



BAHAAL
EMERGENCY RELIEF & EARLY RECOVERY FOR THE
FLOOD AFFECTEES ACROSS PAKISTAN
Emergency Response to Sindh Rains
Modification no. 9 (Cash For Work)
2011-12



FIELD VISIT REPORT
22nd -29th April 2012

Compiled by: Muhammad Akbar Raza, Ali Anis

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Abstract

A field visit was conducted by the RSPN Bahaal Project Manager Mr. Akbar Raza and MER Officer Mr. Ali Anis to the districts of Badin, Mirpurkhas and Shaheed Benazirabad from 22nd to 29th of April 2012. The purpose of the visit was to assist field staff in fulfilling project obligations in terms of activities and documentation. Field staff was to be reoriented with project components, objectives and their responsibilities. Field visits were also planned by the NRSP staff; NRSP is RSPN's implementing partner. The aim of the visits was to monitor the staff's current work progress in terms of project activities and identify areas where project requirements were not being met in their full extent. Furthermore, a review of all ongoing activities was to be conducted by RSPN staff. And as only Social Mobilization activities were taking place at the time of the visit therefore, only those were to be monitored and reported.

1. Name of Monitor / Observer:	Muhammad Akbar Raza; Ali Anis
2. Designation Monitor / Observer:	Project Manager; Project Monitoring Officer
3. Visit Date:	22 nd -29 th April 2012
4. Name of RSP	NRSP
5. Name of District(s):	Badin, Mirpurkhas, Shaheed Benazirabad

Introduction

Under an agreement with USAID, RSPN is managing the Bahaal Project. Under the Cash for Work Modification # 9, RSPN has partnered with NRSP to implement project activities in three selected districts of Sindh. These districts namely Shaheed Benazirabad (Nawabshah), Badin and Mirpur Khas were among the worst hit areas during 2010-11 disastrous monsoon floods. RSPN sub awarded a contract to NRSP for implementing this project in the field. This project comprises of three main themes:

- Social mobilization
- Cash for work and
- Cash grants for vulnerable women headed households.

- **Social Mobilization:** For implementation of the project the implementing partner will mobilize the communities for formation of Community Organizations (CO) or Project Committees (PC). These COs/PCs will have the responsibility of need identification, prioritization and execution of USAID funded Community Physical Infrastructure (CPIs) schemes. A total of 433 COs/PCs will be formed in three districts. These COs/PCs will be responsible for execution of the identified schemes at local level.

- **Cash for Work (CFW):** CFW component of the project will provide an opportunity for the affected community to rehabilitate one of their identified critical needs. The community will provide skilled and unskilled labor who will be paid at Rupees 650 and Rupees 350 per day,

respectively. CO/PC will be responsible for selection of labor, attendance records and payment to labor. All process will be properly documented by the CO/PC to ensure transparency.

- **Cash Grant:** Under Cash Grant component, the CO/PC will identify and select women headed vulnerable households who cannot participate in labor work either due to age factor or some disability. These selected households will be provided onetime cash grant of Rupees 7000 each. A total of 720 cash grants would be provided in the three districts.

For effective management of the project, a Project Management Unit was established at RSPN HO with a Project Manager assisted by a Project Monitoring Officer and a Project Finance Officer. Two Monitoring Officers are placed in two districts. NRSP has set up a Project Support Unit to oversee the implementation of the project activities. Under the project a serious effort has been made to keep the entire implementation process as transparent as possible. A Project Monitoring Plan has been prepared to monitor all field activities and provide immediate feedback to implementing partner for course correction where needed. NRSP has placed project staff in the districts and they have started field activities. A team from RSPN HO conducted a week long field visit of all three districts to monitor field activities.

Day-I and Day- II; District Shaheed Benazirabad (23rd and 24th April 2012)

The team arrived at the district office in Qazi Ahmed and had a meeting with district project staff. District Project Officer (DPO) presented brief account of progress in the field and issues being faced in the process. To date, 27 COs have been formed in the district and all are new COs representing both male and female segments of society. During this meeting all aspects of project were discussed and the visiting team explained the SoPs to be followed during implementation of project. They were informed of the critical importance of documentation of all activities and the need to ensure that nothing is taken for granted. Moreover, during the meeting it was decided that a list of all financial documents will be prepared by the NRSP District Implementation Units at district level that will find their way in every CO file in all the three districts. Similarly a TOR of COs will be developed by the NRSP PIU against which their performance will be monitored by both NRSP and RSPN. After the staff meeting field visits were made to five Community Organizations. **(For CO names and details please see Table 1 in Annex 1)**

All the 5 COs visited are newly formed; their members are new in to this CO concept and its process. Even then most members in all the villages showed a pretty decent level of understanding of the CO structure, functions and benefits. The members of CO Abdul Aziz Awan have completed various projects on self help basis like village mosque and primary school. Mostly all members showed interest in strengthening their CO. They are participating in meetings and making regular savings. Organizational concept is building up and members are hopeful to grow. Most of the members are taking interest in the community matters and expressed their willingness to follow the strategy of organization for the development of their community.

Day-III and Day-V; District Badin (25th and 27th April 2012)

On arriving at the District office, the team had a meeting with the Regional General Manager (RGM) of NRSP and discussed different points related with the project such as type of CPIs to be undertaken under CFW, need of proper documentation and close interaction with communities. The RGM extended all out support in implementation of the project. All participants stressed on timely completion of activities and discussed in detail various methods of cash distribution that will ensure efficiency and transparency. This was followed by a detailed meeting with the district team in Badin. District team had so far held 60 project introductory dialogues in as many communities. Luckily in this district most of the communities are already organized and have previous experience of working with NRSP and other NGOs. Still DIU has formed 35 new COs focusing on female participation. So far communities have identified 40 needs for rehabilitation of community infrastructure. Visiting team stressed upon local team to follow the SoPs in all field work such as selection of CPIs for rehabilitation, households for Cash Grant, pre, during and post project pictures of CPIs.

After the meeting the team went out to field for meetings with communities. The 3 COs randomly selected for the first day visit were newly formed female organizations. Due to vast distances and time constraint only two COs could be visited on that day. Though the members had limited knowledge about CO functions they were enthusiastic about working together for a better future. Generally the community members had a clear understanding of an organization and benefits of being united. They knew that through this organization they could all meet on regular basis and discuss both their personal and communal issues with each other. Also they were aware of making savings on a regular basis and the advantages of the concept, which was one of the major reasons why they became part of the CO. **(For CO names and details see Table 2 in Annex 1)**

The randomly selected villages for 27th April had reasonable prior experience of working with NRSP. One of the COs had made 3% contribution to a road construction project worth PKR 1.3 million that connected their village with the main road leading into their Union Council. Even now they had around Rs. 12,000 available in their savings with which they wanted to initiate a couple of hand pumps. Most of the CO members in this sample, especially the organizations' presidents and managers, were quite aware of their responsibilities and the advantages of working together as a unit. They were quite vocal and particular about usage of their savings with most stressing on using them for communal benefit rather than in times of personal emergencies.

Day-IV District Mirpur Khas (26th April 2012)

The team had a detailed meeting with the district team and discussed points related with proper implementation of field activities. DPO presented a brief progress report of activities carried out so far. A total of 35 new COs have been formed focusing on female faction of community. Bank accounts have been opened for 7 newly formed COs and the rest were in process. They have received 36 resolutions regarding identified interventions under CFW. Of these 24 are about rehabilitation of link roads, 6 for DWS and 6 for brick pavement rehabilitation.

As many as ten COs were visited in this district of which 8 were newly set up while the remaining two were in their initial stages. Most women were not accustomed to talking to male visitors from outside their families and therefore their responses to queries were not very clear. However, for illiterate females who have only been part of a CO for a period not more than two weeks, they showed decent communication and information-grasping skills. The concepts of savings and unity though not very new to them, were finally sinking in as a result of recent community dialogue. **(For CO names and details see Table 3 in Annex 1)**

General Observations (applicable for most of COs)

- Newly formed communities are developing the understanding of organization, making savings and are maintaining proper records of community meetings, savings etc.
- Interest of female members in CO affairs is a positive sign as they form almost half of the society and previously their voice was not given any weight while making decisions.
- This was time when the farmers are busy in threshing of wheat and planting Kharif crops and it was a bit difficult to bring them together for the meetings..
- Banks are a bit reluctant in opening new accounts and so far not a single account could be opened in Shaheed Benazir Abad district. This is because the banks are not used to the concept of CO and working with NRSP, as there are no existing COs in the region.. The district team is making efforts in this direction.
- The COs already functional in the area show a sign of maturity and a clear concept of organizational strengths.
- This was encouraging that female members are turning up in the meetings and taking part in the process. At some places they were more vocal than the male members.

Recommendations

- Field staff should give maximum time to the newly formed COs for removing any confusion or doubts about the entire process of social mobilization, organization and project. Field staff should brief all members of the CO about their specific roles and responsibilities
- NRSP assured that in order to remove such confusions they will have frequent dialogues with these COs in the future.
- The CO should be on a regular basis informed of how to work independently on a self-help basis rather than always be on the look-out for funds from different institutions. During visits to different COs it was ensured that all CO members are reminded of their specific roles and functions by social mobilizers and other NRSP staff. The presidents and managers of all newly formed COs are also given 2-3 training by district staff at their district office regarding organizational behavior, roles and management.
- Women should be encouraged to come forward and participate actively in the organizational activities, by allowing them to bring forward their issues and take part in all decision making. Lengthy dialogues were held with women to make them more accustomed to talking to male

members from outside their community. Also they were informed of various ways in which they can work together for the improvement of their village.

- As suggested during recent meetings, all efforts should be made to ensure transparency in the process by keeping proper documentation of all decisions taken at community level, all correspondence with NRSP and all cash transactions made at community level.
- District Office Mirpur Khas at Jhudoo did not have the project banner. They were told put a banner with project details and all logos. It has been ordered.

Table 1: CO Review

S. No	Field Day	Date	District	Union Council	Name of the CO	Village Dialogue Held	TOP Signed with NRSP	No. of HHs in Village	Date of formation	CO Member HHs	Membership		Account opened	Regular meetings held	Regular Savings made	CO Performance	NFR
											Female	Male					
1	1	23-4-12	Shaheed Benazirabad	Chanesar-I	Abdul Aziz Awan	Yes	Yes	85	4.2012	25	13	12	No	Yes	Yes	Good	CO Visit and Review forms
2	1	23-4-12	Shaheed Benazirabad	Chanesar	Gul Baig Chutto	Yes	Yes	75	4.2012	20	5	15	No	Yes	Yes	Good	CO Visit and Review forms
3	1	23-4-12	Shaheed Benazirabad	Chanesar	Jaffer Khan Vighio	Yes	Yes	75	4.2012	24	6	18	No	Yes	Yes	Satisfactory	CO Visit and Review forms
4	2	24-4-12	Shaheed Benazirabad	Kumb Leema	Jaffer Khaskheli	Yes	Yes	40	19.4.2012	20	7	13	No	Yes	Yes	Satisfactory	CO Visit and Review forms
5	2	24-4-12	Shaheed Benazirabad	Kumb Leema	Ejaz Ali Brohi	Yes	Yes	45	18.4.2012	20	4	16	No	Yes	Yes	Good	CO Visit and Review forms
6	2	24-4-12	Shaheed Benazirabad	Kumb Leema	Fazal M Kerio	Yes	Yes	100	17.4.2012	20	4	16	No	Yes	Yes	Good	CO Visit and Review forms
7	2	24-4-12	Shaheed Benazirabad	Kumb Leema	Nathu Kerio	Yes	Yes	45	17.4.2012	20	4	16	No	Yes	Yes	Satisfactory	CO Visit and Review forms
8	2	24-4-12	Shaheed Benazirabad	Kumb Leema	Muddi Lashari	Yes	Yes	40	12.4.2012	22	5	17	No	Yes	Yes	Good	CO Visit and Review forms
9	3	25-4-12	Badin	Kadhan	Gul Muhammad Thebo (Female CO)	Yes	Yes	42	29.2.2012	15	15	0	Yes	Yes	Yes	Good	CO Visit and Review forms
10	3	25-4-12	Badin	Kadhan	Tahir Jabeer (Female CO)	Yes	Yes	28	13.4.2012	15	15	0	No	Yes	Yes	Poor	CO Visit and Review forms
11	5	27-4-12	Badin	Mithi-III	Nawomal Jagwani (FemaleCO) *	Yes	Yes	30	7.1.2010	17	17	0	Yes	Yes	Yes	Good	CO Visit and Review forms
12	5	27-4-12	Badin	Mithi-III	Abdul Qayum (Female CO)**	Yes	Yes	50	15.12.2011	15	15	0	Yes	Yes	Yes	Good	CO Visit and Review forms
13	5	27-4-12	Badin	Mithi-III	Jewan Khan Lashari (Female CO)***	Yes	Yes	21	20.5.2012	16	16	0	Yes	Yes	Yes	Good	CO Visit and Review forms
14	5	27-4-12	Badin	Bughra Memon	Beer Mallah (Mixed CO)	Yes	Yes	40	15.8.2010	20	3	17	Yes	Yes	Yes	Good	CO Visit and Review forms
15	4	26-4-12	Mirpurkhas	Dilawar Hussain	Sindhu (Female CO)	Yes	Yes	30	13.4.2012	20	20	0	No	Yes	Yes	Poor	CO Visit and Review forms
16	4	26-4-12	Mirpurkhas	Dilawar Hussain	Gullan Lashari (Female CO)	Yes	Yes	50	17.4.2012	21	21	0	No	Yes	Yes	Satisfactory	CO Visit and Review forms
17	4	26-4-12	Mirpurkhas	Dilawar Hussain	Rehmat (Female CO)	Yes	Yes	100	16.4.2012	21	21	0	No	Yes	Yes	Satisfactory	CO Visit and Review forms

18	4	26-4-12	Mirpurkhas	Fazal Bhimbhro	Buledi (Female CO)	Yes	Yes	55	23.4.2012	23	23	0	No	Yes	Yes	Satisfactory	CO Visit and Review forms
19	4	26-4-12	Mirpurkhas	Fazal Bhimbhro	Shanti Parkash (Female CO)	Yes	Yes	150	19.4.2012	30	30	0	No	Yes	Yes	Satisfactory	CO Visit and Review forms
20	4	26-4-12	Mirpurkhas	Fazal Bhimbhro	Kayenat (Female CO)	Yes	Yes	35	17.4.2012	18	18	0	No	Yes	Yes	Satisfactory	CO Visit and Review forms
21	4	26-4-12	Mirpurkhas	Roshan Abad	Chambeli (Female CO)	Yes	Yes	25	12.4.2012	16	16	0	No	Yes	Yes	Good	CO Visit and Review forms
22	4	26-4-12	Mirpurkhas	Roshan Abad	Anita (Female CO)	Yes	Yes	380	12.4.2012	16	16	0	No	Yes	Yes	Satisfactory	CO Visit and Review forms
23	4	26-4-12	Mirpurkhas	Roshan Abad	Soran (Female CO)*	Yes	Yes	-	19.5.2011	22	22	0	Yes	Yes	Yes	Good	CO Visit and Review forms
24	4	26-4-12	Mirpurkhas	Roshan Abad	Ujala (Female CO)*	Yes	Yes	-	18.5.2011	22	22	0	Yes	Yes	Yes	Good	CO Visit and Review forms

The aforementioned table shows the details relevant to all COs visited by RSPN personnel during their field visit to Sindh. The table demonstrates the completion of basic documentation of all old or newly formed COs. However, the account opening of almost all COs is still in process because of delays on part of different banks and unavailability of CO members because of the ongoing threshing season. What is really encouraging is the fact that all the old COs visited had their activity registers filled with regular meetings and savings. Most of the members of the newly formed COs had shown reasonable understanding of their responsibilities and benefits. Excluding only two (who are ranked POOR), all managers and presidents had either an adequate or at least some idea of their own and CO functions and therefore their performance was also seen by the RSPN staff to be either good or satisfactory. Only those CO managers and presidents who could not respond to any of the questions asked by RSPN team were given a poor rating.

If we analyze the COs performance table it shows that 31 % households from those villages have joined these 24 COs. Out of these, 15 female COs (62%) are mostly newly formed COs and remaining 9 are mixed COs. In mixed COs female representation is up to 27%. All COs are holding regular fortnightly meetings as required and also contributing towards savings in most of the COs every member is depositing 100 Rupees each in every meeting which means per month saving of a member is 200 Rupees.

Pictures



Staff Meetings

Top Center: NRSP Head Office; Badin; Date 25th April 2012

Left: NRSP Field Office; Mirpurkhas; Date 26th April 2012

Right: NRSP Field Office; Shaheed Benazirabad; Date 23rd April 2012



CO Visits; District: Shaheed Benazirabad
Top Center: Village: Jaffer Khashkeli; Date 24th April 2012
Left: Village: Gulbaig Chutto; Date 23rd April 2012
Right: Village: Abdul Aziz Awan; Date 23rd April 2012



CO Visits; District Badin

Top Center: Village: Jeevan Khan Lashari; Date 27th April 2012

Left: Village: Gul Mohammad Thebo; Date 25th April 2012

Right: Village: Tahir Bajeer; Date 25th April 2012

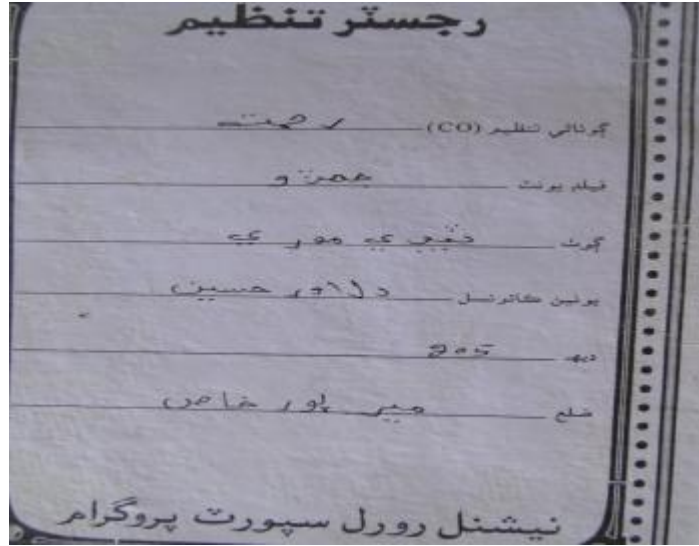


CO Visits; District Mirpurkhas

Top Center: Village: Miyo Kanjarwar; Date 26th April 2012

Left: Village: Yaqoob Buledi; Date 26th April 2012

Right: Village: Saen Dad Alyani; Date 26th April 2012



Documentation: CO Activity Registers

Top Center: Village: Buledi; Mirpurkhas; Date 26th April 2012

Left: Village: Abdul Aziz Awaz; Shaheed Benazirabad; Date 23rd April 2012

Right Village: Shanti Parkash; Mirpurkhas; Date 26th April 2012

Annex 1:

Table 1: List of Community Organizations visited in District Shaheed BenazirAbad

S. No	Union Council	Name of the CO
23 April 2012 Day-I District Shaheed Benazirabad		
1	Chanesar-I	Abdul Aziz Awan
2	Chanesar-I	Gul Baig Chutto
3	Chanesar-I	Jaffer Khan Vighio
24 April 2012 Day-II District Shaheed Benazirabad		
1	Kumb Leema	Jaffer Khaskheli
2	Kumb Leema	Ejaz Ali Brohi
3	Kumb Leema	Fazal M Kerio
4	Kumb Leema	Nathu Kerio
5	Kumb Leema	Muddi Lashari

Table 2: List of Community Organizations visited in District Badin

S. No	Union Council	Name of the CO
25 April 2012 Day –III District Badin		
1	Kadhan	Gul Muhammad Thebo (Female CO)
2	Kadhan	Tahir Jabeer (Female CO)
27 April 2012 Day-V District Badin		
1	Mithi-III	Nawomal Jagwani (FemaleCO) *
2	Mithi-III	Abdul Qayum (Female CO)**
3	Mithi-III	Jewan Khan Lashari (Female CO)***
4	Bughra Memon	Beer Mallah (Mixed CO)

* Quite mature CO working with NGOs. In past they contributed 3% in cost of a 1.3 million rupees link road

**Quite mature CO with clear concepts and ready to participate in ant development work in the village. They have identified brick pavement of their link road.

***Again a mature CO with clear organizational concepts. Identified brick pavement as their CFW intervention for which engineering survey has been done.

Table 3: List of Community Organizations visited in District Mirpur Khas

S. No	Union Council	Name of the CO
26 April 2012 Day –IV District Mirpur Khas		
1	Dilawar Hussain	Sindhu(Female CO)
2	Dilawar Hussain	Gullan Lashari (Female CO)
3	Dilawar Hussain	Rehmat (Female CO)
4	Fazal Bhimbhro	Buledi (Female CO)
5	Fazal Bhimbhro	Shanti Parkash (Female CO)
6	Fazal Bhimbhro	Kayenat (Female CO)
7	Roshan Abad	Chambeli (Female CO)
8	Roshan Abad	Anita (Female CO)
9	Roshan Abad	Soran (Female CO)*
10	Roshan Abad	Ujala (Female CO)*

**These two COs were not included in the randomly selected list, but the members showed their enthusiasm for meeting with the visiting team so we took some time out and had a combined meeting with these two COs. The members were very active and the office bearers were fully charged with passion of working for a change in their area.*

Annex 2: (this is not needed)

A. Community Mobilization Component

Field Reporting Table

S. No.	Activity	Unit of measure		Performance	
1	Holding district staff orientation workshop	# district level workshops	1	# workshops held?	Yes
2	Holding dialogues with project villages	# of villages	23	# dialogues held?	Yes

3	Formation of Project Committees/Community Organizations	# of Project Committees/COs	24	# COs/PCs fostered?	Yes
4	Preparing signed lists of PC/CO member households	# of signed lists	24	# lists prepared?	Yes
5	Estimated number of member households	# of households	478	# households?	Yes
6	Signing of terms of partnership between PC/CO and NRSP	# of TOPs	24	# TOPs signed?	yes
7	Opening of Project Committee/CO bank accounts	# of bank accounts	7	# bank accounts opened?	No, 7 opened; 17 yet to be opened
Comments on Community Mobilization process quality:					
Please refer to CO Review forms.					

B: Cash Grants to Vulnerable, Women Headed Poorest Households Component:

(N/A for this report)

S. No.	Activity	Unit of measure	Performance
1	PC/CO prepares a list of cash grant beneficiaries	# of CG beneficiary hhs	# cash grant lists prepared
2	Community Mobilizer validates lists of GC beneficiaries at village level	# of validations	# cash grant lists validated
3	PC/CO finalizes the CG beneficiary list	# of lists	# cash grant beneficiaries finalized

4	PC/CO submits CG beneficiary list to NRSP	# of lists	# cash grant lists submitted
5	NRSP reviews the CG beneficiary request list	# of lists	# cash grant reviewed
6	NRSP prepares, delivers and receives acknowledgement for the CG cheque to beneficiaries (cheques in names of beneficiaries and to be delivered in PC/CO meetings)	# of check acknowledgements	# cash grant checks acknowledged
7	Monitoring visits for verification of CG activities at PC/CO level by NRSP	# of short monitoring reports	# NRSP monitoring visits
8	Submission of CG activity completion report UC-wise to NRSP District Project Officer	# of UC-wise reports	# activity completion reports
Comments on Cash Grant process quality:			

C: Cash for Work Project Activities Component: (N/A for this report)

S. No.	Activity	Unit of measure	Performance
1	NRSP procures tools and equipment needed for CFW projects	# of sets	# sets procured
2	Holding of dialogues to explain CFW project to PC/COs	# of dialogue minutes	# dialogues held
3	PC/CO selects CFW project site	# of sites selected	# project sites selected
4	NRSP Field Engineer surveys the proposed CFW project	# of surveys	# project surveyed
5	NRSP Field Engineer prepares CFW project digest	# of project digests	# project digest prepared
6	NRSP District Project Officer approves the CFW project	# of projects approved	# project approved

7	Number of beneficiary households from CFW projects	# of households	# CFW project beneficiaries
8	Signing of terms of partnership between PC/CO and NRSP for CFW project	# of TOPs signed	# CFW project TOP signed
9	NRSP transfers CFW project funds to PC/COs	Amount of funds transferred	Amount funds transferred
10	Selection of skilled labor for CFW projects	# of skilled workers	# skill workers selected
11	Total person days	# work days	# work days
12	Men days	# of men	# men days
13	Women days	# of women	# women days
14	Selection of unskilled labor for CFW projects	# of unskilled workers	# un skill workers selected
15	Total person days	# work days	# work days
16	Men days	# of men	# men days
17	Women days	# of women	# women days
18	Completion of CFW projects	# projects completed	# project completed
19	Monitoring visits to CFW projects	# of short monitoring reports	# monitoring visits
20	Submission of CFW physical and financial completion certificates	# project completion certificates	# project physically and financially completed
21	Submission of CFW project activity completion report UC-wise	# of reports	# UC wise project reports completed
Comment on Cash for Work activity process quality:			

