also from the sharing of women workers in monthly alliance meeting.

Conclusion

A key purpose of capacity building of women workers and formation of alliance to improve and increase the women access to improve working environment for women workers in formal sectors. The capacity building of women workers and alliance members will mitigate the gap of women workers legislation. The alliance members is playing a vital role among the women workers and the alliance formation will further lead the women workers for the protection of their rights especially will lead the women workers for legislation.



Name: Zar Malik

Age: 72

Location: Dhack, Dasht e

ShebazSocio-Economic

Background

Zar Malik is a Grand Mother of 4 Orphans, she has no source of living amid the out-break of Covid-19. She told that prior to Covid-19 neighbors and relatives used to extend an helping hand. But since the outbreak of Covid-19 life has become more hard to live.



Case History

‘Aches my heart when I look at my grandchildren, they have no shoes to walk, cozy clothes to wear and food to eat. My grandchildren, whose father has died, were all excited and happy for ration. Every morning they would rise in their bed and ask an only Question ‘Grand Ma! Did the food arrive’. Every night I used to lull my grandchildren to the stories of delicious food. My soul weeps when I see my grand-children crying and quarreling for food, it makes me wonder and accept the harsh reality of life. When there is no food no relation remains intact, the emotions and feelings that agglutinate a relationship succumbs to the tyranny of hunger. Thank you WFP for providing Grand-mothers and Mothers like me with a relief and luxury of happily living children. Seeing one’s own flesh pitting and quarreling against each other is worse than hunger. I had no one except my grand-children; they are the vestiges of my Child my Son! who are my life asset. Oblivious to the brief respite of hunger, my grandchildren are ‘hoping’ to have food for life time so innocent and Ignorant are they to reality. But I hold as long as humanity exists none shall die of Hunger. WFP has not given us merely food but the hope to hope.’

Name: Muhammad Arif

Source of Livelihood: Daily Wager

Age: 55

Village: Sahib Khan, Kallag

Socio-Economic Background

Muhammad Arif is an old man hailing from Village Sahib Khan, Panjgur. He had nothing else to earn other than working on border with

Oil vendors and Transporters. However, owing to multiple shocks within the vicinity befell upon him and his family. Among such shocks at the top of the list are Insurgency and Covid-19 which affected the most. These two shocks proved to be the most lethal for the local economy, these two put an end to local economies, for more than half of the population in Panjgur is dependent on cross border businesses with Iran. Moreover, during insurgency the businesses were affected and the border was intermittently functional for trade but in Covid-19 the border area was completely shut down which resultantly trickled down its impact upon all, though relative in its nature and severity.

Case History

‘I had smiled when a baby boy was born to my wife some decades back! This day has evoked ages old happy man. We could not have even imagined of food in this much quantity. I am a daily wager and work on border for my livelihood. I have 7 daughters and only Son, and inauspiciously 2 daughters and a son are disabled while 2 daughters widowed. Covid-19 had left us no option but to look at providence and wait for his mercy. Blissfully, My God did not deject me and descend you people to cater to our needs. This has been long since we elders smiled, children ate and played. However, eventually My God poured his mercy down over us. Being in dire need of food is something beyond imagination, and is frustrating and self-criminalizing in times where virtually nothing is impossible. However, this day and ration made me revisit my belief and replaced my conviction in humanity. Empathy has not vanished yet and shall reincarnate shortly if people and organizations work in alike spirit and dignity. I wish you could see the smile on the faces of my



family members, certainly are they serene and satiating to a humane Heart. Smiling for a poor is costly, thank you for paying the cost to bring a smile on so many faces'

YOUTH ORGANIZATION HR PROCESS

1- Background

Youth Organization as it full-fledged HR System to deal the HR related matter in the Organization and keep the all records related to staff .HR department basically is closely involved to deal all staff related Matter with in organization that basically focused the recruitment and selection, staff Appraisal, staff training, leave management and BOD related Matter with organization. These all are mentioned in approved HR manual of youth organization.

2- Hiring of Staff

Youth organization HR department deals all staff related matter with in approved set and systematic way and start process to hire an employee, the following process will be taken in recruitment, approval job request will be established by Manage as per need of any project, further all required positions will be announced in local news paper, organization website and forums etc.

Keeping the selection very transparent the management of youth organization will decided the penal for test and interview, the combination of penal will be (a technical person,(Management)General (BOD) and person from HR department analyses the whole process of selection and recruitment and submit their recommendation for selection to executive director for approval of hiring of recommended staff.

3- Leave Management

HR department deals all leave management of permanent and project staff at head office and field office where the policies of HR will be implement in both permanent and project staff, similarly all staff members can avail the facilities of leave, in the HR system of youth organization staff members can avail , sick leave , annual leave ,casual leave, companionate leave, Maternity Leave, short leave, leave without pay and public holidays announced by government of Pakistan

4- Staff Training

In HR system both project and permanent staff members are eligible to avail training equally the staffs are being facilitated for training in project budget head staff training and capacity building, for identification of staff training the training need assessments of each staff is being carried out in each year and they will be facilitated according training needs.

5- Performance Appraisal

performance appraisal of all staffs are carried out during the probationary and yearly where the in start of year each staff member are given targets, his or her performance is being evaluated against given targets. And the increment of salary has done on bases of staff best performance.

6- Guideline

The above mentioned and the other main methodology used in HRM system of Youth organization is detailed and clearly defined in approved HR manual of Youth organization.

Youth Organization MER Mechanism

Purpose of Monitoring & Evaluation

Monitoring and Evaluation activities are undertaken to achieve the following purposes:

- i. To be used as a tool to help planners initiate new projects, programmes or policies;
- ii. To determine whether existing interventions should be strengthened or discarded;
- iii. To facilitate continuous improvement in service provision;
- iv. To assess the overall effectiveness and efficiency of social interventions in terms of their outputs, outcomes, costs and impacts; and where necessary, to determine the catalytic effects and sustainability of such projects and programmes.

How M&ER Section in Youth Organization Works

As far as the MER section of Youth Organization is concerned, it serves as a central hub for collecting, managing and updating the data for all programme sectors and projects across Youth Organization programme and project areas districts. Further the analysis of this data contributes to conceptualizing projects, informing project design and assessing strategies and progress. Youth Organization Monitoring System provides continuous feedback to the management and to other development partners. All sectors and programmes are responsible for monitoring, and tracking the progress of the intervention.

At Youth Organization the monitoring is done both through direct interaction with communities and the programme management and through a formal process of reporting and monitoring at different levels. At Community Level the MER staffs attend regular Community Organization meetings, village-level committee meetings and Activists' meetings: this interaction allows them to gain a better understanding of many kinds of community issues. These insights can then inform programme decisions about the efficient and effective use of resources.

The MER section plays a key role in the design, planning and implementation of the mainstream programme and the projects that Youth Organization implements. We assist both management and beneficiaries in establishing goals and objectives and in identifying the constraints that may arise. MER also assists the management in identifying relevant monitoring and evaluation indicators for inputs, processes and outcomes. MER Specialist design Log Frames, Survey forms and other tools.

Youth Organization Reporting Mechanism

Youth Organization's MER section produces a Programme Update which contains overviews, progress and current data. Monthly Progress Reports originate at the Field Units and provide the basis for the Programme Monthly Progress Reports.

Youth Organization's Quarterly Progress Reports provide cumulative data on all activities undertaken during the quarter. The report includes a Statistical Abstract with cumulative and quarterly data.

Further the project completion reports are summary documents which encapsulate the objectives and achievements of a project. They also contain accounts by community members of their experiences with the project as well as recommendations for future projects.

Evaluation Mechanism

Youth Organization's MER section strives to support the programme by analyzing the processes, deliverables and projects in terms of their efficiency, effectiveness, relevance, impact and sustainability. It uses quantitative and qualitative methods of social research to respond these and many more questions. MER also conducts comparative analyses of interventions from time to time to identify comparative advantages. Since Youth Organization has a dynamic programme, MER ensures that required adjustments are made in the light of experiential learning. Internal Impact Assessment and Evaluation Studies are conducted periodically by MER Officers and on the demand of donors the third party evaluation is also conducted.

STRATEGY TO UTILIZATION OF FUNDS EFFECTIVELY:

To overcome the above mentioned assumptions/ challenges, following steps are in strategy of Y.O to be taken:

1. **Donor Coordination** – to ensure effective utilization of funds, it is necessary to have quick, timely and string coordination with donor at each stage of fund utilization. It will help improve the utilization manner with professional advice of donor but it will also ensure transparency and trust building with chances of error free work
2. **Timely forecasting of funds need and analysis of funds used** – to mitigate any time lapse and funds misuse, forecasting of work to be done along with the funds needed is required to be done so that a clear picture well before time is obtained and it will be easy to asses, analyze the needs and utility of funds efficiently.
3. **Local resources identification and mobilization** – to ensure quality work with hands on mentoring and proper monitoring, priority will be given to local available resources in terms of man and kind both so that cost and time effective work could be ensured.
4. **Local community involvement** – although project is already ensuring much enriched involvement of local community in the shape of COs, VOs and LSOs, still their 100% participation in through the development process will be ensured to gain full responsibility, transparency and accountability on the work being done in the area. This will also help in effective utilization of funds within time frame
5. **Data validation to get error free data** – the funds can only be utilized effectively if the data received from the source (on which the work is to be done) is accurate and relying as

the funds utilization will base on it, therefore any data with regard to infrastructure development will be verified and validated so that a comprehensive , reality based funds utilization plan is developed and implemented

6. **Regular follow ups** – Monitoring is mandatory to ensure the fund utilization with efficiency and effectiveness. Regular follow-ups and hand on mentoring can ensure its utility positive and accurate
7. **Establishment and maintenance of control system to reduce loss** – effectiveness is directly linked with the control and management. To have effective results a strong control and management system is t o be developed from grass root level till higher so that any loss, miss management could be informed timely and can be corrected.

Management Information System-Y.O

Indeed Y.O believes in rapid progressing and sharing of work and implementation strategies with donor as well as with community and other stakeholder. Therefore, management team of Y.O has been working to enhance the implementation methodologies in every sector and department of this organization. However, Y.O has got huge success in this regard but in order to meet the international criteria of work MT is still in process to launch such strategies that would defiantly play a vital role to adopt international set standard to showcase the work with proper record. That is why Y.O has taken an initiative to launch or introduce the MIS system in order to bring electronic access to donor for the purpose to share the reports within due period. Thus, Y.O has taken initiative at project base reporting at MIS in PPR Project which is being funding by PPAF in District Panjgoor Union Council Washbood. Whereas, Y.O MT has initiated its own MIS in order bring the entire ongoing project.