**Sindh Rural Support Organisation
and
Government of Sindh**

Union Council Based Poverty Reduction Programme through RSPs

Districts Kashmore-Kandhkot and Shikarpur

Monthly Progress Report – April 2009

**Monitoring and Evaluation
Project Implementation Unit
Sindh Rural Support Organisation**

Sindh Rural Support Organisation

Figure 1: Districts of Sindh

Established in 2003, the Sindh Rural Support Organisation (SRSO) is the major Rural Support Programme in Southern Sindh; in terms of outreach and development activities. It is a non-for-profit organisation registered under Section 42 of the Companies Ordinance 1984.

The mandate of SRSO is to alleviate poverty by harnessing the people's potential and to undertake development activities in Sindh. People living in abject poverty are largely excluded from the mainstream process of development. SRSO has placed great importance on "Organisations of the poor" and in empowering them to redress their powerlessness. It has strived to help the voices of the poorest to be heard through interventions aimed to remove the hurdles they face in their day-to-day lives; so that they may be able to help themselves[1].

SRSO is present in 9 districts, namely, Districts Naushero Feroz, Khairpur, Ghotki, Sukkur, Shikarpur, Jacobabad, Kashmore-Kandhkot, Qambar-Shadadkot, and Larkana. As of the beginning of 2009, SRSO has successfully organised 70,452 rural households, into 5,634 COs. Of these COs, 3,613 are men's COs, while 2,021 are women's COs. The total savings

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[1] SRSO: Annual Report 2006-2007

of these COs amounts to over Rs. 23,116,000. SRSO has also federated most of these COs into 77 Village Organisations (VOs).

Development activities that are carried out by SRSO include microcredit, capacity building of organised communities, physical infrastructure, technology development and natural resources and livestock management. In addition to these "core" activities, SRSO is also an implementing body in special projects such as the groundbreaking Union Council Based Poverty Reduction Programme through RSPs (UCBPRP), Support to Landless Hari's Project, Government of Sindh's Low Cost Housing Project, Project for Training of Social Mobilisers under BBSYDP, Crop Maximisation Project-II, Global Fund for Aids, Tuberculosis and Malaria, Unicef's Mother & Child Healthcare, amongst others.

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Executive Summary

The Union Council Based Poverty Reduction Programme (UCBPRP) is a pioneering initiative of the Sindh Rural Support Organisation (SRSO) and the Government of Sindh (GoS), for reducing poverty through the potential of the people. The UCBPRP was initiated on the 1st of February 2009 in 2 districts of Sindh, namely Kashmore-Kandhkot and Shikarpur, with a total budget of Rs. 2.9 billion. The duration of the project is 30 months and is being implemented by SRSO.

The UCBPRP aims to improve the quality of life of rural communities, specifically of the poorest of the poor. It proposes to carry this out through the Rural Support Programmes' (RSPs) conceptual package of social mobilisation. This entails organising rural communities into "organisations *of* the poor" at the community, village and union council level. At the heart of the social mobilisation approach is the belief that there is an innate ability in each individual to improve their quality of life. However, what sets the poorest apart is the fact that they are not able to tap into their inherent potential. Social mobilisation is the first step in eradicating some of the barriers that the poorest face. In the case of the UCBPRP, it caters towards removing common hurdles such as lack of assets, credit, technical skills and inability to afford health-care, which ultimately prevent the poorest from climbing up the poverty ladder.

The characteristics of the UCBPRP are:

- Targeting of the poorest: The fundamental basis of the UCBPRP is to alleviate poverty. Therefore, the success of the project lies in its ability to target and include the poorest into the main fray. To this end, the Poverty Scorecard (PSC), developed by the World Bank has been used. The PSC uses 13 questions to evaluate the poverty levels of a household; questions which are easily verifiable. The PSC has the ability to categorise entire union councils and districts into different poverty bands[2], making it easier to distinguish products for each band.

  In the UCBPRP, the PSC has been used to identify those poor households which are ordinarily excluded from social welfare initiatives, in order to provide them the products included in the project.

- Social mobilisation: In the UCBPRP, communities in the 2 districts will be organised at the village level into Village Organisations (VOs). By having their own organisations, the communities (especially the poorest) will be able to present themselves in a unified manner and will have the ability to voice their developmental concerns to relevant bodies, such as SRSO and GoS. Eventually, it is envisaged that these VOs will be able to develop their own linkages with external organisations in order to cater for their needs. At the same time, by managing their own organisations, the confidence and skills of these communities will be greatly increased.

  It is envisaged that in the 2 districts, 84,000 households will be organised into 4,200 VOs.

- Products: The UCBPRP includes the following products for the poorest households in the districts of Kashmore-Kandhkot and Shikarpur:
  - Non-cash income generating grants: These will be grants for the women of extremely poor households, for the purpose of increasing their incomes. Each eligible household will be able to receive a grant (in-kind) of upto Rs. 20,000 for purchasing income-generating assets, namely livestock such as goats, cows, buffaloes, etc.

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[2] PSC poverty bands are: 0-11 Extremely poor/destitute, 12-18 Chronically poor, 19-23 Transitory poor, 24-100 Non poor.

- o Small loans from the Community Investment Fund (CIF): Each VO will be given a revolving fund for giving out small flexible loans to poor women *only*. The amount of the fund that each VO receives depends on the number of chronically poor households, with Rs. 25,000 allocated per household. The distinguishing aspect of the CIF is the fact that the fund will be managed by the women themselves, as they will be the ones who decide which poor woman should receive a loan and at what flexible terms.
- o Scholarships for vocational training: The UCBPRP includes a component whereby youth from extremely poor and chronically poor households will be identified and provided scholarships for receiving vocational training. The type of training provided will depend on assessments conducted during consultations between the individual, their household and the VO.
- o Unskilled labour opportunities through Community Physical Infrastructures (CPIs): In the project, 50% of the villages will be given one CPI, based around sanitation and provision of drinking water. The labour used for the construction of the CPI will be sourced from extremely and chronically poor households of the village, with market-based wages being provided.
- o Micro health insurance: Due to the vulnerabilities faced by poor households in times of health-shocks, the UCBPRP will supply free micro health insurance to the poorest households. The insurance will provide coverage of upto Rs. 25,000 per year, for each member of the household.

Since the 1st of February 2009, SRSO has been taking leaps and bounds in implementing the UCBPRP efficiently and effectively. As of April 2009, the following has been achieved:

Activity	Cumulative Achieved as of April 2009
Union councils surveyed for PSC	87
Households surveyed for PSC	257,988[3]
Households Organised	20,922
VOs formed	400
Households eligible for Income-generating grants (through PSC)	2,031
Households eligible for CIF	3,478
Scholarships distributed for vocational training	453
Villages identified for CPIs (drinking water supply schemes)	12

Table 1: Cumulative Progress as of April 2009

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[3] For details of PSC results of districts Kashmore-Kandhkot and Shikarpur, please see Table 4

1. The Union Council Based Poverty Reduction Programme through RSPs

The Union Council Based Poverty Reduction Programme (UCBPRP) has been designed as an answer to alleviating the poverty of targeted communities of the poorest in rural Sindh, through bespoke developmental packages. It aims to reduce the common hurdles faced by the poorest of households by tapping into their inherent potential. In an unprecedented move, the Government of Sindh (GoS) has approved Rs. 2.9 billion for initiating the UCBPRP in the 2 districts of Kashmore-Kandhkot and Shikarpur, for a period of 30 months. The start of the partnership between Sindh Rural Support Organisation (SRSO), the programme-implementing organisation, and the Government of Sindh regarding the UCBPRP came about after a presentation of the programme by Mr. Shoaib Sultan Khan, Chairman SRSO to President Asif Ali Zardari and to Mr. Syed Qaim Ali Shah, Chief Minister Sindh. The programme was greatly appreciated and upon its merits, 2 districts of Sindh were approved for the UCBPRP.

The programme is being implemented by SRSO using the Rural Support Programmes' (RSPs) conceptual package of social mobilisation. The success of the social mobilisation approach lies in its intrinsic belief that *permanent* development can only take place when it is carried out through organised communities themselves. In addition to this, the social mobilisation approach has the ability to empower the poorest of households by building their capacity to collectively plan and initiate the development of their households, their villages and union council.

2. Features of the UCBPRP

The foundation of the UCBPRP lies in its ability to identify and target the poorest for provision of vital products for improving their quality of life. These are products such as income-generating grants, flexible community-based microcredit, vocational trainings and micro-insurance. The task of identifying, targeting the poorest and providing them with this whole range of products has been taken up by SRSO through its cadre of specialised staff.

2.1 The UCBPRP Team

In order to implement this remarkable programme, SRSO has established a complete team for the purpose; both at the field and Head Office levels.

Field Level

The UCBPRP has 14 Social Mobilisation Units; 7 units in Shikarpur and 7 in Kashmore-Kandhkot. Each unit comprises of a Unit in-charge and a Social Mobilisation Team (SMT). The SMT in turn consists of 3 Social Organisers (SOs) (2 female and 1 male) and a MIS officer; with 4 support staff (admin/finance assistant, driver, office-boy and a security guard).
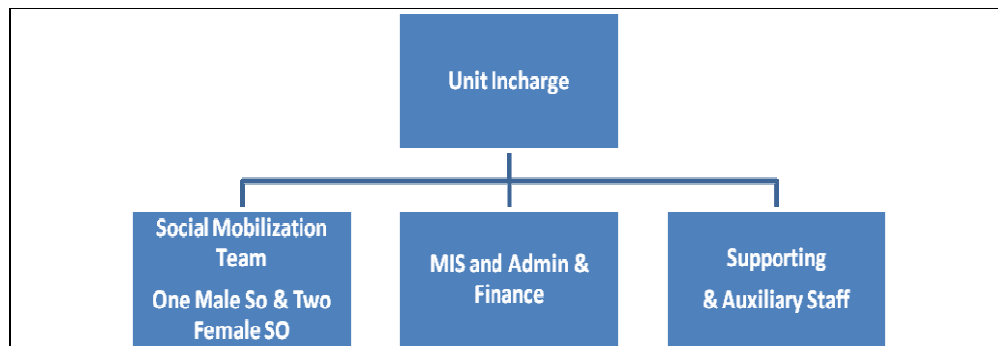

Figure 2: Field Level Team Structure

Head Office Level

At the Head Office level, SRSO has established a Project Implementation Unit (PIU) for managing, monitoring and reporting the project and its various activities. The UCBPRP is under the immediate supervision of the Team Leader who reports directly to the Chief Executive Officer (CEO) of SRSO. The PIU consists of 9 sectors, as shown in Figure 3.
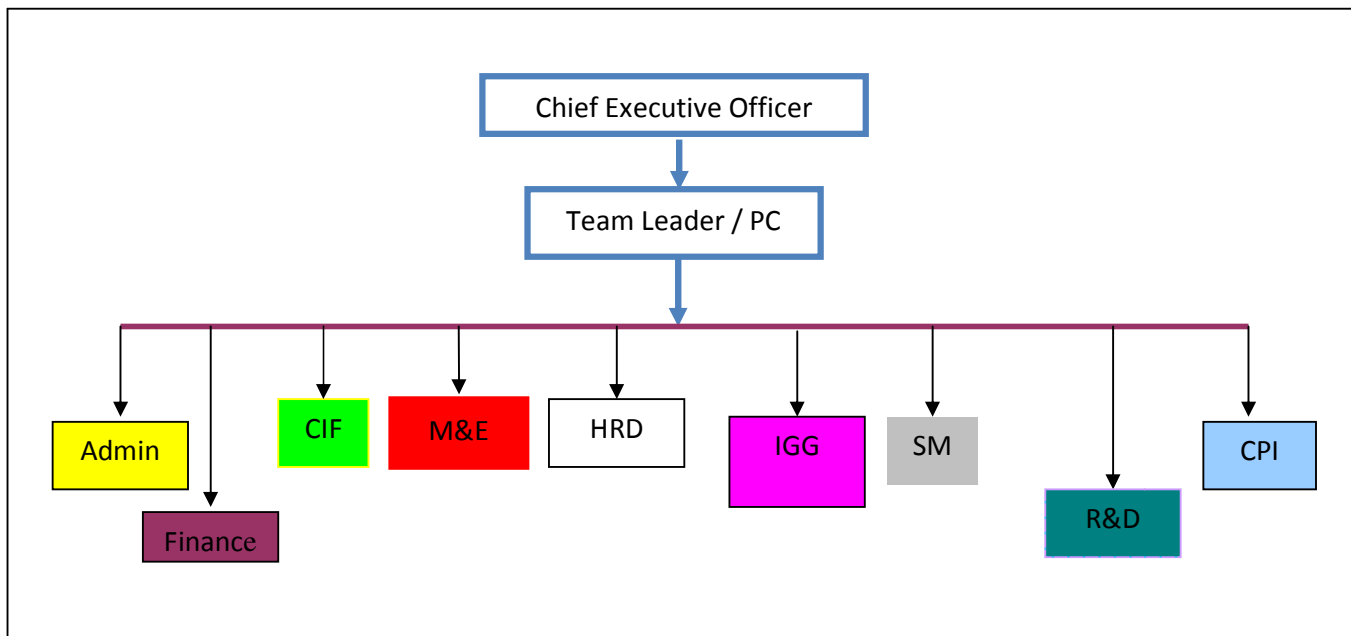

Figure 3: Head Office Level PIU Structure

2.2 Poverty Scorecard

Being the unique programme that it is, the UCBPRP rests its entire rational on being able to identify the poorest; thereby directing its products exclusively for this overwhelmingly neglected group. In order to carry this out, SRSO has taken the initiative of using the Poverty Scorecard (PSC) to identify its target group.

The PSC is a tool for measuring levels of household poverty, which originally was developed by the Grameen Foundation USA and by Dr. Mark Schreiner, a Senior Scholar at the Centre for Social Development at the Washington University in St. Louis, America. The need for the PSC arose when it was increasingly felt, especially from the field, that the poorest of households were being left out. Questions such as: who are the poor, how many poor households are there, where do they live started to emerge; thus leading to the development of the PSC. The PSC has now been adopted by the World Bank, after some minor modifications (to include urban households as well). This modified version of the PSC is now being used by the World Bank, Asian Development Bank (ADB) and the Planning Commission, Government of Pakistan for its various development programmes in Pakistan. SRSO also used the modified PSC for its survey in the UDBPRP.

The PSC itself is a single-page form consisting of 13 questions, which when filled out is able to determine the level of poverty of a particular household. The 13 questions relate to issues such as facilities present in the household (type of toilet, drinking water supply, etc) and of the assets owned by the household (livestock, land, etc), amongst other indicators (all of which are physically verifiable). These questions were derived from the mammoth indicators present in the 2001 Pakistan Integrated Household Survey. The particular combination of the

13 questions has the ability to accurately (with a 90% confidence rate) assign a household a poverty score, ranging from 0 to 100 (with 0 being extremely poor and 100 being non-poor). In addition to this, the PSC because of its score-system is able to determine which poverty band a household falls into. As shown in Table 2, in the UCBPRP, the PSC scores have been split into 4 poverty bands[4]:

PSC Poverty Bands	PSC Score Range
Extremely poor/destitute	0-11
Chronically poor	12-18
Transitory poor	19-23
Non-poor	24-100

Table 2: PSC Poverty Bands

Benefits of the Poverty Scorecard
What is unique about the PSC is its ability to *objectively* track the poverty levels of *each and every* household in a union council. It also is a "blind" survey as both the enumerator and the respondent household have no way of interpreting the results of the PSC form; thus reducing chances of inaccurate information. In addition to this, the PSC is also able to produce poverty related data which can be easily comparable to other union councils across Pakistan (something not possible in the orthodox Participatory Rural Appraisal (PRA) method). Other benefits of the PSC include:

- It identifies households which are asset-less and own no land of their own
- It provides real time households census data
- It provides real time poverty data for individual households
- It can identify households that do not have any salaried member within the household
- It can identify households that have not been registered and issued Computerised National Identity Cards (CNICs)
- It can identify the number of school age children not enrolled in schools and thus help develop appropriate educational facilities for providing education for all
- It can identify the number of households that do not have potable drinking water and toilet facilities, as well as identify villages that need infrastructure in terms of drinking water supply schemes and sanitation facilities
- It can identify and quantify households which can be eligible for being a beneficiary of specialised poverty-targeted schemes such as the Benazir Income Support Programme (BISP), Benazir Youth Development Programme (BYDP) the People's Housing Cell and *Zakat*
- It assists in developing both Village Development Plans (VDPs) and Union Council Development Plans (UDPs)

Identifying the Poorest in the UCBPRP
In the UCBPRP, SRSO made the PSC survey their first task. Special teams were formed for carrying out the PSC survey in the 2 districts. These special teams consisted of skilled staff from the various RSPs across Pakistan who worked side by side with SRSO's own staff, in helping to conduct a door-to-door survey. A credit to their kind, this selfless gesture of facilitation and support, is something found only in the RSPs.
There were a total of 44 PSC teams, each consisting of 14 individuals. These 14 individuals included a team leader, a supervisor, 2 data entry operators and 10 enumerators (in addition

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[4] These poverty bands have been divided according to the World Bank as well as SRSO's experience of conducting the PSC survey in more than 10 districts.

to a 5 member "back-up" enumerator team). Details of each member's responsibilities and profile can be seen from Table 3:

Position	Terms of Responsibility	No. present in each team
Team Leader	RSP Professional, trained in PSC, s/he checks all PSC forms, entries and reports	1
Field Supervisor	RSP Professional, trained in PSC, s/he monitors & coordinates field operations	1
Enumerators	At least matriculate, age above 20, male and female, fills a maximum of 35 PSC forms/day	10
Data Entry Operators	Account/office Assistants, with good computer skills, enters 250 PSC forms/day	2

Table 3: Team Composition and Responsibilities

The process of the PSC survey, as carried out by SRSO began with:
- Formation of its PSC teams and their training. Each team and its members were given a 4 day orientation and training on the need for the PSC, its origins, the implementation process of the PSC and on the form itself.
- The teams were then placed in the 2 districts with the team leaders and supervisors assigning each enumerator with their route map for conducting the household PSC survey.
- The enumerators visited each household on their route, filling out the PSC form with adult members of the household (while physically verifying responses)
- At the end of each day, the enumerators would hand in their filled forms to their supervisor and team leader; who would then check all the PSC forms to make sure that they were filled in completely. Any incomplete forms would be returned to the enumerator and be asked to re-visit the household within the next 2 days.
- Additional monitoring would also take place in the form of on-the-spot field checking, while at the Head Office level, PSC forms would be re-checked on a sample-basis.
- Checked PSC forms would be given to the data entry operators who would enter the information into the PSC MIS
- An additional team of 15 individuals produced PSC reports on each union council in the 2 districts, extracted from consolidated lists of households of each village from the PSC MIS.

All in all, it took a total of 450 people, 50 vehicles and 80 computers to conduct the PSC survey in which a **100%** of the 267,988 households were surveyed in the 2 districts of Kashmore-Kandhkot and Shikarpur.

Poverty Scorecard Results
The PSC teams in SRSO managed to complete the PSC survey of each and every household in the 2 districts in a record time of 28 days. On average, each union council was completed

in merely 12 days. This included not just filling out the form, but also monitoring and checking it, entering it into the MIS and developing reports on each union council. Having completed this gargantuan exercise, the poverty profile of Districts Kashmore-Kandhkot and Shikarpur can be seen in the following table and figures:

District	Type (Rural/Urban)	No. of UCs	Score Range (0-11)	Score Range (12-18)	Score Range (19-23)	Score Range (24-100)	Total
Kashmore-Kandhkot	Total	50	10,083	20,513	24,275	79,310	134,181
	%		8%	15%	18%	59%	100%
Shikarpur	Total	37	7,137	18,808	23,523	74,339	123,807
	%		6%	15%	19%	60%	100%

Table 4: PSC Results of UCBPRP Districts
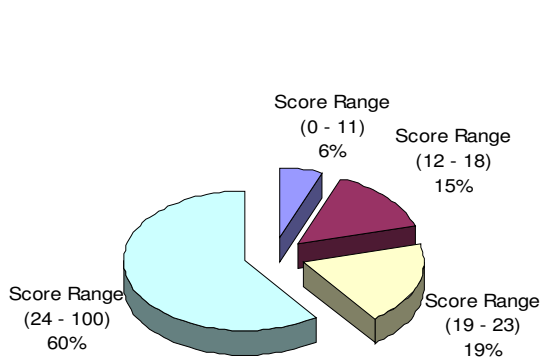
Figure 3: District Kashmore-Kandhkot PSC Results
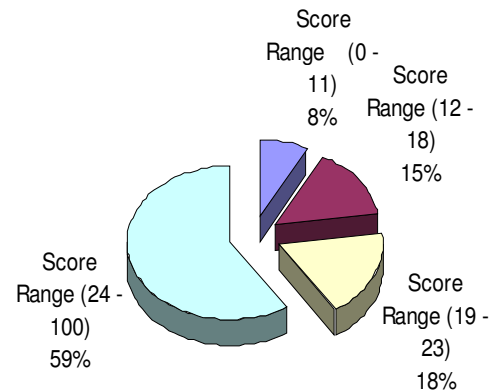
Figure 4: District Shikarpur PSC Results

2.3 Social Mobilisation
Social mobilisation has been used extensively as a way to achieve sustainable development for the masses. It does this by bringing communities together in order to better achieve their common-goals and to meet their needs. At the heart of social mobilisation lies the belief that every individual, be they poor or rich, man or woman, has the capability and potential to carry out activities for their benefit and that of their families.
SRSO has implemented the UCBPRP using the social mobilisation approach to organise rural communities in order to provide the poorest with essential products, while at the same time building their capacities to plan and work as a whole.
As an unparalleled step, SRSO has decided to focus only on women in the households and to organise them into women's VOs. Therefore as an added precaution, SRSO has ensured that the chief beneficiaries of the UCBPRP are truly the most deserving in each of the target poor households, i.e. the women.

The Social Mobilisation Process in the UCBPRP
The social mobilisation process in the UCBPRP, implemented by SRSO was the following:
- Plans were developed at the PIU level, in consultation with the field level teams regarding the social mobilisation plan of the 2 districts.

- Having divided areas amongst the field teams, situation analysis of the villages was carried out (in addition to the PSC survey results).
- Village level programme introduction dialogues took place by senior staff of the SRSO team, as well as by senior management such as the Chairman and CEO of SRSO. In these dialogues, SRSO as an organisation was introduced to the communities and on the social mobilisation approach and its numerous successful outcomes both in and around Pakistan. In addition to this, these dialogues also introduced the UCBPRP, its target group and the products of the programme.
- With the acceptance and cooperation of the communities, activists were identified from within the communities themselves. These activists or Community Resources Persons (CRPs) are individuals who assist the SMTs in organising communities from within their own village and from surrounding villages.
- The process of organising communities into VOs took place whereby interested households (and 100% of the poorest 'target' households) signed up for being a part of their VO.
- Once households from the village formed the VO, elections took place where the women themselves selected which women would become their office-bearers (such as Chairperson, Treasurer and General Secretary).

Having mobilised the target and additional households, candidates for VO capacity-building trainings (such as VO Management Training) are in the process of being nominated and identified for trainings, which are to begin by mid-May 2009.

Community Resource Persons
As mentioned before, CRPs are local activists of the village who volunteer to help the SMTs in the social mobilisation process. They are individuals who are both active and committed to the development of their area. Specifically, they believe in bringing about betterment through their own initiatives and hard work. CRPs are hired on a short-term basis by their VOs, or in the case of the UCBPRP, CRPs work under and report to SRSO's SMTs. Before starting any work, the SMT makes sure to check the background and reputation of the CRP; to ensure that they are respected and trustworthy in the eyes of their village. The chief responsibility of these CRPs is to organise households into a village assembly, which the SMT verifies and then forms a VO. The CRP also ensures that timely meetings take place of the VOs and its community/neighbourhood level gatherings. This is all recorded and reported to the SMT.
In the month of April 2009, a total of 64 CRPs were identified and verified by the SMTs. As of the end of April 2009, there are now a total of 78 CRPs are working with SRSO.

Social Mobilisation Progress
In April 2009, SRSO mobilised 18,213 households in Taluka Garhi Yaseen, District Shikarpur. They have organised these households into 360 VOs. From Table 5, the social mobilisation progress made in April 2009 can be seen against the monthly targets:

Activity	Achieved in April 2009
Households Organised	18,213
VOs formed	360

Table 5: April 2009 Social Mobilisation Progress

2.4 Products of the UCBPRP

The UCBPRP has an entire range of specialised products in order to ensure that *effective* development takes place for the poorest of the poor. The following are the products being provided in the programme:

2.4.1 Non-Cash Income Generating Grants

A product for the poorest of the poor households in the 2 districts, the non-cash income generating grant is the first step in helping households to stand on their own feet. Exclusively for women, the grants provided are for the purpose of income generating assets such as livestock and productive tools and inputs (such as a sewing machine, seeds, etc). The grant amount for the UCBPRP has been calculated at a maximum of Rs. 20,000 per household, for the duration of the programme.

The process for distributing these grants is that each targeted household develops a Micro Investment Plan (MIP), with the help of the SMT. The MIP is a simple form in which the SMT list down the present socio-economic situation of the household (such as their household income and expenditure details). The MIP also has details regarding the plan that the household wants to carry out, concerning income-generating activities and trainings that they require for increasing their incomes. In the case of grants, interested households (who fall in the PSC category of 0-11) express their wish of receiving a grant to their VO, in addition to it being stated in their MIP. The VO members approve those members who qualify for the grant and write a resolution to their local SMT. The SMT, upon receiving the resolution, verify the approved candidates by filling out their PSC forms a second time. In addition to this, the SMT also checks their MIPs and verifies through a consultation with the candidate and her household, whether a grant can actually cater towards her plan. Having done this, the SMT approves the final list of grant candidates and purchases their income-generating asset. As an added monitoring measure, at the time of distribution, a sample of the households will be verified again by the Income Generating Grants (IGG) section, at the PIU level.

Progress

In the month of April 2009, SRSO identified 2,031 households in Taluka Garhi Yaseen, District Shikarpur, which have been found to be eligible (according to the PSC results) for receiving grants from the UCBPRP. These households will be sending their requests in their VOs' meetings, with the SMTs verifying their PSCs and requests in the next month.

2.4.2 Community Investment Fund

In order to effectively and efficiently reach out to women and the poorest segments of the rural community, the Rural Support Programmes Network (RSPN) and SRSO began a programme called the Community Investment Fund (CIF). The CIF is a programme which increases the confidence and empowerment of the poorest of rural women by providing them access to flexible micro loans.

The roots of CIF go back to the concept of the Village Organisation Bank (VOB) that the Aga Khan Rural Support Programme (AKRSP) had initiated in the Northern Areas of Pakistan in the 1980s. More recently, the Society for Elimination of Rural Poverty (SERP) in Andhra Pradesh, India, in the late 1990s, organised only the poorest of women into their community-based groups. As the programme gathered momentum and built up successfully, these community-based organisations federated at the village, union council *and* district level. Currently, there are over 10 million members (all women) who are organised into 35,525 VOs, in all 22 rural districts of the state of Andhra Pradesh. These VOs with their CIF

fund, which has rotated over a period of several years, has produced a total CIF fund of nearly IRs. 9 billion[5].

Combining previous experiences and initial lessons learnt from new initiatives, RSPN has modified the CIF product in the context of Pakistan. It views CIF as a cost-effective method of providing microfinance services to the poor and poorest women, in areas which are relatively underserved by the MFIs. CIF is a fund which is run and managed by the poor and poorest women in their own organizations, i.e. by its own beneficiaries. In addition to providing them with flexible microfinance, members accessing CIF are also encouraged to mobilise and increase their own savings, using it to eventually build up their fund for internal lending purposes. What makes CIF unique from regular microfinance is its ability to increase the levels of empowerment, confidence and skills of the beneficiary women, as it leaves the majority of the decision-making roles in their hands.

In the UCBPR, the CIF amount has been calculated at Rs. 25,000 per household. The procedure for the CIF starts again with the household's MIP. Those households which fall into the category of Chronically poor (12-18) and require a flexible micro-loan request for a loan in their VO meeting. The VO jointly decides which women should receive a CIF loan and at what terms, for e.g. at what service charge, for what duration and with which repayment plan. Having approved the list of candidates, the VO sends a resolution to the SMT. The SMT then conducts its own verification process in which it re-fills the PSC form of the said households and checks their MIPs to determine whether the household's plans can be helped with a CIF loan. In addition to this, because the CIF has to be repaid, the SMT also has to check the income-expenditure pattern of the household (from their MIP) to determine whether the household would be able to easily repay the instalments of the CIF. Responsible appraisal of candidates is a must for ensuring that the targeted beneficiary households do not fall into a cycle of debt and despair. After the final appraisal and before sending the approved CIF list to the VO, a sample of the candidates are verified by the PIU, as an added precaution. Having completed the verification process, the list of approved candidates is sent to the VO. The VO then releases the CIF money to its members. Regarding repayment of CIF, according to each borrower's repayment plan, she would repay her loan to her VO. The service charge amount would be added to the CIF fund, thereby ensuring that the fund continues growing.

Progress
As of April 2009, SRSO identified 3,478 women in Taluka Garhi Yaseen, District Shikarpur, who were eligible for loans from CIF for the UCBPRP. Requests for CIF loans, their appraisal and verification by SMTs will take place next month.

2.4.3 Human Resource Development
An important aspect of the UCBPRP is the investment being made into increasing the income-generating skills of the poorest, especially of the youth. Numerous studies have pointed out to the benefits and impact that a skilled labour force has, not just at the micro and meso levels, but also at the macro level. For a very poor household, the impact is extremely significant as it is the difference between one ageing hand feeding several mouths and several hands feeding considerably less mouths.

In order to instil these highly sought-after skills within poor households (with a PSC score ranging from 0-18), SRSO has outsourced this section of the UCBPRP to the National Rural Support Programme's Institute of Rural Management (NRSP-IRM). IRM because of its considerable experience in the field of training has managed to successfully build up a cadre

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[5] SERP: "Statistical Details of SERP 2008-2009"

of highly specialised trainers in rural development; perhaps the only one of its kind in Pakistan.

In the UCBPRP, the process of identification and providing these trainings is done by both SRSO's field teams and IRM. At the Village Assembly, the SMT after explaining the vocational trainings and capacity building trainings, asks those households falling within the PSC range of 0-18, whether they would want to send a young adult (male or female) from their household for vocational training. The SMT notes down the name of the VO member, their PSC score, child's name and contact details. This information is then passed onto IRM who then sends its assessment teams who initiate a Training Need Identification

SRSO and IRM Teams in a Village Assembly

TNI of Potential Candidates for Vocational Training

(TNI) and Training Need Assessment (TNA) of those poor households and of their nominated child. This is done by filling out the PSC form for the said households. They also assess which trade the child should train in and whether the child has the capacity to utilise the specific type of vocational training and whether both parents are in agreement to send their child for vocational training.

Having done this, the assessment team either approves or rejects the candidate. Those approved are either sent to Islamabad (for trades not found in Sukkur), Sukkur (for those trades which have training opportunities present in Sukkur) or to local District level training centres (especially for females who were not able to travel far).

Progress

In the UCBPRP, IRM has developed both vocational and VO capacity building training packages. They have been developed to cater to the specific needs of the UCBPRP. IRM has also started to establish its systems and offices, starting with the construction of the Vocational Training Facility in Sukkur.

Regarding actual participants being sent for trainings, in the month of April 2009, 281 people from extremely poor and chronically poor households in Taluka Garhi Yaseen, District Shikarpur, were sent for various vocational trainings[6]. Out of this 97 women were sent to Jindodero in Taluka Garhi Yaseen, District Shikarpur for vocational trainings in trainings such as beautician training, machine embroidery, arc work and basic tailoring. All of the 184 male participants were sent to Islamabad for training in a total of 8 trades. The total number of participants which have received vocational trainings, as of April 2009 are 453

2.4.4 Community Physical Infrastructures

Community Physical Infrastructures (CPIs) are development infrastructure projects which are carried out with the help of organised communities. These are projects such as installation of hand-pumps, maintenance of small local roads, etc. In the RSPs, CPIs are carried out on an 80%-20% ratio. The organised community identifies a CPI to carry out in their

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[6] For details of vocational training participants, please see Annex 2

neighbourhood or village and are meant to contribute to 20% of the cost of the project. However this 20% is usually provided in the form of the community's labour in the CPI.

In the UCBPRP, CPIs will be provided to 2,100 villages (i.e. 50% of the villages in the 2 districts), for exclusively improving the sanitation situation and drinking water supplies in the selected villages. Each CPI has been calculated at Rs. 250,000. These CPIs are different from the RSP version, as the organised communities will not have to provide any funds towards the CPI. In fact, it is the programme which will provide "Food for labour" wages for *only* those labourers from households with a PSC score ranging from 0-18. As a result, these CPIs will not only improve the village, but will also provide much-needed employment for extremely poor and chronically poor households.

The process for implementing the CPIs in the UCBPRP is that the VO would identify a potential CPI in consultation with its members. They would then send a resolution to the SMT who upon receiving it would send a SRSO Field Engineer to the VO. After assessing the situation, the Field Engineer (from PIU) would design a CPI catering to the needs of the VO (for sanitation and drinking water supply). The proposal would be submitted to the Team Leader who would approve or reject it. If approved, work on the CPI would commence. PSC scores of the labourers wanting to work in the CPI would be verified by the SMT, by filling out their PSC forms again. Wages for labour provided would be provided from the VO account.

Progress

As of April 2009, SRSO has received 12 proposals from villages in Taluka Garhi Yaseen, District Shikarpur for CPIs. These CPIs will commence from next month.

3. UCBPRP Events and Visits

Not surprisingly, there has already been immense interest generated because of the UCBPRP, resulting in various organisations coming to visit the project districts. The following section details various events and visits which took place in April 2009:

- Visit of SRSO Board of Directors:

On 11th April 2009, the SRSO Board of Directors (BoD) visited the project area and conducted a detailed meeting with the PIU team of the UCBPRP in Sukkur. The aim of the meeting was to have a review of the Quarter's progress and to plan for the current Quarter.

Mr. Fazalullah Qureshi, SRSO BoD member, emphasised on female participation; both in terms of the beneficiaries and the field staff. He said that women were the prime target group of the UCBPRP.

Dr. Rashid Bajwa, CEO NRSP

SRSO BoD Members in Sukkur

SRSO BoD member appreciated the efforts of CEO, SRSO and of the UCBPRP Team Leader. He went on to mention that his services were always available for the project.

- Chairman SRSO Visit:

Mr. Shoaib Sultan Khan, Chairman SRSO, Dr. Bajwa, CEO NRSP and SRSO BoD member, along with a 2 journalists from Dawn News Channel visited Taluka Garhi Yaseen. Taluka Garhi Yaseen has been taken up as a showcase by the Additional Chief Secretary Sindh. The team visited 5 union councils in the Taluka. Mr.Shoaib Sultan Khan conducted Village-level dialogues and program introductions with the communities. The dialogues received enormous participation from the women in these tribal areas; something that was keenly observed by Chairman SRSO.

Programme Introduction by Chairman, SRSO

The journalists from Dawn News recorded the dialogues as well as interviews with the women of the villages. Their purpose was to air some of the footage in the news as well as to produce a documentary to be broadcast on Dawn News. The journalists took a great interest in the activities conducted during the field visit. Moreover, they also appreciated the commitment of the Sindh Government regarding their investment in the poor communities in the rural areas of the 2 programme districts. They commented that they finally saw a ray of hope in the eyes of these marginalised communities.

- Orientation Meeting with District Coordination Officer, Kashmore-Kandhkot:

Dr. Sono Khanghrani, CEO SRSO, along with the core team of PIU gave a comprehensive UCBPRP presentation to the District Administration of Kashmore-Kandhkot, including Mr. Abid Ali Shah, District Coordination Officer (DCO). The visit took place on the 29th of April 2009 at the District Conference Hall. The DCO welcomed CEO SRSO and his team for their visit to present details of the UCBPRP.

During the presentation CEO SRSO informed the DCO that the project had commenced from February 2009 and that it would be completed in July 2011. Furthermore, he stated that this project was a pilot activity for the districts of Kashmore-Kandhkot and Shikarpur. CEO SRSO said that the project was based on 26 years of rural development experience of the RSPs.

Meeting with District Administration, Kashmore-Kandhkot

He then went on to explain the various interventions of the programme.

At the end of presentation, DCO Kashmore-Kandhkot requested CEO SRSO for monthly progress review meetings with the District Administration on the 15th of every month. CEO SRSO agreed and said that this would take place immediately. In addition to this, the DCO said that a committee should be formed on the lines of a Province Steering Committee, where the Executive District Officer Revenue (EDO) would head as the focal person for the project. He would team up with the focal persons from each department in the District Administration. This committee would then coordinate with the PIU team in the day-to-day activities of the UCBPRP.

- Taluka Garhi Yaseen as a Showcase:

Taluka Garhi Yaseen has been taken up as a Showcase, following the guidelines given by the Steering Committee for the UCBPRP by the Sindh Government. The Committee said that SRSO should first focus on District Shikarpur and make it into a showcase in terms of social mobilisation. Having done this, work in District Kashmore-Kandhkot should be accelerated. By April 2009, 14 teams had been formed; each consisting of 2 female and 1 male SO (along with support staff). These teams are under the direct supervision of Dr. Ghulam Rasool Samejo, Team Leader. Nearly the entire Taluka has been organised into community and village level organisations.

4. Project Planning for May 2009[7]

According to the modified PC-1 targets, the May 2009 targets have been planned. In May, half of the SMTs will continue to work in District Shikarpur, while the other half works in District Kashmore-Kandhkot (specifically Taluka Kandhkot). This is so that any remaining social mobilisation targets would be covered effectively, in addition to programme interventions such as CIF and income generating grants. The 7 SMTs in District Kashmore-Kandhkot would learn from the field experiences of the SMTs in District Shikarpur. The SMTs in District Kashmore-Kandhkot would have a target of organising at least 7 rural union councils, out of a total of 11 (as the remaining 4 union councils are urban and would be covered in June).

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[7] For more details on planning for May, please see Annex 1

Annex 1

UCBPRP – Plan for May 2009

S. No	Activity	Project Target	Target for May
1	Households organised	84,000	6,786
2	Village Organizations formed	4,200	338
3	Households to be given income generating grants	26,000	1,378[8]
4	Households to be given community Investment Fund	30,000	1,352
5	Households to be given scholarship for vocational training	21,000	1,980
6	Villages to be give drinking water supply schemes as CPI	2,332	130
7	Man of man-days generated as temporary employment for skilled labour @ 2 labour for 50 days each under Food for Work Programme	233,200	13,806
8	Man of man-days generated as temporary employment for un-skilled labour @ 4 labour for 100 days each under Food for Work Programme	932,800	55,172
9	Locations to improved under Low Cost Village Improvement Scheme	700	104
10	R&D Schemes to be undertaken for developing new Products for Increasing Productivity	7	0
11	Capacity building of progressive farmers for carrying out Productivity Increase Pilots	700	26
12	Households provided Micro Health Insurance family package as a social safety net	186,760	6,786
13	No. of pax for VO Management Training	8,400	676
14	No. of pax for VO Book Keeping Training	8,400	676
15	No. of pax for VO Planning Training	8,400	676
16	No. of pax for VO CIF Management & Monitoring Training	14,924	676
17	No. of pax for VO Office Bearers Experience Sharing Workshops	58,744	676
18	No. of pax for VO Members Exposure Visit	1,868	78

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[8]Target for distributing IGGs might not be met as focus will be on providing CIF loans to those in the 0-11 PSC band, who can afford to take out a flexible loan

Annex 2

List of Male Participants - Batch 2, for IRM VTEC Rawalpindi - April 2009

S. No	Name	S/O	CNIC	Village	UC	Trade	PSC Status	VO Name
1	Aamir Ali	Mohammad Umar	43301-5473157-9	Memon mehlla	Ghari Yaseen	Computer software	33	VO Memon Mehla
2	Ahmed khan	Ghulam Nabi		Haji Ahmed khan	Dakhan	Computer software	22	Logani
3	Ahsan	QamarUdin	43301-78417211	Longani	Dakhan	Computer software	43	Logani
4	Attaullah	Abdul Gafoor		Longani	Dakhan	Electrician	24	Logani
5	Ghulam Qader	Ghulam Shabir	43301-5868859-7	Memon mehlla	Ghari Yaseen	AC Repair	9	VO Memon Mehla
6	Irfan	Azizullah	43301-7865062-3	Town commity	Ghari Yaseen	Computer software	12	VO Lashari
7	Majad Ali	Mahboob Ali		Jhangi Fakir	Dakhan	Auto Mechanic	21	Jhangi Faqir
8	Seed Ahmed	Mohd Ramzan	43301-9660748-9	Ahmed khan jakhro	Dakhan	Computer software	14	Logani
9	Shafqat Abas	Rahib		Longani	Dakhan	Mobile Repair	18	Logani
10	Wajad ali	Ghulam Rasool		Memon mehlla	Ghari Yaseen	Computer software	23	VO Memon Mehla
11	Waqar ali	Abdul Gafoor	43301-8198340-7	Memon mehlla	Ghari Yaseen	AC Repair	13	VO Memon Mehla
12	Gul Mohammad	Habibullah		Ahmed khan jakhro	Dakhan	Computer software	13	Logani
13	Mohammad younis	Masri Khan		Dhakhan	Dakhan	Mobile Repair	27	Dhakhan
14	Zohaib	Hadi Bux	43301-0232111-7	Memon mehlla	Ghari Yaseen	Auto Mechanic	20	VO Memon Mehla
15	Niazdin	Fiazddin	43301-1740399-9	Memon mehlla	Ghari Yaseen	Computer Hardware	16	VO Memon Mehla
16	Rameez	Hadi Bux	43301-12321212-7	Madhan Mohallah	Ghari Yaseen	Computer software	10	VO Memon Mehla
17	Mohammad hanif	Altaf Hussain		Dhakhan	Dakhan	Computer Hardware	16	Dhakhan
18	Mohammad Salah	Din Mohammad		Imam Bux Chandio	Dakhan	Mobile Repair	31	ImamBux Chandio

19	Tarique	Saifullah		Dhakhan	Dakhan	Mobile Repair	17	Dhakhan
20	Anees	Nazir Hussain		Longani	Dakhan	Computer software	26	Logani
21	Ahmed Bux	Mohammad Suleman		Dhakhan	Dakhan	AC Repair	27	Dhakhan
22	Zafarullah	Deedar Ali		Hafzabad	Dakhan	Mobile Repair	17	Hafizabad
23	Zahid Hussain	Wazir ali	43301-6117959-7	Memon mehlla	Ghari Yaseen	Auto Mechanic	20	VO Memon Mehla
24	Irfan Ali	Imadad hussain		Memon mehlla	Ghari Yaseen	AC Repair	16	VO Lashari
25	Irshad Ali	Arbab Ali	43301-3012091-9	Memon mehlla	Ghari Yaseen	Auto Mechanic	12	VO Memon Mehla
26	Mujeeburehman	Abdul Hameed		Memon mehlla	Ghari Yaseen	Computer software	20	VO Lashari
27	Faiaz	Allah Wadio		Longani	Dakhan	Computer Hardware	16	Logani
28	Parwano	Ghulam Sarwar	43301-8749045-5	Bhai Khan Mangi	Madeji	Motor Cycle Repair	35	Logani
29	Waseem	Ghulam Sarwar Mangi	43301-0796422-7	Bhai Khan Mangi	Madeji	Mobile Repair	13	Logani
30	Fiaz Hussain	Hazoor Bux	43301-8255126-9	Bhai Khan Mangi	Madeji	Motor Cycle Repair	21	Logani
31	Zahid ali			Memon mehlla	Ghari yaseen	Auto Mechanic	8	VO Madhan Mehla
32	Mohson Ali	Mukhtair	433011767782-6	Mahlla Khairmohd	Ghari Yaseen	Computer software	26	VO Madhan Mehla
33	Khaleel	Sharif Deen	43301-0994741-1	Memon mehlla	Ghari Yaseen	Tailor	17	VO Madhan Mehla
34	Safiullah	Nasarullah	43301-2184451-9	Memon mehlla	Ghari Yaseen	Auto Mechanic	24	VO Memon Mehla
35	Asif Ali	Shahbdo	4.33017E+12	Torband	Amrot	Computer software	27	Allah Bux Khoso
36	Waseem	Sunhan Ali	4.33016E+11	Mirza Pur	Mirza pur	Auto Mechanic	25	Mirzapur 2
37	Sikandar ali	Allah dina	4.33018E+12	Mirza Pur	Mirza pur	AC Refrigerator	25	Mirzapur 2
38	Abdul Shakoor	Nawab Ali	43301-5488241	Abad	Mirza pur	Mobile Repair	14	Abad 3
39	Khalid	Abdul Hakeem	43301-42037577	Abad	Mirza pur	Electrician	12	Abad 3
40	Javeed Ali	Rajhan Ali	43301-3187079	Torband	Mirza pur	Mobile Repair	15	
41	Zainulabdin	Imam Din	4.33011E+12	Torband	Mirza pur	Computer software	36	

42	Mujahid Ali	Roshan Ali	43301-3886357-0	New Amrot	Amrot	Mobile Repair	22	New Amrot
43	Nadeemullah	Muhammad Ibraim	43301-1420065-5	New Amrot	Amrot	AC Refrigerator	17	New Amrot
44	Haroon Rashid	Samad	43301-9889863-3	New Amrot	Amrot	Mobile Repair	16	New Amrot
45	Abdul Aziz	Abul Majeed		Mirza Pur	Mirza pur	Computer software	23	Mirzapur 2
46	Tofiq	Nazeer	43301-5335182-9	Mirza Pur	Mirza pur	Mobile Repair	9	Mirzapur 2
47	Ibrar	Mehboob		Abad	Mirza pur	Computer software	18	Abad 3
48	Sohil Ahmed	Bashir	43301-3703627-1	Abad	Mirza pur	Computer software	28	Abad 3
49	Saddam Hussain	Manzoor Ali	43301-08966365	New Amrot	Amrot	Electrician	27	New Amrot
50	Maqsood	Muhammad Sidique	43301-03312217		Mirza pur	Mobile Repair	13	
51	Tofique Ahmed	Mehboob Ali	43301-82053463	Unnar	Mirza pur	Computer software	28	Unar
52	Abid Hussain	Moman	45504-5911922-3	Unnar	Mirza pur	Computer software	15	Unar
53	Ghulam Abbas	Ghulam Mustfa	43301-2755641	Unnar	Mirza pur	AC Refrigerator	25	Unar
54	Sajid Ali	Khuda Bux	4125909985	Mirza Pur	Mirza pur	Tailoring	11	Unar
55	Abdul Aziz	Wali Muhammad	43301-45802351	Mirza Pur	Mirza pur	Motor Cycle Repair	22	
56	Sohail ahmed	Hafeezullah	43301-1341915-7	Daro	Amrot	AC rep	29	Daro
57	Surfaz	Hisumddin	43301-7441566-5	Daro	Amrot	Electrician	33	Daro
58	Iftikhar	Abdul Jabbar	43301-7998100-5	Daro	Amrot	Computer software	26	Daro
59	Kashif	Ghulam Huassain	43301-0997083-9	Daro	Amrot	Mobile Repair	12	Daro
60	Ghulam Mustafa	Khair Mohammad	43301-2564882-5	Baroach	Mirza pur	Electrician	22	Mirzapur 1
61	Abdul Waheed	Allah bux	43301-5475264-7	Mirza pur	Mirza pur	Electrician	23	Mirzapur 1
62	Imtiaz	Altaf Ahmed	43301-3700399-1	Mirza pur	Mirza pur	Motor Cycle Repair	31	Mirzapur 1
63	Naveed Ahmed	Rafiq Ahmed	43301-4542081-3	Mirza pur	Mirza pur	Motor Cycle Repair	42	Mirzapur 1
64	Shakeel Ahmed	Rajab Ali	43301-0984024-1	Mirza pur	Mirza pur	Tailor	24	Mirzapur 1
65	Subhan Ali	Mohammad Punhal	43301-6217187-1	Mirza pur	Mirza pur	Electrician	30	Mirzapur 1
66	Amjad Ali	Javed Ali	43301-0789232-8	Mirza pur	Mirza pur	Tailor	17	Mirzapur 1
67	Imran Ahmed	Abdul Sattar	43301-8842326-3	Daro	Amrot	AC Repair	34	Daro

68	Sudheer Ahmed	Atta Mohammad	43301-7830453-9	Mirza pur	Mirza pur	Auto Mechanic	5	Daro
69	Abdul Samad	Ghulam Murtaza	43301-7748116-7	Daro	Amrot	AC Repair	32	Daro
70	Surfarz	Abdul Rasheed	43301-633037-9	Daro	Amrot	AC Repair	11	
71	Ali Mohammd	Mohammad Mithal	43301-3474707-9	Mirza pur	Mirza pur	Auto Mechanic	34	Mirzapur 2
72	Zamir Ahmed	Mohammad Moman	43301-2718648-3	Mirza pur	Mirza pur	Electrician	18	Mirzapur 2
73	NIzakat Ali	Anwar Ali	43301-3852946-3	Gahija	Gahija	Electrician	17	
74	Tahseen	Ghulam Abass	43301-2701927-9	Gahija	Gahija	Electrician	13	
75	Mahrban	Ghulam Shabir	43301-6353638-7	Gahija	Gahija	Electrician	9	
76	Mohammad Aslam	Mohammad Bachal	45504-774076-1	Faqir jo Ghot	Mirza pur	Tailor	10	
77	Imran Ali	Ahmed Khan	43301-4215594-7	Shahmir	Amrot Sharif	Tailor	12	Gul Mohamad jamali
78	Riaz Ahmed	Shahid Mohammad	43301-9408935-3	Haji Rahim Khan	Amrot Sharif	Mobile Repair	19	Amrot
79	Qalandar Bux Bhutto	Mehar Ali	43301-6344278-9	Bhuttoo	Madeji	Electrician	14	Bhutto
80	Inam	Baderdin	43301-0993347-5	Hakra Mohallah	Madeji	Electrician	20	Hukra
81	Abdul Majid Khumber	Khadim Hussain		Soomro Mahallah	Madeji	Electrician	18	Shaikh
82	Irfan Ali Solangi	Muhammad Solangi	43301-9857730-7	Bado	Chatto Mangi	Electrician	18	Roshni
83	Abdul Qadir	Ghulam Rasool Khumber		Memon Mahallah	Madeji	Electrician	20	Memon
84	Abdul Wahab Lolai	Israr Lolai	43301-9237884-3	Bado	Chatto Mangi	Electrician	6	Lolai 3
85	Ghulam Murtaza	Ghulam Mustfa	43301-8554902-7	Memon Mahallah	Madeji	Electrician	11	Memon
86	Sarfraz Ali Solangi	Rustom Ali	43301-0993960-3	Bado	Chatto Mangi	Electrician	20	Roshni
87	Javeed Ahmed Brohi	Abul Razzak	43301-4588360-9	Faqeerpur	Chatto Mangi	Electrician	16	Baddo 1
88	Abdul Baseer Khumber	Hafiz Khadim Hussain		Memon Mahallah	Madeji	Electrician	16	Memon
89	Aakash Hindu	Shankar Lal	43301-1582679-1	Shahi Bazar	Madeji	Electrician	19	Memon
90	Amir Ali Jakhro	Haqam Ali	43301-9879447-5	Hayat Ali Shah Muhallah	Madeji	Electrician	22	Shah

91	Asif Ali Junejo	Arshid Ali	43301-958588-0	Hayat Ali Shah Muhallah	Madeji	Electrician	9	Shah
92	Ghulam Shabir Khumber	Ghulam Nabi	43301-958588-0	Memon Mahallah	Madeji	Electrician	19	Memon
93	Mansoor Ali Solangi	Muhammad Bux	43301-0418278-1	Bado	Chatto Mangi	AC Refrigerator	18	Roshni
94	Jahangir	Shamsdin	412-52-027443	Bado	Chatto Mangi	AC Refrigerator	17	Baddo 2
95	Ghulam Rasool Lolai	Ghulam Sarwar	412-92-028152	Bado	Chatto Mangi	AC Refrigerator	23	Baddo 3
96	Syed Sajjad Shah	Amdad Ali Shah	43301-9051657-5	Pir Chandam	Madeji	AC Refrigerator		
97	Mohsin Raza	Raza Hussain Syed	43301-6825508-1	Tari	Madeji	AC Refrigerator	18	Syed
98	Muzfar Ali	Sikander Ali	42401-7332890-7	Pir Chandam	Madeji	AC Refrigerator	9	Abro
99	Noornabi	Allah Bux	412-48-129353	Bado	Chatto Mangi	AC Refrigerator	16	Baddo 1
100	Ghulam Raza Abro	Shafi Muhammd	43301-8865480-9	Pir Chandam	Madeji	AC Refrigerator	18	Abro
101	Wazir Ali Shah	Sarwar Shah	43301-3052829-9	Pir Chandam	Madeji	AC Refrigerator	16	Khaskhali
102	Saleem Abro	Arbab Ali		Pir Chandam	Madeji	Motor Cycle Repair	17	Abro
103	Tofiq Hussain	Samano Khan Abro	43301-30995310-1	Pir Chandam	Madeji	Motor Cycle Repair	13	Abro
104	Saddam Hussain	Qamir Din Mangi	43301-9736856-5	Bado	Chatto Mangi	Motor Cycle Repair	17	Roshni
105	Maqood Ahmed	Allah Bux	43301-6053626-1	Memon Mahallah	Madeji	Motor Cycle Repair	18	Memon
106	Roshan Ali	Arz Muhammad Merani	43301-9173738-3	Tari	Madeji	Motor Cycle Repair	17	Merani
107	Nayer Abbas Kamaryo	Badhshah Ali		Tari	Madeji	Computer Hardware	26	Kamaryo
108	Zubir Ali Channa	Shahamir Ali	43301-8764998-1	Tari	Madeji	Computer Hardware	18	Channa
109	Muhammad Hanif Memon	Nawab Ali Memon	43301-1725752-5	Memon Mahallah	Madeji	Computer Hardware	20	Memon
110	Ali Akber Channa	Gul Muhammad	43301-6070045-3	Memon Mahallah	Madeji	Computer Hardware	18	Memon

111	Arbab Ali Abbasi	Raza Muhammad	43301-7640463-9	Abbasi Muhallah	Madeji	Computer Hardware	17	Abbasi
112	Iftakhar Hussain Merani	Ghous Bux	41303-4198963-7	Tari	Madeji	Computer Hardware	18	Merani
113	Faiq Ali Memon	Ghulam Sarwar	43301-1000560-3	Memon Mahallah	Madeji	Computer Hardware	19	Memon
114	Fayaz Ahmed	Abdul Majeed Magsi		Jaffar Qadir Mangi	Chatto Mangi	Computer Hardware	19	Jaffar Magsi
115	Saeed Ahmed	Mir Hassan Magsi	43301-52277939-3	Jaffar Qadir Mangi	Chatto Mangi	Computer Hardware	22	Jaffar Magsi
116	Saddam Hussain	Gada Hussain Abro		Pir Chandam	Madeji	Computer Hardware	17	Abro
117	Tahir Hussain	Mumtaz Ali Ansari	43301-9743364-1	Syed Mohallah Madeji	Madeji	Computer Hardware	18	Syed
118	Kaleemullah	Kqurban Ali Solangi	412-53-04144	Bado	Chatto Mangi	Tailoring	20	Sindhri
119	Tanveer Channa	Khushi Muhammad		Tari	Madeji	Tailoring	18	Channa
120	Zeshan Ali Kamaryo	Munwar Ali	41290-162630	Tari	Madeji	Tailoring	17	Kamaryo
121	Hussain Bux Solangi	Mumtaz Ali	43301-3759138-7	Bado	Chatto Mangi	Tailoring	21	Roshni
122	jinsar Ali Solongi	Ahmed Nawaz	43301-0997975-3	Bado	Chatto Mangi	Tailoring	8	Chandni
123	Ali Dino Solango	Muhammad Nawaz	43301-0999011-9	Bado	Chatto Mangi	Tailoring	12	Shazia
124	Wazir Ali Shaikh	Muhammad Achar	43301-7130096-9	Jando Dero	Jando Dero	Tailoring	15	Aliza
125	Sajid Hussain	Ghulam Hussain Katber	43301-0540137-5	Memon Mahallah	Madeji	Auto Mechanic	18	Memon
126	Amir Ali Soomro	Pir Bux	43301-5570318-5	Mangi Muhallah Madeji	Madeji	Auto Mechanic		
127	Abdu Qayoom	Mamtaz	43301-6735363-3	Bado	Chatto Mangi	Auto Mechanic	21	Roshni
128	Wajid Ali Abro	Imdad Ali	43301-3942115-3	Pir Chandam	Madeji	Mobile Repair	17	Abro
129	Raheel Ahmed Dal	Nazir Ahmed	43301-3609841-7	Madeji	Madeji	Mobile Repair	18	Madeji
130	Arsullah Soomro	Ghulam Shabir	43301-7001304-9	Soomro Mahallah	Madeji	Mobile Repair	10	Memon
131	Ghulam Muhammad	Abid Hussain	43301-0859408-5	Pir Chandam	Madeji	Mobile Repair	18	Pir
132	Ahsan Ali Abro	Allah Dino	43301-2471263-1	Pir Chandam	Madeji	Mobile Repair	19	Abro

133	Noshad Ali Merani	Muhammad Ayoob	53201-6251699-7	Abdul Rahim Merani	Jando Dero	Mobile Repair	14	Abdul Rahim
134	Nazim Ali Solangi	Manzoor Ali		Bado	Chatto Mangi	Mobile Repair	23	Sindhri
135	Ali Ahmed Brohi	Haji Jan Muhammad	43301-6119007-1	Faqeerpur	Jando Dero	Mobile Repair	16	Sahiba
136	Wali Muhammad	Nazer Muhammad Abro	43301-3211566-5	Pir Chandam	Madeji	Mobile Repair	18	Abro
137	Muhammad Azam Brohi	Muhammad Anwar	43301-5981211-5	Faqeerpur	Jando Dero	Mobile Repair	17	Ghoth sadher
138	Arif Hussain	Mustaque Hussaain	43301-6621389-1	Pir Chandam	Madeji	Electrician	17	Abro
139	Asif Khan	Manzoor Hussain		Pir Chandam	Madeji	Motor Cycle Repair	16	Anmol
140	Rabel	Muhammad Bachal	43301-9031756-7	Pir Chandam	Madeji	Electrician	18	Pir
141	Zuhib Rehman	Mujeeb Rahman	43301-5593095-9	Bado	Chatoo Mangi	Computer Hardware	17	Laila
142	Parwano	Ghulam Sarwar	43301-8749045-5	Bhai Khan Mangi	Madeji	Motor Cycle Repair	20	Sonia
143	Fiaz Hussain	Hazoor Bux	43301-8255126-9	Bhai Khan Mangi	Madeji	Motor Cycle Repair	16	Hussain Saha
144	Waseem	Ghulam Sarwar Mangi	43301-0796422-7	Bhai Khan Mangi	Madeji	Mobile Repair	19	Sonia
145	Ghulam Murtaza	Dost Muhammad	43301-5824312-7	Chutti Dribh	Waryaso	Motor Cycle Repair		Chutti Dribh
146	Muhammad Muazzam	Gul Hassan	43301-8626258-7	Chutti Dribh	Waryaso	Motor Cycle Repair	22	Chutti Dribh
147	Wasim Ali	Fazal Muhammad	42501-4303153-1	Chutti Dribh	Waryaso	Auto Mechanic		Chutti Dribh
148	Ishfaq ahmad	Mumtaz	433013167089-0	Chutti Dribh	Waryaso	Tailoring	12	Chutti Dribh
149	Ghada Hussain	Faiq Muhammad	433017269767-5	Chutti Dribh	Waryaso	Computer Hardware	13	Chutti Dribh
150	Talat hussain	Sain dino	433011920355-1	Chutti Dribh	Waryaso	Mobile Repair		Chutti Dribh
151	Tahir Husssain	Muhammad Zaman	433014383722-5	Chutti Dribh	Waryaso	Auto Mechanic		Chutti Dribh
152	Qadeer Ahmad	Ghulam Shabir	433016090580-7	Nabi Shah	Waryaso	Mobile Repair	39	Nabi Shah
153	Muhamad Khan	zaher Ud Din	433015698709-5	Nim Shareef	Nim Shareef	Computer Software	13	Nim Sharif
154	Imthiaz Ali	Barkat Ali	433015814050-9	Nim Shareef	Nim Shareef	Computer Hardware	12	Nim Sharif
155	Mirza	Roshan Ali	433018836954-1	Nim Shareef	Nim Shareef	Computer Software	28	Nim Sharif
156	Fida Hussain	Ghulam Hussain	433019643846-5	Nim Shareef	Nim Shareef	Computer Hardware	10	Nim Sharif

157	Anwar Ali	Muhammad bukhsh	433010979 260-7	Nim Shareef	Nim Shareef	Computer Hardware		Nim Sharif
158	Zaheer	Abdul Jabar	433018905 727-7	Nim Shareef	Nim Shareef	Tailoring	31	Nim Sharif
159	Sajjad Ali	Muhammad Ilayas	433015918 104-7	Aandal	Puha Odho	Computer Software	37	Aandal
160	Salaman	Ghulam Rasool	433039484 892-3	Sain dino Kalhoro	Waryaso	Computer Software	39	Sain dino Kalhoro
161	Sadm hussain	Arbailo		Sain dino Kalhoro	Waryaso	Computer Software		Sain dino Kalhoro
162	Ansar Ali	Shahnawaz	433039495 969-3	Sain dino Kalhoro	Waryaso	AC Refrigerator	19	Sain dino Kalhoro
163	Irfan	wazir ali	433030843 965-9	Sain dino Kalhoro	Waryaso	Computer Software	15	Sain dino Kalhoro
164	Sadam	Ghulam Nabi		Sain dino Kalhoro	Waryaso	AC Refrigerator		Sain dino Kalhoro
165	Fayyaz	Ijaz		Sain dino Kalhoro	Waryaso	Tailoring	11	Sain dino Kalhoro
166	Majid	Allah Bakhsh		Sain dino Kalhoro	Waryaso	Tailoring	29	Sain dino Kalhoro
167	Hajjan	Ghulam Mustafa		Sain dino Kalhoro	Waryaso	Tailoring		Sain dino Kalhoro
168	Mujahid	Habib Ullah		Sain dino Kalhoro	Waryaso	AC Refrigerator		Sain dino Kalhoro
169	Nayath	Sudheer		Sain dino Kalhoro	Waryaso	Tailoring		Sain dino Kalhoro
170	Asghar	Ghulam Akbar		Sain dino Kalhoro	Waryaso	Tailoring	33	Sain dino Kalhoro
171	Fahad Ali	Shah Nawaz	425010973 309-3	Qaim Khan	Puha Odho	Mobile Repair	23	Qaim Khan Wadhio
172	Hussain Bukhsh	Muhammad Koraal	425010973 309-3	Qaim Khan	Puha Odho	Mobile Repair	15	Qaim Khan Wadhio
173	Aamir Shah	Shehanshah	425010973 309-3	Qaim Khan	Puha Odho	Computer Software	38	Qaim Khan Wadhio
174	Zubair	Zulfiqar (Naveed)	425010973 309-3	Qaim Khan	Puha Odho	Electrician	39	Qaim Khan Wadhio
175	Wahid	Abdul Majid(Ab Razaque)	425010973 309-4	Qaim Khan	Puha Odho	Tailoring	18	Qaim Khan Wadhio
176	Hosh Muhamm ad	Nawab (Arbab)		Qaim Khan	Puha Odho	Mobile Repair	29	Qaim Khan Wadhio
177	Mumtaz Ali	Ghulam Shabir (Gulzar)		Qaim Khan	Puha Odho	Tailoring	17	Qaim Khan Wadhio
178	Sartaj Ahmad	Haji Dilshad	433019904 15-3	Hafiz Abd	Puha Odho	Mobile Repair		Hafizaba d

179	Jaafar Hussain	Ali Ghouhar	43301-0238839-3	Abdul Qadir Jaafri	Nim Shareef	Tailoring		Abdul Qadir Jaffari
180	Babal	Khadim Hussain	43301-9387627-7	Allah Dito	Nim Shareef	Mobile Repair		Allahdito
181	Riaz Ahmed	Khan Dauro	43301-9387627-7	Allah Dito	Nim Shareef	Computer software		Allahdito
182	GhulamAsghar	Abdul Ghaffar	43301-0238839-3	Abdul Qadir Jaafri	Nim Shareef	Computer software		Allahdito
183	Daood Muhammad	Abdul Rahim	43301-0787658-3	Allah Dito	Nim Shareef	Mobile Repair	10	Allahdito
184	Manzoor Hussain	Dodo Khan	43301-0238839-3	Abdul Qadir Jaafri	Nim Shareef	Mobile Repair		Allahdito

Annex 3

List of Female Participants for VST Training – IRM Training Centre
Jindo Daro, Taluka Ghari Yaseen – April 2009

S. No	Name	S/O D/O W/O	Village	UC	Trade	PSC	CO	VO
1	Shazia Abro	Muhammad Hajan	Pirchandam	Madeji	Tailoring	17	Sonia	Pir Chandam
2	Ghulam Qalsoom	Late Muhammad Baqa	Pirchandam	Madeji	Tailoring	19	Sonia	Pir Chandam
3	Seema Abro	Panjal	Pirchandam	Madeji	Tailoring	20	Khushbo	Pir Chandam
4	Sajda	Qadir Bux	Pirchandam	Madeji	Tailoring	10	Khushbo	Pir Chandam
5	Hina Abro	Mehboob Ali	Pirchandam	Madeji	Tailoring	11	Abro	Pir Chandam
6	Sana	Umeed Ali	Pirchandam	Madeji	Tailoring	8	Abro	Pir Chandam
7	Ghulam Sardar	Jamaldin	Pirchandam	Madeji	Tailoring	11	Abro	Pir Chandam
8	Bhagul	Muhammad Piryal	Pirchandam	Madeji	Tailoring	19	Jatoi	Pir Chandam 2
9	Khailda Abro	Safar	Pirchandam	Madeji	Tailoring	20	Jatoi	Pir Chandam 2
10	Gulshan	Waryal	Pirchandam	Madeji	Tailoring	23	Jatoi	Pir Chandam 2
11	Jhamul	Muhammad Achar	Pirchandam	Madeji	Tailoring	24	Jatoi	Pir Chandam 2
12	Nadira	Nadir	Pirchandam	Madeji	Tailoring	12	Jatoi	Pir Chandam 2
13	Bashiran	Ghulam Shabir	Pirchandam	Madeji	Tailoring	16	Jatoi	Pir Chandam 2
14	Dilshad	Ghulam Khumber	Pirchandam	Madeji	Tailoring	18	Jatoi	Pir Chandam 2
15	Imam zadi	W/O Liaquat	Pirchandam	Madeji	Tailoring	17	Bohero	Pir Chandam 2
16	Bachual	D/O Talib Hussain	Pirchandam	Madeji	Tailoring	16	Bohero	Pir Chandam 2
17	Akhter	D/O Rub Dino	Pirchandam	Madeji	Tailoring	15	Bohero	Pir Chandam 2
18	Balqees	Allah Dad	Pirchandam	Madeji	Tailoring	14	Bohero	Pir Chandam 2

19	Umrai Khatoon	W/O Muzfer Ali	Pirchandam	Madeji	Tailoring	15	Bohero	Pir Chandam 2
20	Ghulam Sakeena	D/O Abdul Nabi	Pirchandam	Madeji	Tailoring	14	Bohero	Pir Chandam 2
21	Ashiya	W/O Shamandin	Pirchandam	Madeji	Tailoring	23	Bohero	Pir Chandam 2
22	Shaheena	W/O Zulfiqar	Pirchandam	Madeji	Machine Embroidery	20	Bohero	Pir Chandam 2
23	Shahida	D/O Ghulam Hyder	Pirchandam	Madeji	Machine Embroidery	9	Abro	Pir Chandam 2
24	Ghulam Fatima	W/O Mushtaq	Pirchandam	Madeji	Machine Embroidery	22	Abro	Pir Chandam 2
25	Naseem	D/O Late Bashir Ahmed	Pirchandam	Madeji	Machine Embroidery	12	Abro	Pir Chandam 2
26	Nigma	D/O Allah Dino	Pirchandam	Madeji	Machine Embroidery	13	Abro	Pir Chandam 2
27	Momal	D/O Ghulam Kazim	Pirchandam	Madeji	Machine Embroidery	14	Abro	Pir Chandam 2
28	Robina	D/O Ali Muhammad	Pirchandam	Madeji	Machine Embroidery	15	Abro	Pir Chandam 2
29	Hameeda	D/O Abdul Majeed	Pirchandam	Madeji	Machine Embroidery	16	Abro	Pir Chandam 2
30	Zuhra	W/O Hubdar	Pirchandam	Madeji	Machine Embroidery	12	Abro	Pir Chandam 2
31	Rashida	D/O Ghulam Shabir	Pirchandam	Madeji	Machine Embroidery	19	Abro	Pir Chandam 2
32	Rehana	D/O Munwar Ali	Pirchandam	Madeji	Machine Embroidery	14	Abro	Pir Chandam 2
33	Sumira	D/O Abdul Qadir	Jindo Dero	Jindo Dero	Beautician	15	Shahazadi	Jandodaro
34	Shabnam	D/O Abdul Sami	Jindo Dero	Jindo Dero	Beautician			
35	Pirh Aziz	Late Aziz Ullah	Jindo Dero	Jindo Dero	Beautician			
36	Adina	D/O Abdul Karim	Merani Muhallah	Madeji	Beautician	22	Memon	Soomara Mohallah

37	Uzma	D/O Zahid Hussain	Jindo Dero	Jindo Dero	Beautician	19	Kanwal	Jandodaro
38	Maryam	D/O Shahnawaz	Jindo Dero	Jindo Dero	Beautician	20	Amber	Jandodaro
39	Tahira	D/O Abdul Khaliq	Jindo Dero	Jindo Dero	Beautician			
40	Qainat	D/O Late Abdul Fatah	Jindo Dero	Jindo Dero	Beautician	14	Kanwal	Jandodaro
41	Komal	D/O Siraj Din	Jindo Dero	Jindo Dero	Beautician	23	Khushbo	Jandodaro
42	Mehwish	D/O Abdul Sattar	Jindo Dero	Jindo Dero	Beautician	13	Amber	Jandodaro
43	Maria	D/O Rustam	Jindo Dero	Jindo Dero	Beautician	20	Chandani	Jandodaro
44	Akhtyar	D/O Qumerdin	Jindo Dero	Jindo Dero	Beautician	21	Chandani	Jandodaro
45	Soniya	D/O Abdullah	Jindo Dero	Jindo Dero	Beautician	12	Kanwal	Jandodaro
46	Sajida	Late Muhammad Panah	Jindo Dero	Jindo Dero	Beautician	20	Aliza	Jandodaro
47	Shahista	D/O Abdul Hakeem	Jindo Dero	Jindo Dero	Beautician	14	Neenat	Jandodaro
48	Shaghfta	Muhammad Waryal	Jindo Dero	Jindo Dero	Beautician			
49	Rafia	D/O Gulzar Ahmed	Pirchandam	Madeji	Arc Work	14	Abro	Pir Chandam
50	Hameeda	W/O Qadeer Ahmed	Pirchandam	Madeji	Arc Work	15	Abro	Pir Chandam
51	Zinat	D/O Late Sikander Ali	Jindo Dero	Jando Daro	Arc Work	15	Khushbo	Jandodaro
52	Sabreena	D/O Muhammad Parwal	Jindo Dero	Jando Daro	Arc Work	14	Kanwal	Jandodaro
53	Zaheera	D/O Gul Muhammad	Pirchandam	Madeji	Arc Work	16	Abro	Pir Chandam
54	Rehana	D/O Rahim	Pirchandam	Madeji	Arc Work	19	Abro	Pir Chandam
55	Nosheen	D/O Baderdin	Jindo Dero	Jindo Dero	Tailoring			

56	Sadia	Late Muhammad Usman	Jindo Dero	Jindo Dero	Tailoring			
57	Qartulain	W/O ASadullah	Jindo Dero	Jindo Dero	Tailoring	15	Abmer	Jandodaro
58	Qubra	D/O Abdul Razak	Jindo Dero	Jindo Dero	Tailoring	15	Anmol	Jandodaro
59	Mudisara	D/O Ghulam Sarwar	Jindo Dero	Jindo Dero	Tailoring	21	Khushbo	Jandodaro
60	Fozia	D/O Gul Muneer	Jindo Dero	Jindo Dero	Tailoring	11	Chandani	Jandodaro
61	Sobra	Late Abeam	Jindo Dero	Jindo Dero	Tailoring	8	Chandani	Jandodaro
62	Hamida	Muhammad Yaqoob	Jindo Dero	Jindo Dero	Tailoring	3	Anmol	Jandodaro
63	Faiza	D/O Abdul Rehman	Jindo Dero	Jindo Dero	Tailoring	15	Abmer	Jandodaro
64	Zinab Khatoon	W/O Iqbal Shaikh	Jindo Dero	Jindo Dero	Tailoring	22		
65	Shamshad	W/O Munwar Ali	Jindo Dero	Jindo Dero	Tailoring	7	Aliza	Jandodaro
66	Badurnisa	D/O Manthar Ali	Jindo Dero	Jindo Dero	Tailoring	7	Shahazadi	Jandodaro
67	Balqees	W/O Wazir Ali	Bilawal Muhallah	Jindo Dero	Tailoring	15	Chandani	Jandodaro
68	Sardar Khatoon	W/O Mashooq	Bilawal Muhallah	Jindo Dero	Tailoring	15	Aliza	Jandodaro
69	Naseem	Ghulam Sarwar	Jindo Dero	Jindo Dero	Tailoring	21	Khushbo	Jandodaro
70	Safia	D/O Mehboob Ali	Jindo Dero	Jindo Dero	Tailoring			
71	Sobia	D/O Zahir Ahmed	Pirchandam	Madeji	Tailoring	16	Abro	Pir Chandam 1
72	Reshman	W/O Ladho	Pirchandam	Madeji	Tailoring	14	Abro	Pir Chandam 1
73	Marvi	D/O Allah Warayo	Pirchandam	Madeji	Tailoring	19	Abro	Pir Chandam 1
74	Sajida	D/O Hafiz Ahmed	Pirchandam	Madeji	Tailoring	4	Abro	Pir Chandam 1

75	Shabana	D/O Late Khair Muhammad	Jindo Dero	Jindo Dero	Machine Embroidery	17	Kanwal	Jandodaro
76	Rehana Khatoon	Faqeer Muhammad	Jindo Dero	Jindo Dero	Machine Embroidery	11	Khushbo	Jandodaro
77	Azran	D/O Zubir Ahmed	Jindo Dero	Jindo Dero	Machine Embroidery	9	Chandani	Jandodaro
78	Afroz	D/O Shahzado	Jindo Dero	Jindo Dero	Machine Embroidery			
79	Saira	D/O Sikandar Ali	Jindo Dero	Jindo Dero	Machine Embroidery	12	Aliza	Jandodaro
80	Shahnaz	D/O Ghulam Hussain	Jindo Dero	Jindo Dero	Machine Embroidery	16	Khushbo	Jandodaro
81	Jameela	D/O Saleem	Jindo Dero	Jindo Dero	Machine Embroidery	13	Chandani	Jandodaro
82	Pirah	D/O Muneer Ahmed	Jindo Dero	Jindo Dero	Machine Embroidery	11	Chandani	Jandodaro
83	Sumira	Abdul Kareem	Jindo Dero	Jindo Dero	Machine Embroidery	14	Anmol	Jandodaro
84	Aqleeman	Nik Muhammad	Jindo Dero	Jindo Dero	Machine Embroidery			
85	Kalsoom	W/O Habibullah	Jindo Dero	Jindo Dero	Machine Embroidery	18	Kanwal	Jandodaro
86	Ajna	W/O Assadullah	Jindo Dero	Jindo Dero	Machine Embroidery	11	Amber	Jandodaro
87	Salma	D/O Nisar Ahmed	Jindo Dero	Jindo Dero	Arc Work	15	Anmol	Jandodaro
88	Sameena	D/O Hussain Bux	Jindo Dero	Jindo Dero	Arc Work	17	Anmol	Jandodaro
89	Mehnaz	Nawab Ali	Jindo Dero	Jindo Dero	Arc Work	15	Amber	Jandodaro
90	Pirah	D/O Fazal Muhammad	Jindo Dero	Jindo Dero	Arc Work	11	Kanwal	Jandodaro
91	Bakhtawar	Inayatullah	Jindo Dero	Jindo Dero	Arc Work	10	Kanwal	Jandodaro
92	Naila	D/O Abdul Haleem	Jindo Dero	Jindo Dero	Arc Work	20	Anmol	Jandodaro

93	Saba	D/o Jameel Ahmeed	Jindo Dero	Jindo Dero	Arc Work	16	Anmol	Jandodaro
94	Tamoran	Ghouse Bux	Pirchandam	Madeji	Machine Embroidery	9	Abro	Pir Chandam 1
95	Samreen	Muhammad Ibrahim	Jindo Dero	Jindo Dero	Arc Work	10	Chandani	Jandodaro
96	Sajda	D/O Waheed	Jindo Dero	Jindo Dero	Arc Work	18	Khushbo	Jandodaro
97	Farhana	D/O Abdul Jabbar	Jindo Dero	Jindo Dero	Arc Work	11	Zeenat	Jandodaro