



Sindh Rural Support Organization

MONTHLY PROGRESS REPORT OCTOBER 2017



Sindh Rural Support Organization

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Abbreviations

- SRSO Sindh Rural Support Organization
- GoS Government of Sindh
- PSC Poverty Scorecard
- HH Household
- E-UCBPRP Expansion Union Council Based Poverty Reduction Programme
- CEO Chief Executive Officer
- TL Team Leader
- MIS Management Information System
- GRM General Regional Manager
- GIS Geographical Information System
- RSP Rural Support Programme
- CO Community Organization
- VO Village Organization
- LSO Local Support Organization
- CFO Chief Financial Officer
- DFO District Finance Officer
- F&A Finance and Admin
- PMU Programme Monitoring Unit
- MER Monitoring Evaluation and Research
- RSPN Rural Support Programme Network
- SMT Social Mobilisation Team
- DM District Manager
- TC Training Coordinator
- Avg Average
- RSPN Rural Support Programme Network
- MEC Monitoring & Evaluation Cell
- UC Union Council
- DPR Daily Progress Report
- MPR Monthly Progress Report
- FM Field Monitors
- DC District Coordinator (PSC)
- WDD Women Development Department
- CIF Community Investment Fund
- IGG Income Generating Grant
- PI Programme Introduction
- CMST Community Managed Skills Training
- TNA Training Need Assessment
- MIP Micro-Investment Plan
- MERO Monitoring Evaluation & Research officer
- SM Social Mobilisation
- S.O Social Organizer
- UI Unit In charge

Executive Summary

This monthly progress report is incorporated with all monthly accomplishments carried out in 06 Districts of Sindh under the union council based poverty reduction programme of E-UCBPRP Project with Financial Assistance of Government of Sindh (GoS) on a basic foundation of empowerment of community that community will access all the basic necessities' and social capitals freely, easily.

The main achievement of E-UCBPRP phase until now is the baseline PSC survey with the android base is completed in all projected areas which is the most visible in terms of assessing improving access of rural communities to social and economic infrastructure and overall capacity of the community. The programme of PSC has impacted most pronounced in the area of the human and social capital and empowerment that how much community is suffering and deprived of basic rights: PSC tell us about the shelter, drinking water, source of income, family size, children, out of school children etc... In respect to this the future Programme interventions will be carried out and important steps will be taken and contribution made by the SRSO with the financial assistance of Government of Sindh (GoS) under E-UCBPRP Programme to sustain the benefits of the programme, one of the main issues concerning sustainability is that the participatory approach has been "community-centered" and has not been mainstreamed into government's regular development planning, budgeting, and service delivery.

The thematic area of this Programme will be to set the trend of living should be promoted at upper stage after the interventions of this Programme to harness their potential through upbringing their living standard and having easily social capital access by selecting their own leaders among themselves to think out of box for community driven development with the technical assistance of community institutions (CO/VO/LSO) platform under the main interventions of sustainability, empowerment and community driven development through saving and implementing Action Plans at community level.

EUCBPRP programme is the only programme that is working purely with rural households' to uplift the living standard of rural areas population and having easy access to all social and basic necessities through Community-driven development (CDD) approach, seek to empower local communities to identify and implement the projects they most need of the poor rural community.

The Three tiers Social Mobilistaion through Participatory approach is possible through CDD approach, is the main characterized by the movement of responsibility for resources and planning decisions to local decision-makers in an effort to more accurately and efficiently identify the needs on the ground. SRSO CDD proven experience has affirmed that through empowering communities to take charge of their own development may also lead to long-term effects on how they perceive their own role in governance, with improvements in accountability, transparency, and the quality of decisions.

As, this project is mainly covering deprived rural women under the main theme of pacifying the scarcity of the meekest community and also by accomplishing the SRSO goal to empower the rural community, their living standard and especially for poor and the poorest rural women, who have been enclosed by Rancorous Circle of Scarcity of basic necessities of life and striving for their survival. E-UCBPRP funded by GoS is carrying a vision to eradicate the extreme poverty at the community level.

This is the Monthly Progress Report (MPR) of the Expansion Union Council Based Poverty Reduction Programme (E-UCBPRP) funded by GoS. A keystone of this programme is poverty reduction initiative of the Government of the Government of Sindh which is a Delivery of Social Services at the community level. As the project activities has been commenced from 1st June 2017 so the baseline Poverty scorecard survey has been successfully completed in 6 projected districts (Khairpur, Sanghar, Mirpurkhas, Umer Kot, Badin, Thatta) within due time and in an efficient and effective manner with proper planning and management has been in process of quality of data collection as per SoPs. In **E-UCBPRP**, the PSC survey was carried on through computer-assisted personal interviews (**CAPI**) directly at the household level using the Android Tablets system for real-time reporting.

After the PSC the social Mobilisation process has been started among identified real poor to poorest because it is important to bring changes on the micro and macro level through uniting and organizing them at community institution platform for different interventions of Programme i.e. Easy access to education, Micro health insurance policy to improve their health, Vocational trainings, handmade crafts trainings for youth and women for entrepreneurship to become a useful family member of the family and society, shelter and Community Investment Fund will be given to poor because it will reduce the poverty and social deprivation.

This Report imitates the monthly developments and triumphs of the EUCBPRP programme. Further activities that were carried during Project tenure in projected areas were: Hiring of remaining Social Mobilisation teams for District Level SMT (Social Mobilisation Teams) including Social Mobilisers, HRD Officer, Recruitment test of Monitoring Evaluation and Research Officers.

All hiring process was carried on by the joint consensus on prompt basis formed experts/Recruitment and selection committee of SRSO Higher Management (HR Staff, SRSO CEO, TL E-UCBPRP, DM and PSC coordinator) and Government Line Departments (Deputy/Assistant/Commissioners') of concern districts at their local level. The selection process was open, merit-based, through transparent recruitment practices which have fostered the mobility (geographical and sectorial) and enhanced the recruitment pool for the best candidates. This Recruitment practice has been characterized by free from nepotism, parochialism, and particularism tend to have detrimental effects on knowledge production and diffusion and act as a disincentive for people to take on golden careers in SRSO. This practice was mainly followed and ended the main perception gap between different society policymakers and candidates concerning open, merit-based, and transparent recruitment in SRSO.

As now SRSO is going to start the mobilistaion process, SRSO also started the establishment of District and Unit Offices at Taluka/Tehsil Level in every district by holding an inauguration ceremony by worthy esteemed guests of Government line Departments' (DC/ADC/District Council Chairman) and CEO SRSO, Team Leader E-UCBPRP. The establishment of new offices is an important because of SRSO has strong mechanism and system of self-discipline and self-dedication in years of working with the community. SRSO has now successfully opened new offices for community interaction and successful implement the programme at ground level success.

District Managers of EUCBRP during whole month holds different meetings, dialogues with higher authorities of Government Line departments about detailed briefing about PSC household survey completed and surveying is carried on in their districts' and also seek assistance in PSC Refusal areas' where there is high security and due to high sensitivity they need be got permission for these areas

and successfully got it. District Managers also got NOC (No Objection Certificates) from District Chairman due to high disproportion about PSC by some local organizations, influenced Community and also from security authorities' that issues NOC and clearance certificates' for conducting PSC survey in these areas without any hindrances', also from Social Welfare Department about working clearance at every district level, meeting with GoS of Statistics Department at head office level for PSC relevant matters especially for conducting baseline survey validation.

Special detailed briefing Meetings were held during this month by TL-EUCBPRP MR. Ghulam Rasool Samejo with higher district Management Commissioner and deputy Commissioner of districts which was started from District Sanghar, where, TL conducted important meeting about Office establishment at Election commission Building on rent and he successfully granted it and also seek the cooperation and positive response during this whole Programme, this process was mainly also followed in other districts. These meetings were in detailed briefed about E-UCBPRP Current Progress and future interventions outcomes at the community level.

During this month, SRSO, Monitoring Evaluation, and Research (MER) Sector Head Office paid an official visit of finalizing the PSC Survey by doing PSC monitoring through GIS (Geographical Information System), validating the data at ERP-MIS and Ground level PSC done and resolve the PSC issue at office and ground level in different projected districts regarding on spot and Post monitoring of PSC and conducted meetings with PSC staff regarding resolution PSC relevant issues and challenges that they are facing at field level. District Managers of Projected areas also remained engaged in meetings of with different GoS line departments' regarding assistance and alignment of work in concern areas and E-UCBPRP Interventions briefs details, Civil Society and Faith actors gathering in different district with District Managers reading PSC refusals and Team Leader Meetings with Government Departments, PSC monitoring field Visits, Meetings with Districts Chairman Councils'.

During the tenure, Khairpur SMTs also started the Mobilisation process by conducting PI (Programme Introductions) at HH level where they briefed the community about the three tiers social mobilisation approach and the Programme that Sindh Government has carried out at participatory level for rural areas only to uplift their living standard and ameliorate their future generation to live their lives with all basic necessities by fostering and accessing them at all social capital into community level organization which starts from HH unity to Union council by selecting their own leaders and resolving their own issues with self-reliance and strengthening their community Institutions through saving and unity. In connection to this, the Social Mobilisation progress that has been carried out in district Khairpur was **151** Programme Introductions were conducted at the community level and **135** Community organizations were fostered at the community level in which they democratically elected their leaders and exercise the backbone exercise of saving of PKR **2,965,50/** rupees in their respective meetings. After formation of Cos the community is participating in the CO level capacity building sessions and trainings of CMST was conducted in which **07** CMSTs and 212 Pax participated, in which the brief detail of Poverty, why the formation of CO took place, why only women have been organized at Household level, why the empowerment of women is mandatory for the development of society and nation, why the women are only surrounded by home chores, discussed the Issues at community level, what are the responsibilities' of their representatives and office bearers.

Introduction

Organization Profile

Sindh Rural Support Organization is undertaking to stamp out the poverty from unprivileged impoverished meager rural households at household level with differed not community driven the development of community institutions by harnessing people potential for human development, to increase human capabilities and the level of choices at the household level.

SRSO, being an RSP was accredited in 2003 by Govt. of Sindh under a mandate of poverty reduction in rural areas of Sindh. Registered under Section 42 of the Companies Ordinance 1984 as not-for-profit Organization, SRSO is currently present in 15 districts, namely Sukkur, Khairpur, Sanghar, Ghotki, Naushero Faros, Shaheed Benazir Abad, Shikarpur, Jacobabad, Larkana, Kashmore-Kandhkot, Qambar-Shadadkot, Umer Kot, Badin, Mirpurkhas, and Thatta.

The thematic Focus of SRSO is to achieve the goals through community-driven development with the community institutions platform ripping the orthodox customs of women, rural development with the empowerment of women, skills enhancement, capacity building and development of community supported infrastructure projects, and the provision of support for income generation, enterprise development and micro-credit.

SRSO is achieving a big milestone of poverty reduction through community driven development (CDD), on a community platform with women empowerment, skills enhancement, capacity building and development of community supported infrastructure projects, and the provision of support for income generation, enterprise development and micro credit. For this purpose, SRSO organizes the local communities into three tier community institutions (CO/VO/LSO) to develop their managerial and technical capacity. Human development of rural People and the government is supported in forging a partnership and inculcating the sense of ownership among the people.

SRSO is presently entrusted with the responsibility of fostering a countrywide network of community organizations at the grassroots level in 15 districts of Sindh and works in the various sub-sectors while applying the participatory development approach of sustainable development.



VISION

To perceive Socially and Economically empowered Communities especially the marginalized ones and helping create a proactive Community Organizations by attitudinal change by setting free people's Potentials and willingness to alleviate poverty.

MISSION

To meet the challenge of battering poverty and help the poor to get above the poverty line and have a standard life.
To help marginalized rural people harness their potential to bring about change in their quality of life on a self-help basis.

OBJECTIVES

- To unleash people's potential and willingness to alleviate poverty in Sindh
- To reinforce and compliment Government of Pakistan's policy of Poverty Alleviation
- To support and strengthen Government of Sindh's efforts to translate Poverty reduction strategies into actions

SRSO's mandate is to alleviate poverty by harnessing people's potential lying within the communities to help themselves and undertake development activities. The goal of SRSO is to improve quality of life of rural poor in Sindh. To achieve this goal, SRSO attempts to harness peoples' potential through a social mobilization process which has been designed on the core assumption that people have tremendous potential and willingness to improve their quality of life.

At the heart of the social mobilization approach, lies the credence that every individual, be they poor or rich, man or woman, has the aptitude and perspective to carry out activities for their own assistance and for that of their own families. SRSO's three-tiered social mobilization strategy helps to identify poor households and bring them into an 'organized fold' through their membership of Community Organizations (COs), Village Organizations (VOs) and local Support Organization (LSO).

Above subjected policy has been endorsed by the government to achieve the goals of poverty reduction through community empowerment, women development, skills enhancement, capacity building, community training, vocational training and development of community supported infrastructure projects, and the provision of support for income generation, enterprise development and microcredit.

E-UCBPRP (Expansion Union Council Based Poverty Reduction Programme)

E-UCBPRP is the hall mark of SRSO, which has successfully harnessed the people of deprived and under deprived areas: Shikarpur, Kandh kot @ Kashmore and Jacobabad community and developed a strong community based strengthening system that has empowered the rural women to contribute their part in decision making under the GoS funded UCBPRP Programme with three tiers social mobilisation approach with a participatory interaction of community by covering every single household. Now the success of this Programme has been depicting the backbone of local women success as a role model is illiterate and belonging to a poor family and low economy household. However, the community before UCBPRP Programme was divided by income inequality and geographic disparities that are an increasing source of concern, and which were likely to be potentially destabilizing the society but after UCBPRP this disparity has vanished and all are living as one humanity and helping each other to get success and wipe out the poverty for their future generation. These divisions were particularly pronounced in the resources access which has been addressed by providing them shelter in VRP (Village Rehabilitation Project) after flood and BHC (Benazir Housing cell Scheme, Paving streets, Renovation of Health facilities', managing the closed primary schools and bringing different useful interventions which bring a real change among the community. This was possible due to strengthening the community institutions and capacity building of local women and empowering them through vocational skills training.

Actions speak louder than words and UCBPRP Programme implemented by Sindh Rural Support Organization is one which has stood the test of time. However, at the heart of our story of evolution remain our rural community – the core enduring advantage that continues to uplift the deprived rural women to become a dynamic, aspirant, diamond for other community that will glisten the many other

women lives and community institutions' (CO/VO/LSO) apart from serving best for the unprivileged community. The UCBPRP tenure, – where SRSO delivered the best deliverables' at community level by giving them intentions to first time think about yourself and community opportunity to be part of the growing and progressing nation to survive and remain fit in the society because rural women have innate potential just need to organize and manage them at platform of many with distinguished capabilities and a will to succeed.

The primary objective of E-UCBPRP is improving the quality of life of the rural communities, especially that of the poorest of the poor, through the conceptual package of Social Mobilization. E-UCBPRP is the replica of previous proven experience of successful implementation and interventions of 1st phase of UCBPRP into three northern districts: Shikarpur, Kashmore & Kandh Kot and Jacobabad.

The Programme of E-UCBPRP will also be the hallmark of the performance of Sindh Government in terms of service delivery to the poor to the poorest rural community through Social Mobilization and Income Generation interventions. The prime accomplishments that will be achieved in Program are achieving of Sustainable Development Goals (SDGs) and Social Sector Improvement by accessing of rural and poor to the poorest community at social capitals: Human Capital, Social Capital, Financial Capital and physical capital by ameliorating multiple indicators in Sindh which are ultimate results of this Program. This extended phase of E-UCBPRP will be executed to mend the social and economic prominence of the community in the 6 districts- Khairpur, Umer Kot, Sanghar, Badin, Thatta, and Mirpurkhas on a fast track basis with the total cost of Rs 4.9billion.

Poverty Score Card (PSC) Survey

The foundation of UCBPRP lies on its unique rational of identifying the poorest of the poor; thus to focus the development activities for the overwhelmingly marginalized group. SRSO has taken the initiative of 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.

PSC is single page form consisting of 13 questions that are related to issues such as facilities present in the household (a type of toilet, drinking water supply, etc.) and the assets owned by the household (land, livestock, etc.), including other indicators which are physically verifiable. The 13 questions can be combined in a particular way and its combination has the ability to accurately assign a household a poverty score, ranging from 0 to 100(with 0 being extremely poor and 100 being non-poor). In the UCBPRP, the PSC scores have been categorized in the four poverty bands:

PSC Results and their Analysis

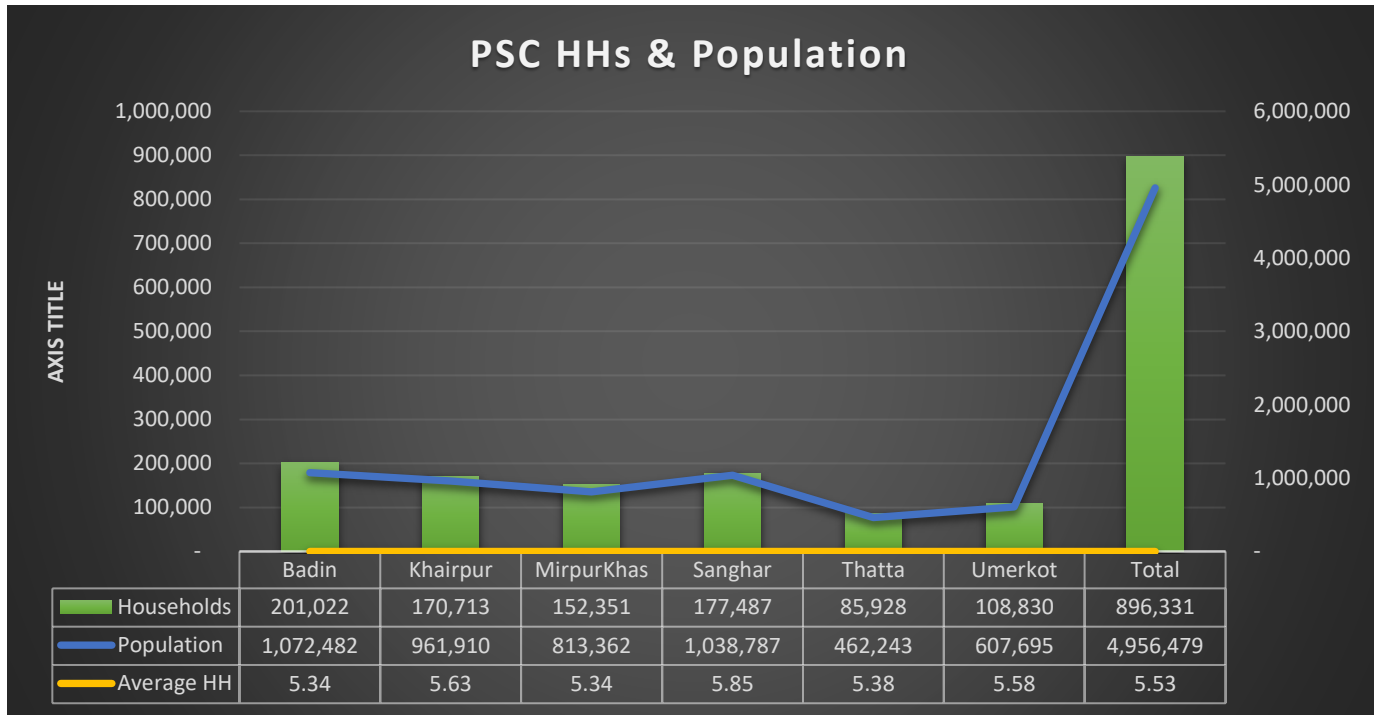
S.No	District	# of UCs to be surveyed	# of UCs Completed	% of Ucs Completed	Targeted Households	# of Households surveyed	% Households surveyed	Date of Enumeration Start
1	Khairpur	59	59	100%	181,288	170,713	94%	1st June, 2017
2	Sanghar	71	71	100%	252,997	177,487	70%	18th July, 2017
3	Mirpurkhas	55	55	100%	147,907	152,351	103%	17th July, 2017
4	Badin	68	68	100%	209,919	201,022	96%	13th July, 2017
5	Thatta	33	33	100%	96,883	85,928	89%	18th July, 2017
6	Umer kot	35	35	100%	134,611	108,830	81%	17th July, 2017
Grand Total		321	321	100%	1,023,605	896,331	88%	

PSC Band Wise (District Wise)

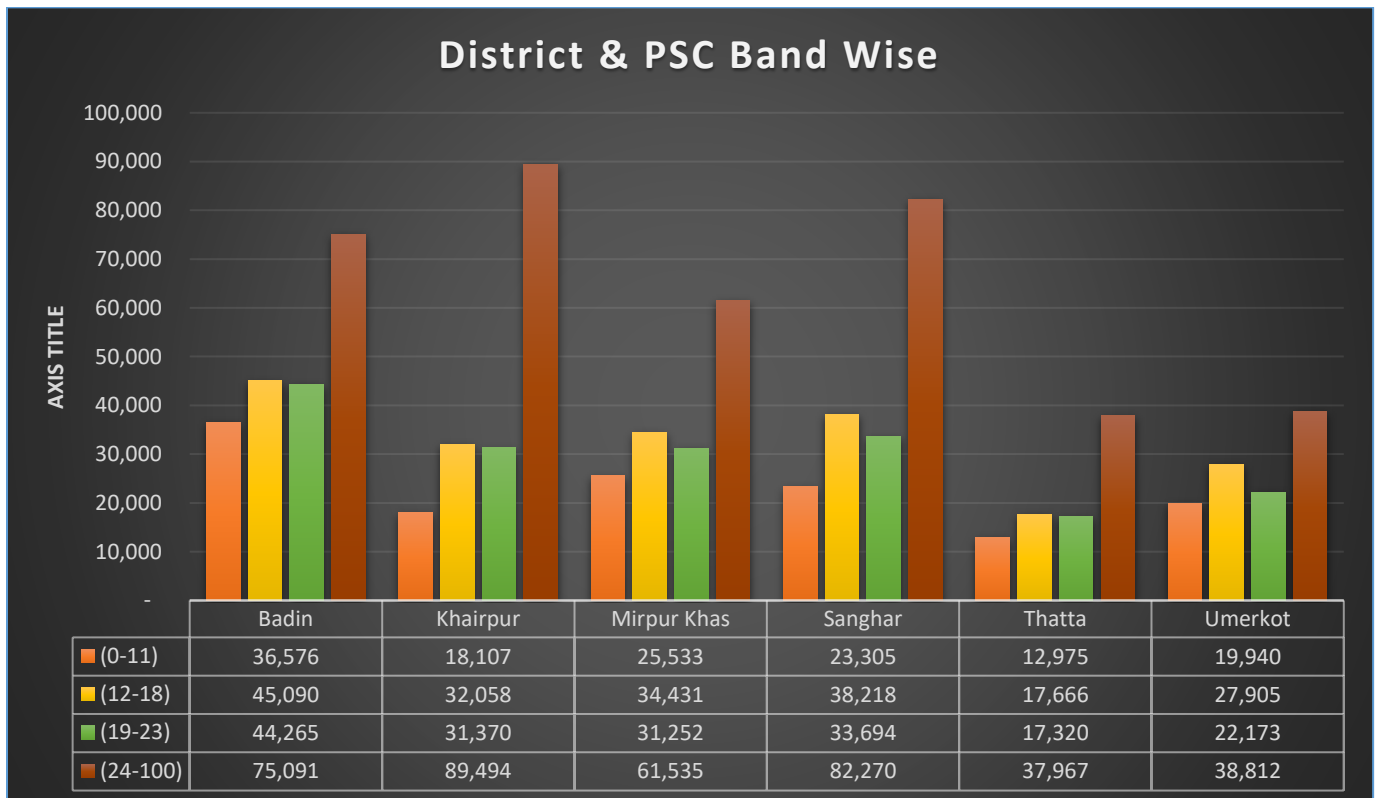
PSC Band Wise							
Bands	Badin	Khairpur	Mirpur Khas	Sanghar	Thatta	Umer kot	Total
(0-11)	36,576	18,107	25,533	23,305	12,975	19,940	136,436
(12-18)	45,090	32,058	34,431	38,218	17,666	27,905	195,368
(19-23)	44,265	31,370	31,252	33,694	17,320	22,173	180,074
(24-100)	75,091	89,494	61,535	82,270	37,967	38,812	385,169
Grand Total	201,022	171,029	152,751	177,487	85,928	108,830	896,331

Indicators	Badin	Khairpur	Mirpurkhas	Sanghar	Thatta	Umer kot	Total
Households	201,022	170,713	152,351	177,487	85,928	108,830	896,331
Population	1,072,482	961,910	813,362	1,038,787	462,243	607,695	4,956,479
Average HH	5.34	5.63	5.34	5.85	5.38	5.58	5.53

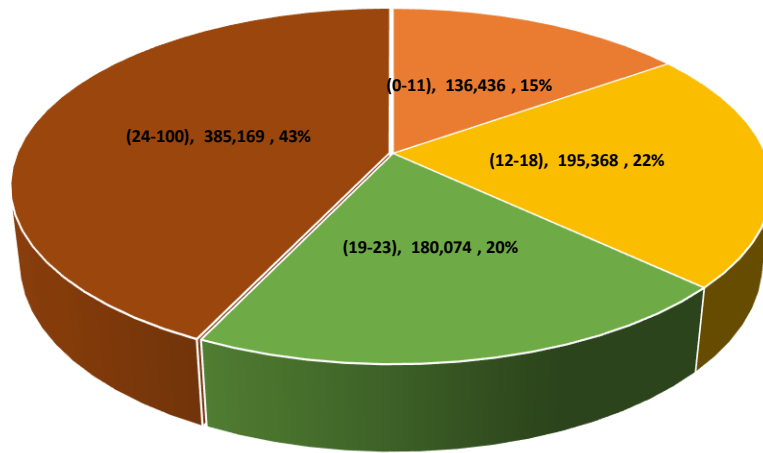
PSC Coverage Household and Districts' wise as per Population



District Wise



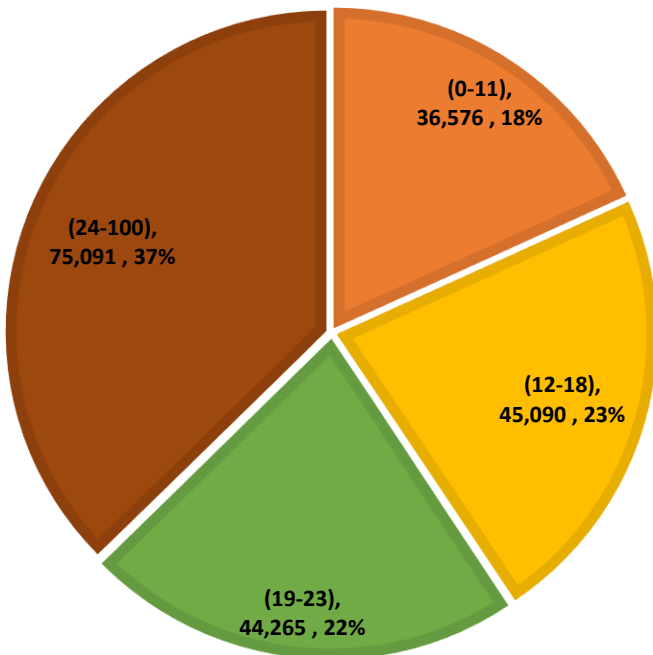
PSC Band Wise



■ (0-11) ■ (12-18) ■ (19-23) ■ (24-100)

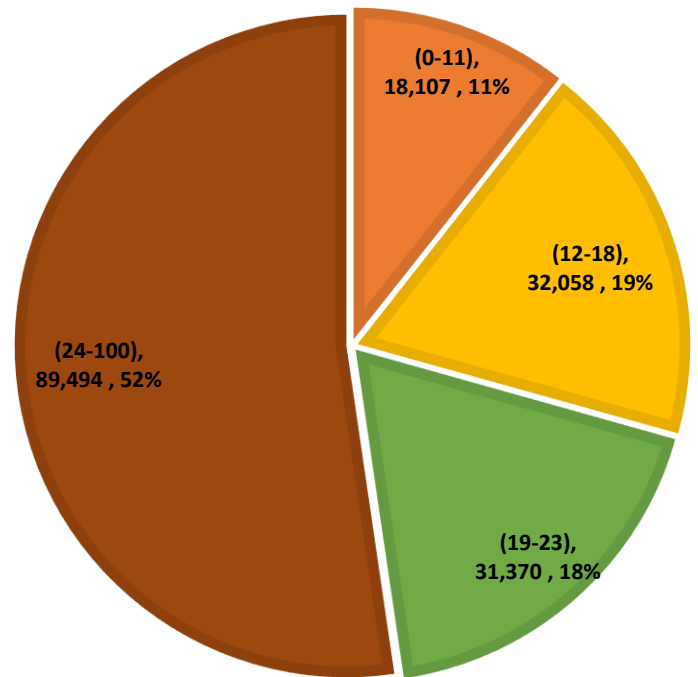
BADIN

■ (0-11) ■ (12-18) ■ (19-23) ■ (24-100)



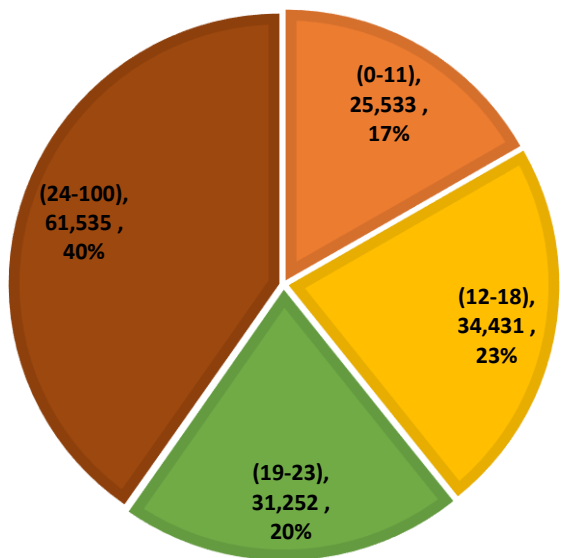
KHAIRPUR

■ (0-11) ■ (12-18) ■ (19-23) ■ (24-100)



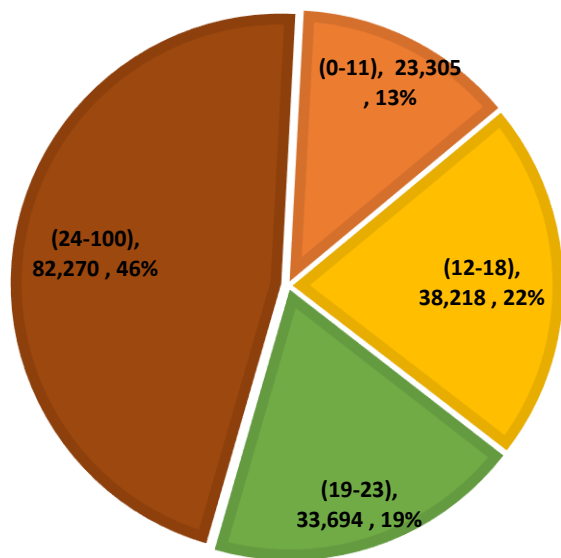
MIRPUR KHAS

■ (0-11) ■ (12-18) ■ (19-23) ■ (24-100)



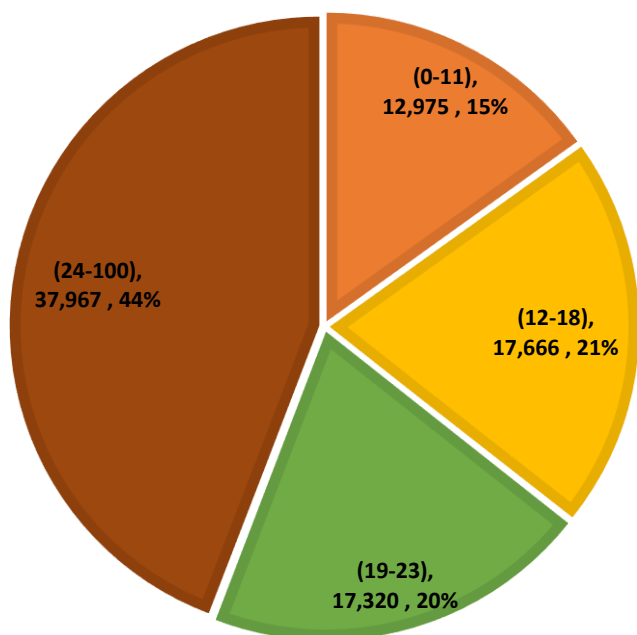
SANGHAR

■ (0-11) ■ (12-18) ■ (19-23) ■ (24-100)



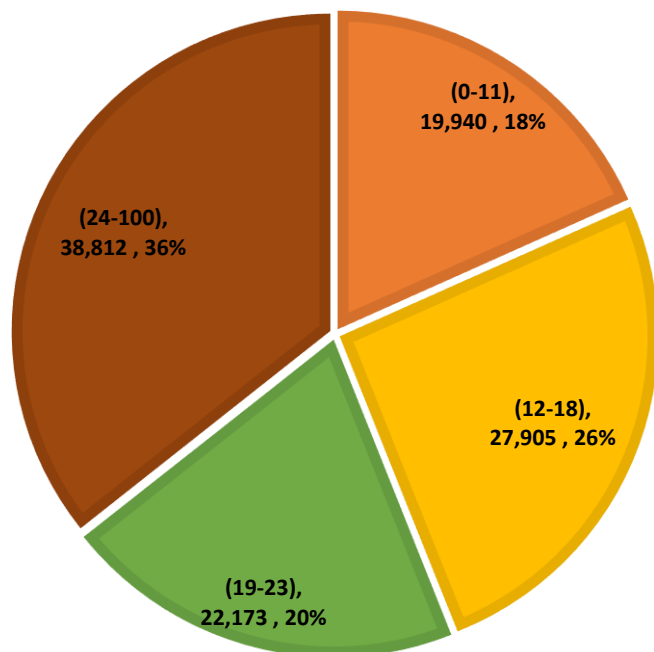
THATTA

■ (0-11) ■ (12-18) ■ (19-23) ■ (24-100)



UMERKOT

■ (0-11) ■ (12-18) ■ (19-23) ■ (24-100)



Explanation of Graphs

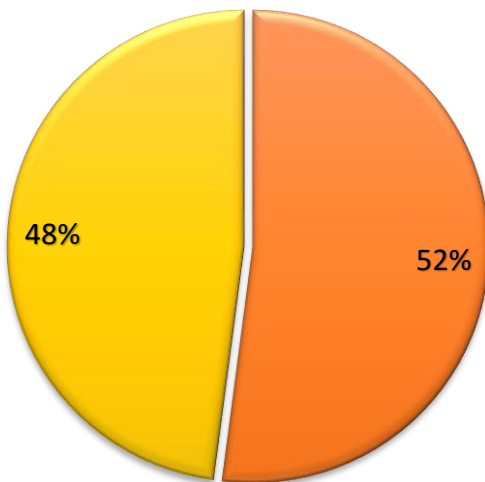
The above subjected Graphs Presents following things

- PSC Band district wise out of total population how much fall in each poverty band
- Average family per household in every district
- How much there are households and population in each district
- Complete scenario of 6 districts Poverty, Poverty band, Household and total population

Analysis of Poverty:

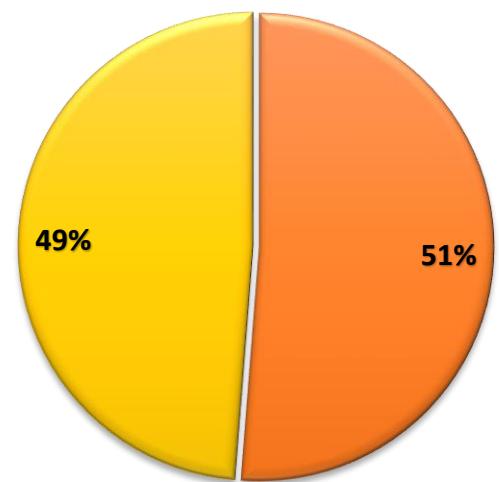
1- Gender Status (Male and Female Ratio) District Wise

Gender Status (Mirpurkhas)



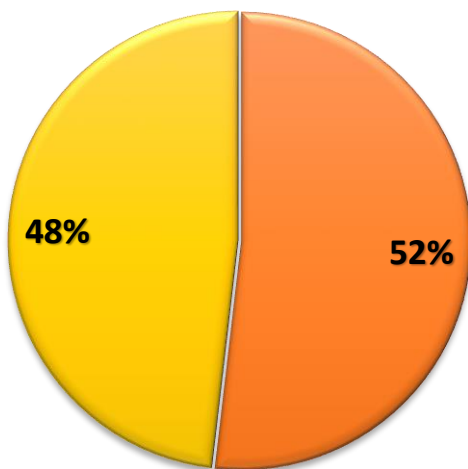
Male Female

Gender Status (khairpur)



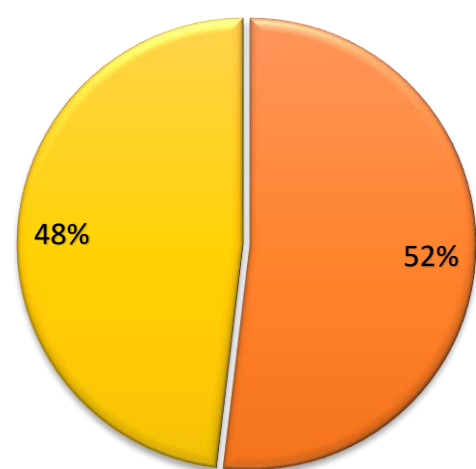
Male Female

Gender Status (Umerkot)



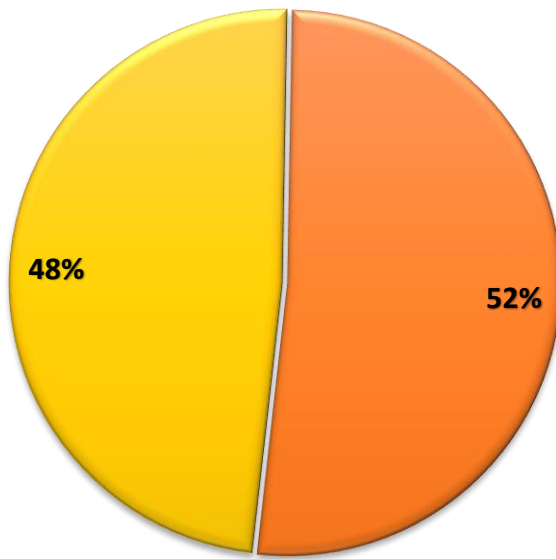
Male Female

Gender status (Thatta)



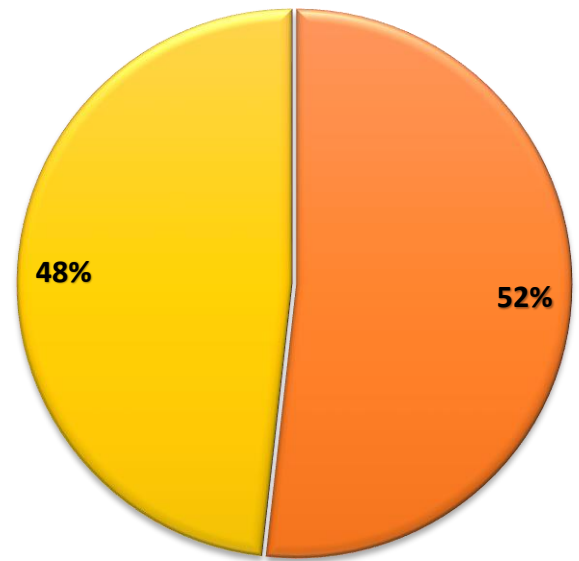
Male Female

Gender Status (Badin)



Male Female

Gender Status (Sanghar)

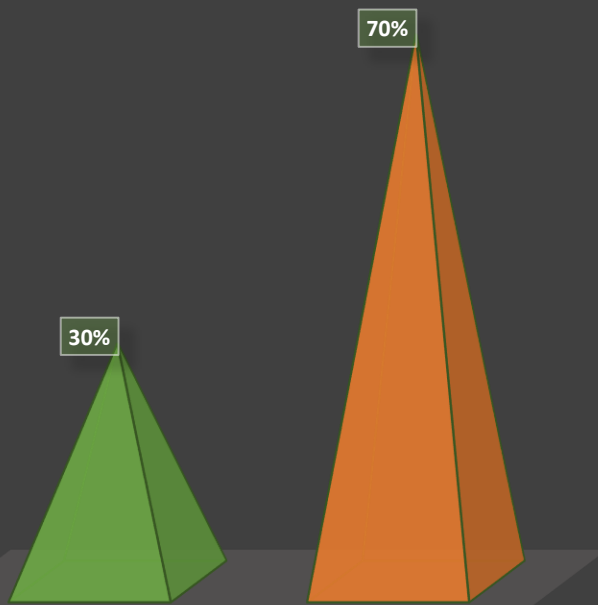


Male Female

School and Out of School Children Status in Surveyed House holds

From PSC it is clearly mentioned that mostly children are out of school due to many factors out of which main is the poverty that they can bear the expenses or due to not having school building in their village or there is non-active school. But mostly it was found that due to poverty certain ratio of children have also dropped their study due to poverty. Following is the main district wise analysis of School and out of school Children Status:

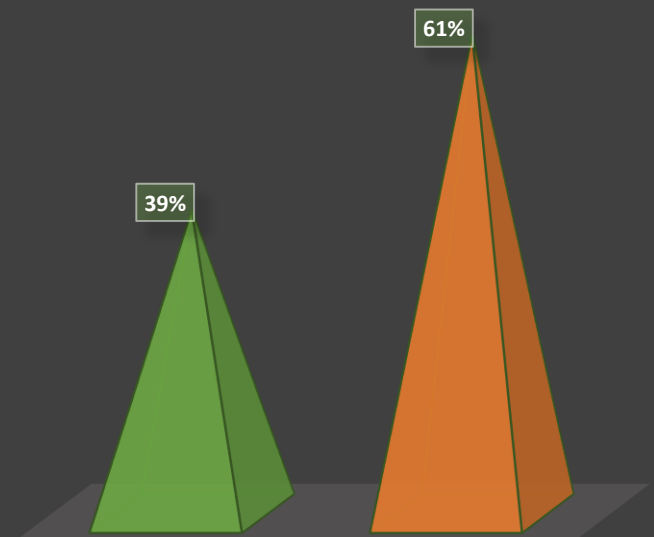
CHILDREN STATUS (UMERKOT)



Children Go School

Children Not Go School

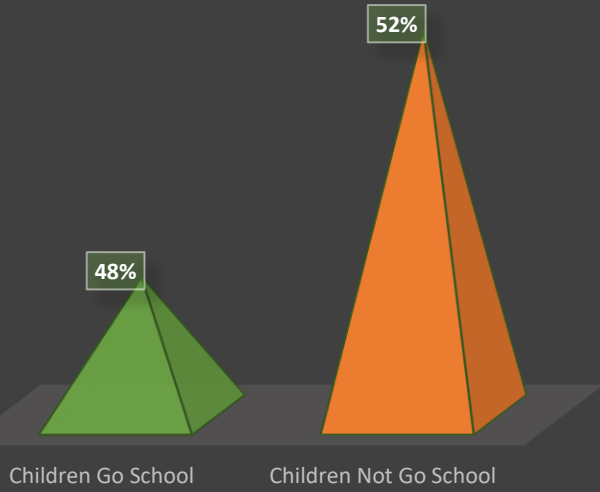
CHILDREN STATUS (SANGHAR)



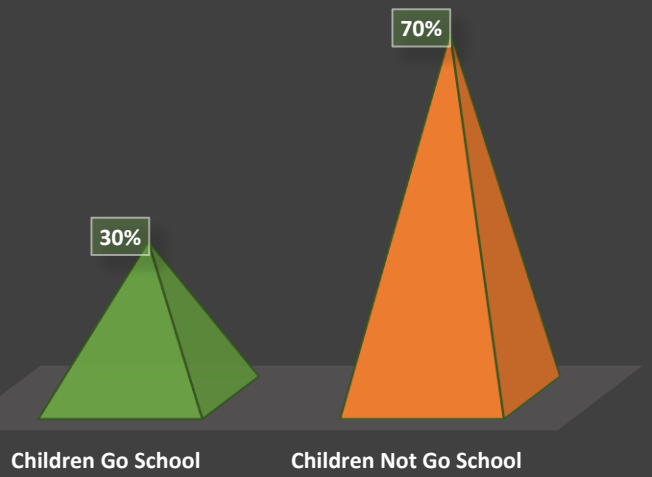
Children Go School

Children Not Go School

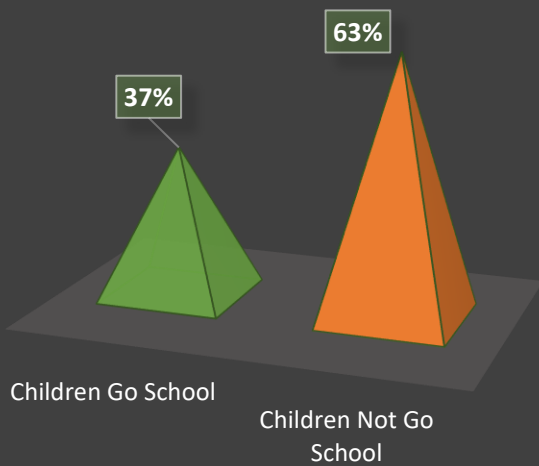
CHILDREN STATUS (KHAIRPUR)



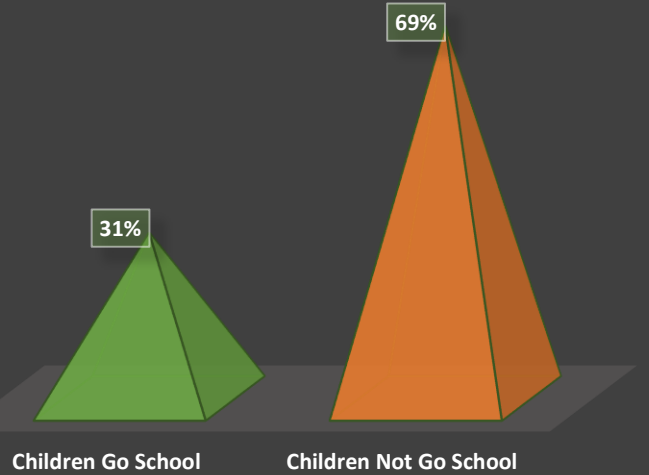
CHILDREN STATUS (THATTA)



CHILDREN STATUS (BADIN)

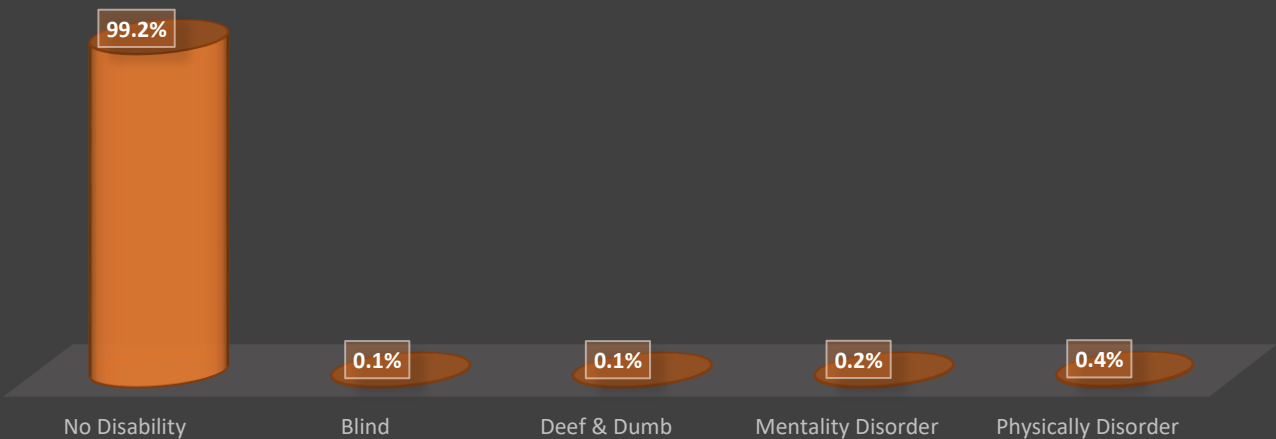


CHILDREN STATUS (MIRPURKHAS)

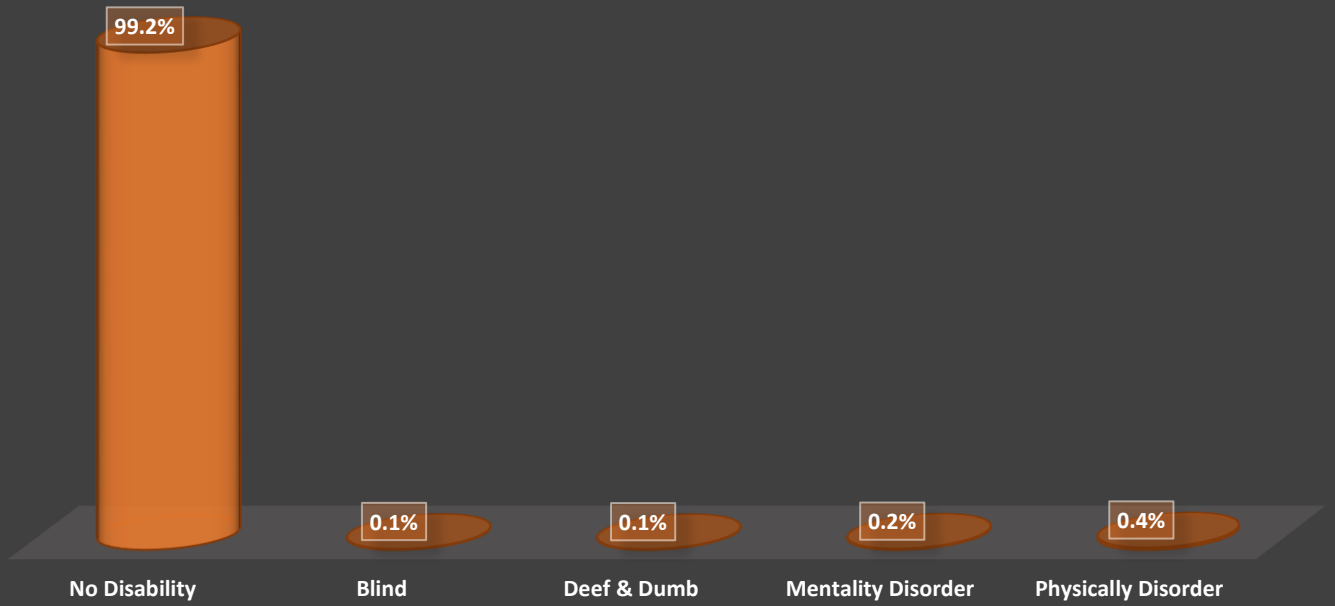


Human Resource Analysis (Physically Challenged People Ratio)

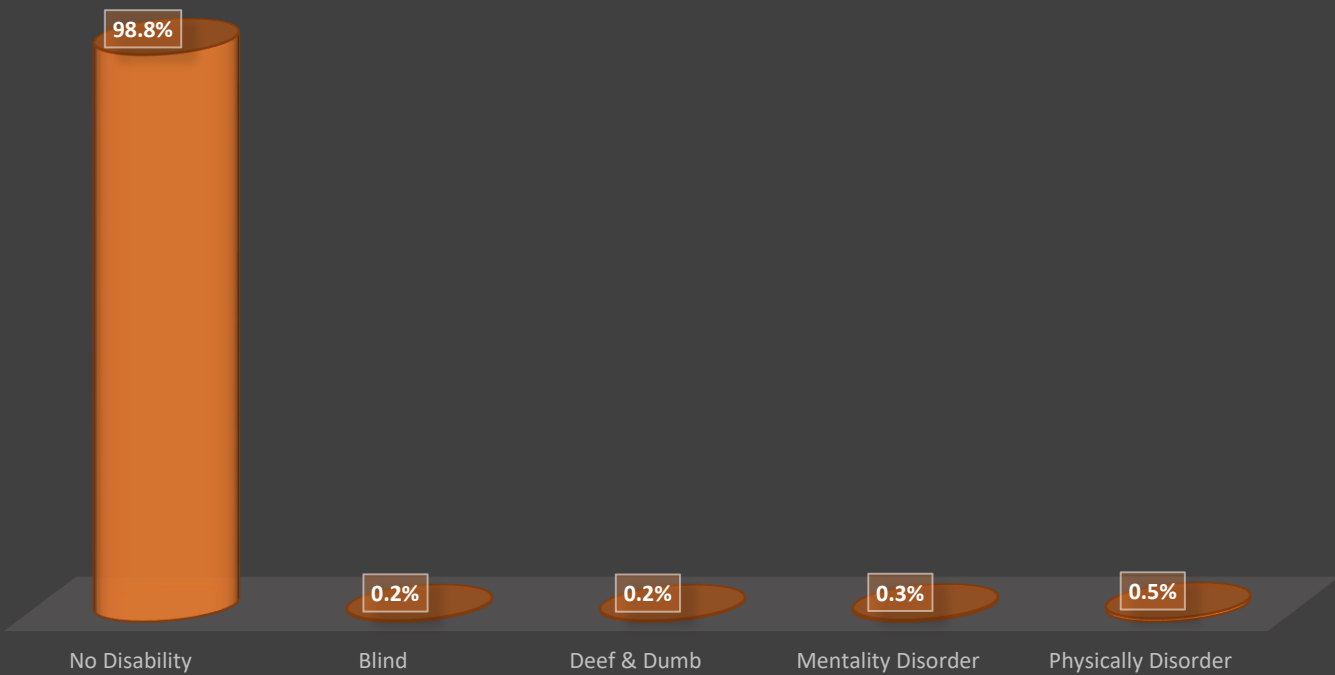
DISABILITY STATUS (MIRPURKHAS)



DISABILITY STATUS (UMERKOT)



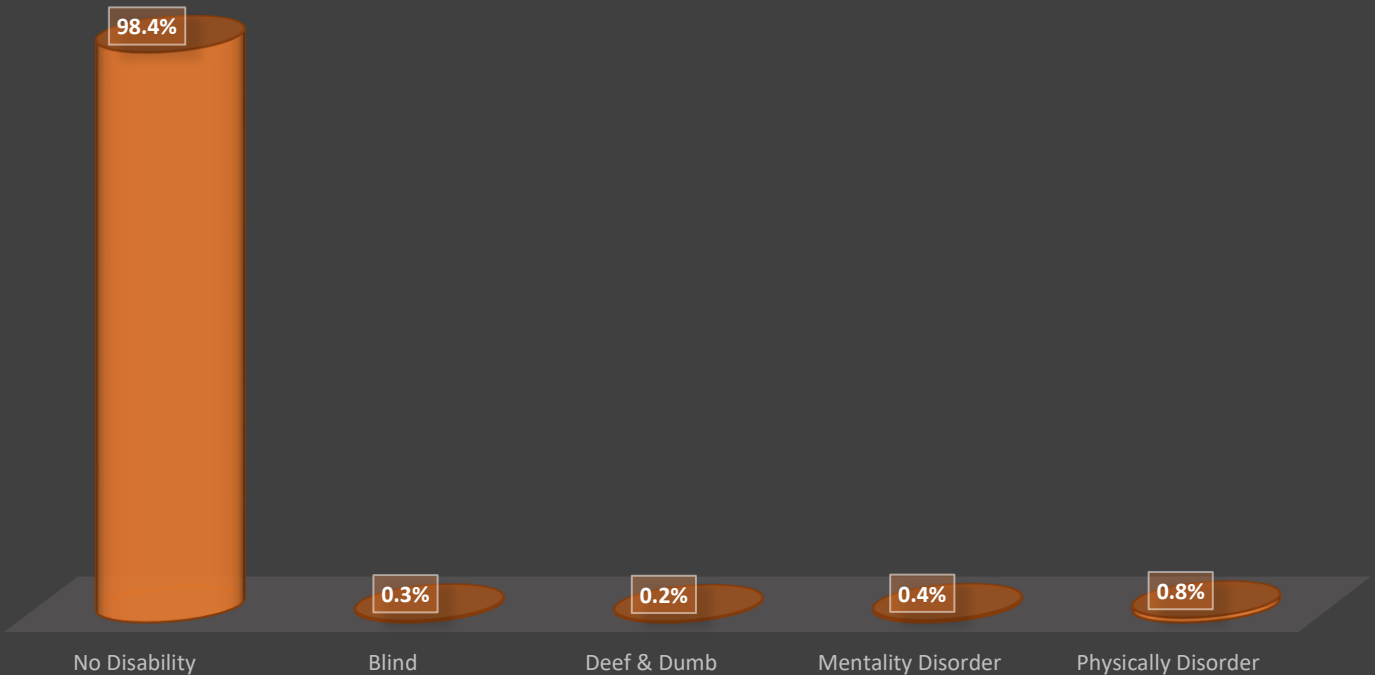
DISABILITY STATUS (SANGHAR)



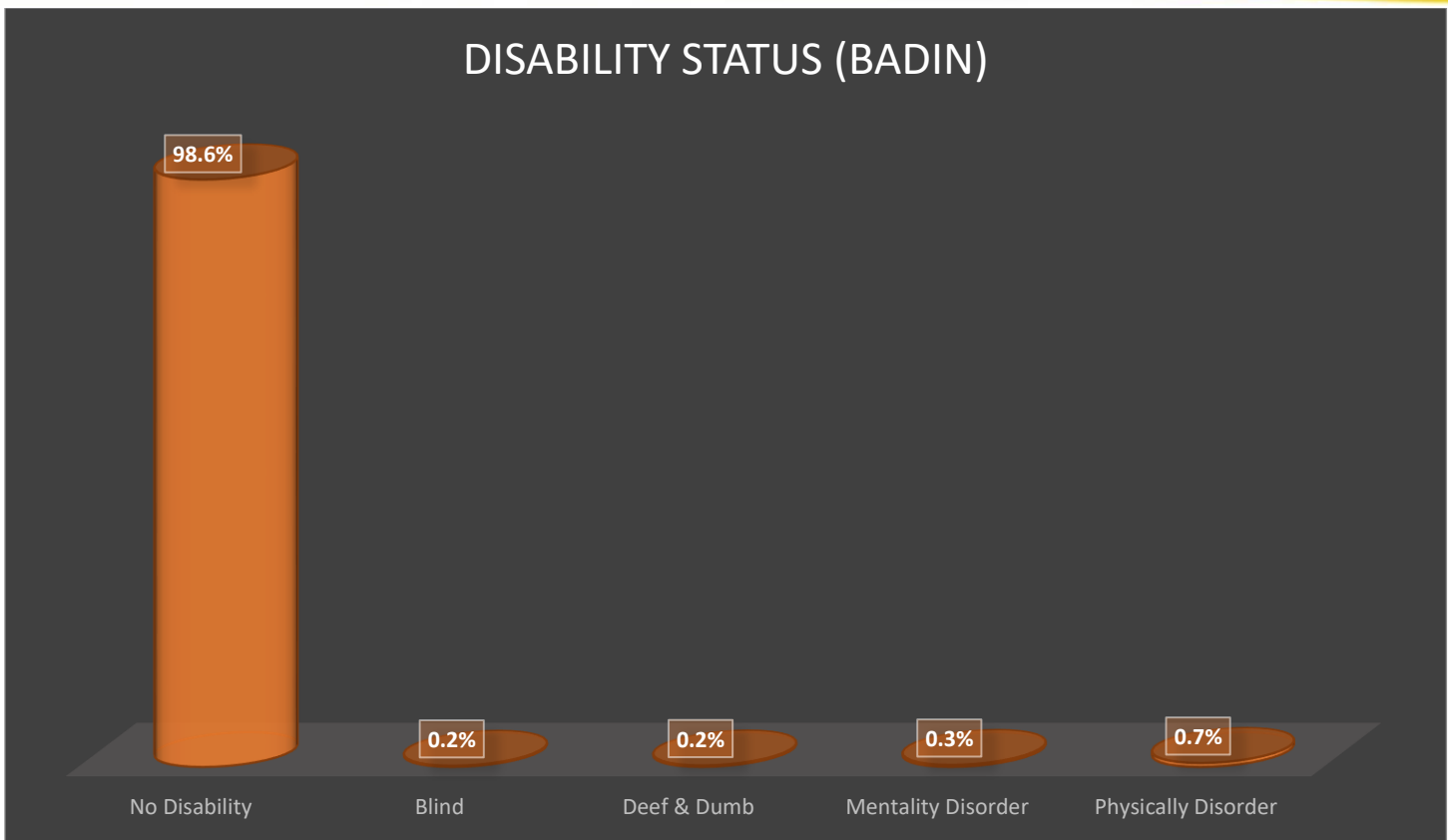
DISABILITY STATUS (KHAIRPUR)



DISABILITY STATUS (THATTA)

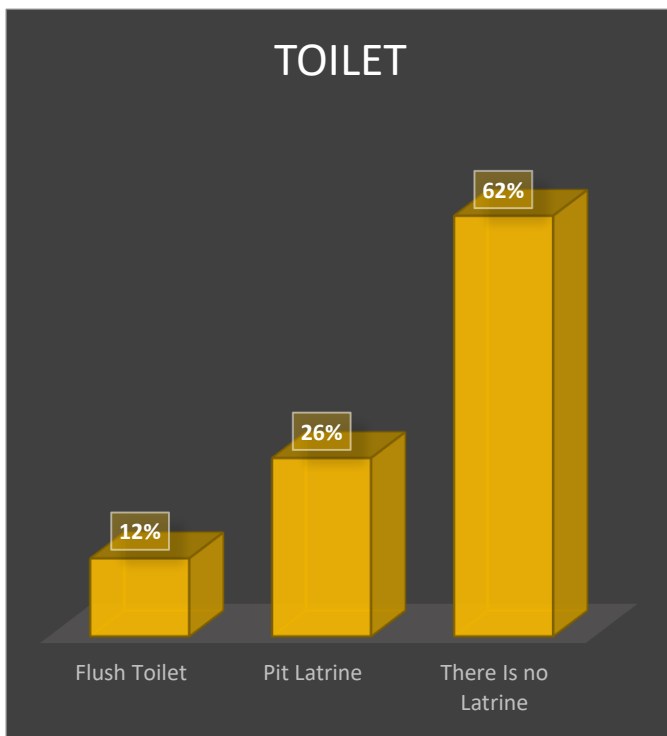


DISABILITY STATUS (BADIN)

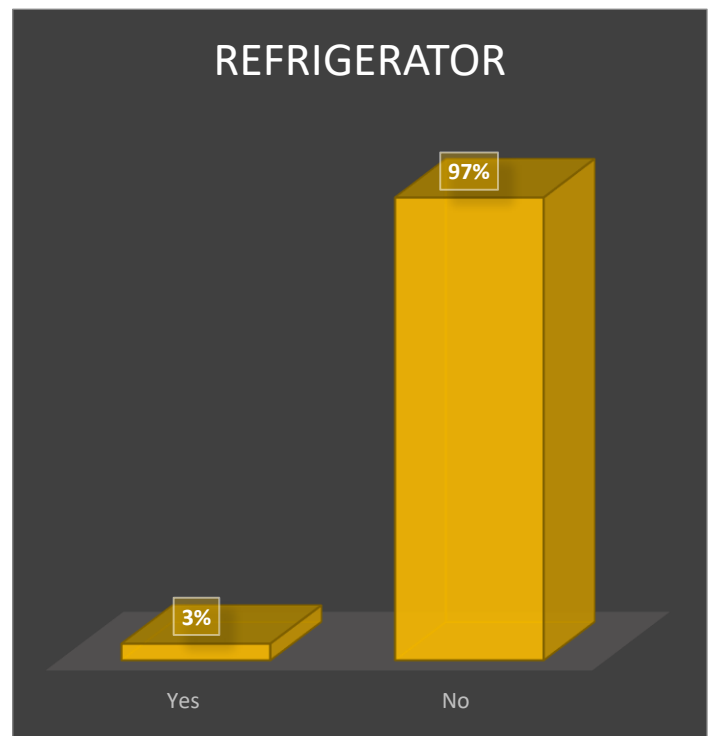


PSC Indicator Wise Analysis

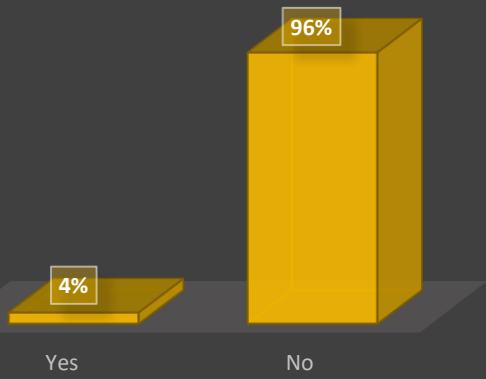
TOILET



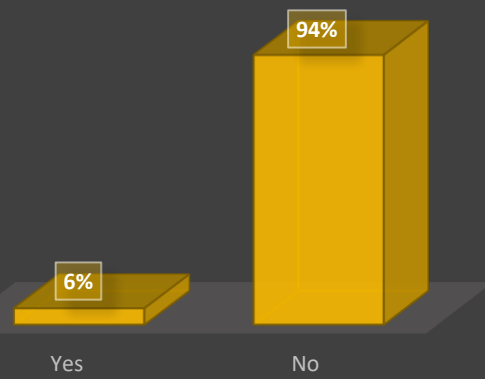
REFRIGERATOR



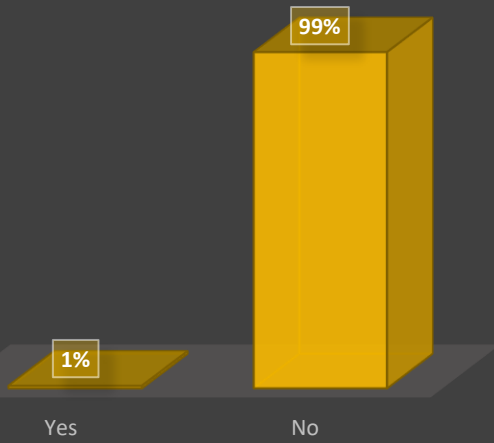
FREEZER



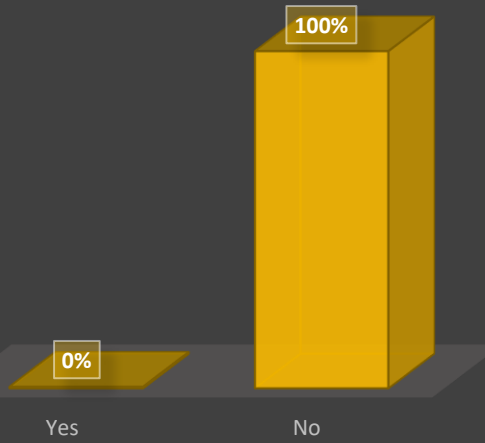
WASHING MACHINE



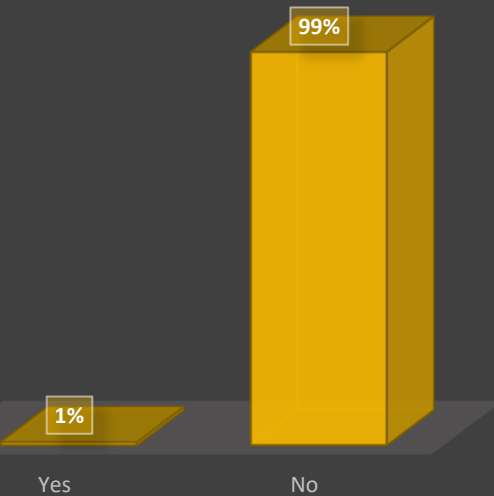
AIR CONDITIONER



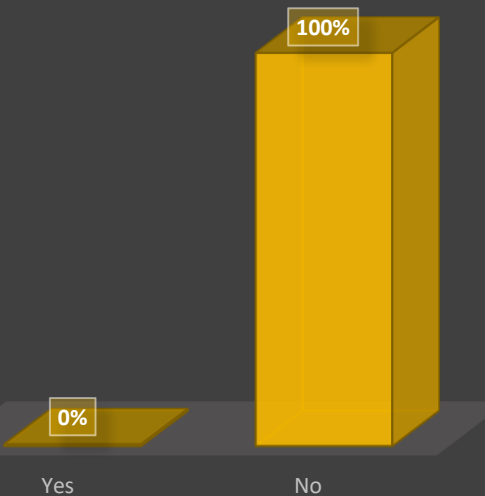
AIR COOLER



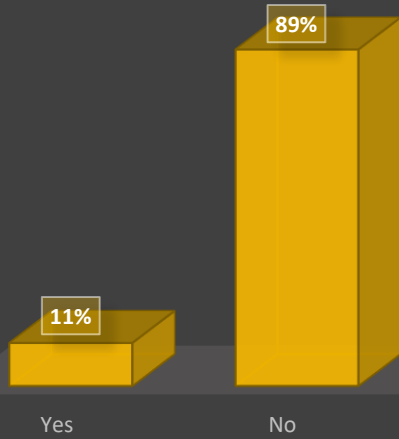
GEYSER



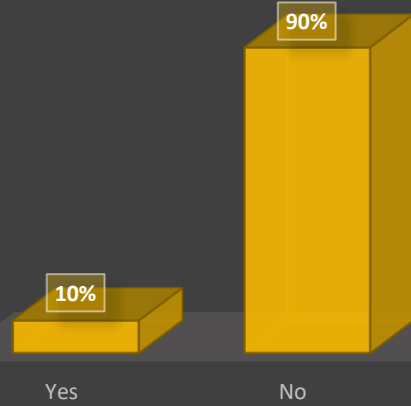
HEATER



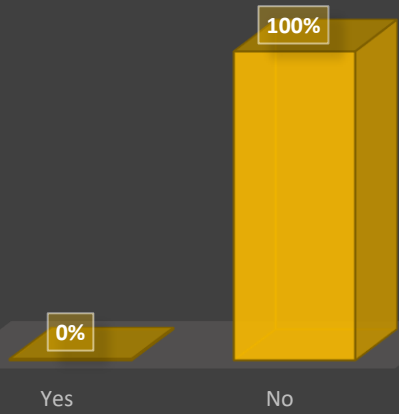
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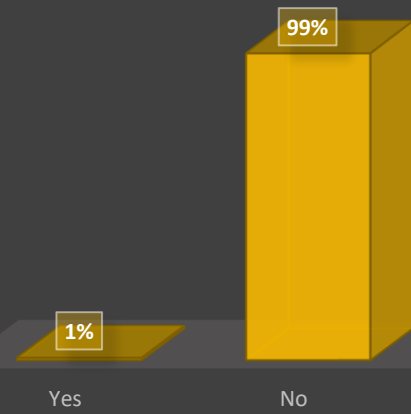
COOKING STOVE



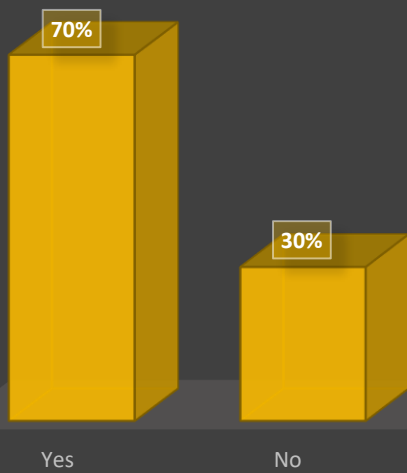
MICROWAVE OVEN



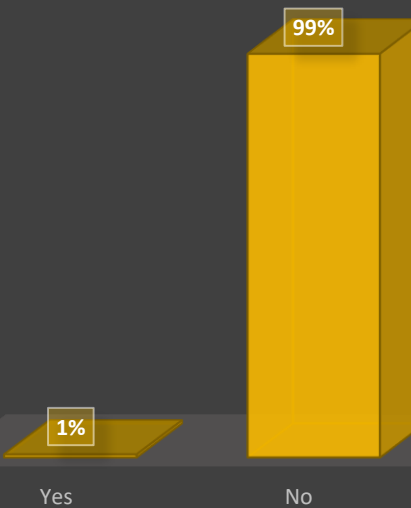
COOKING RANGE

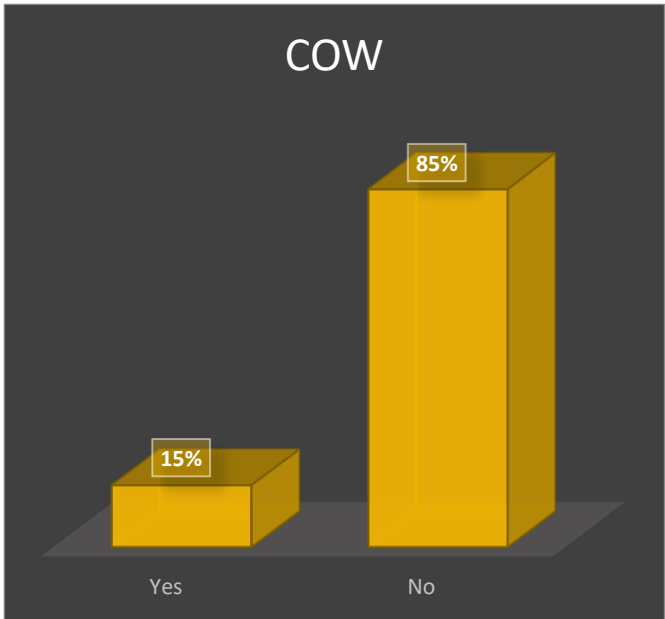
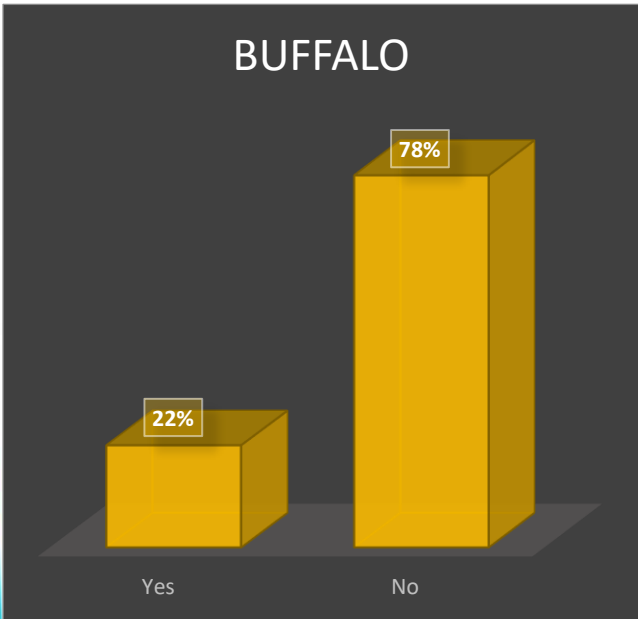
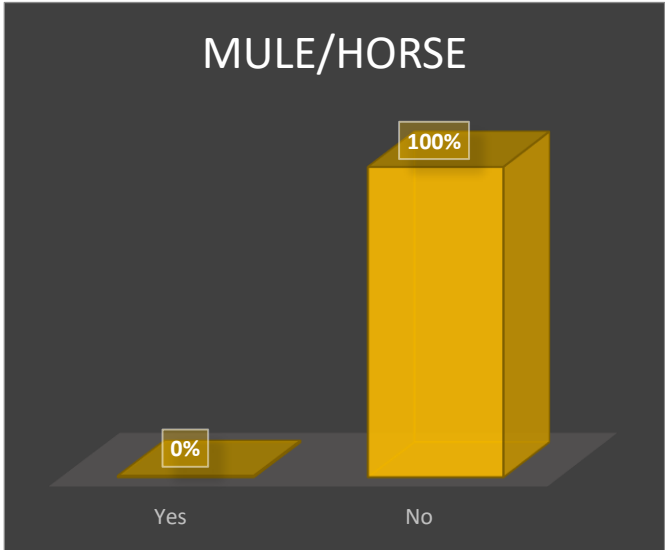
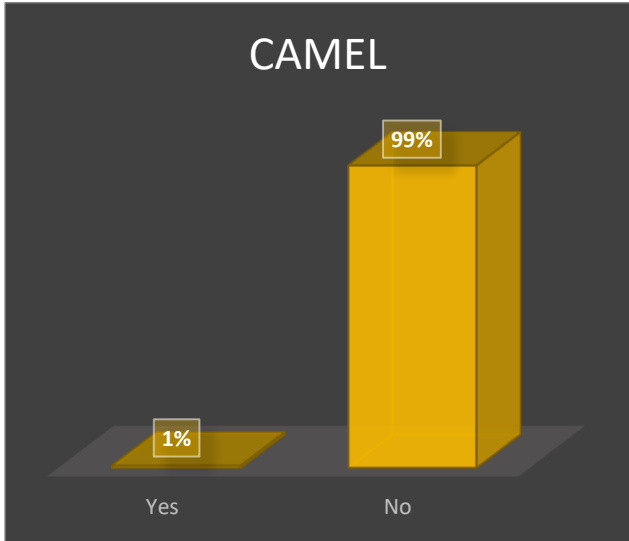
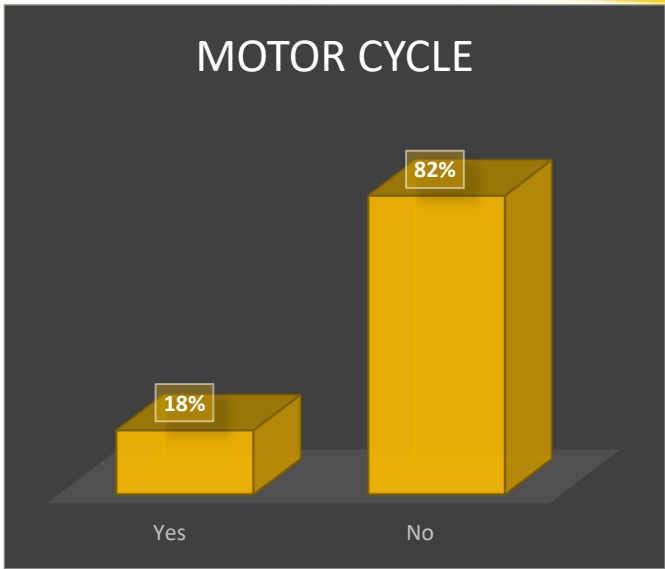
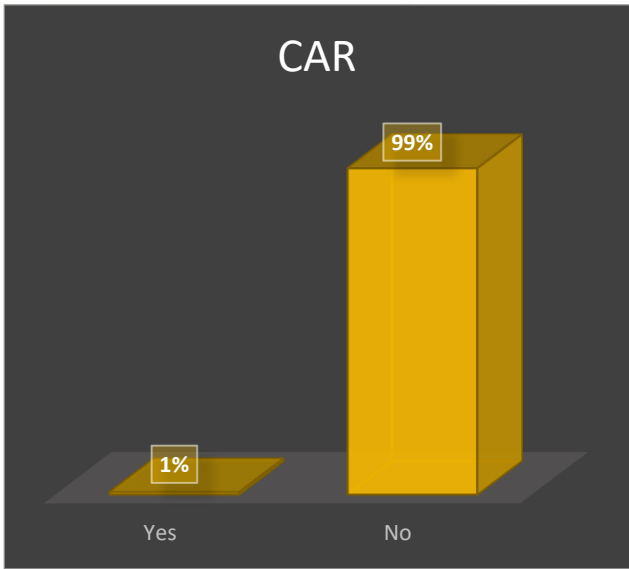


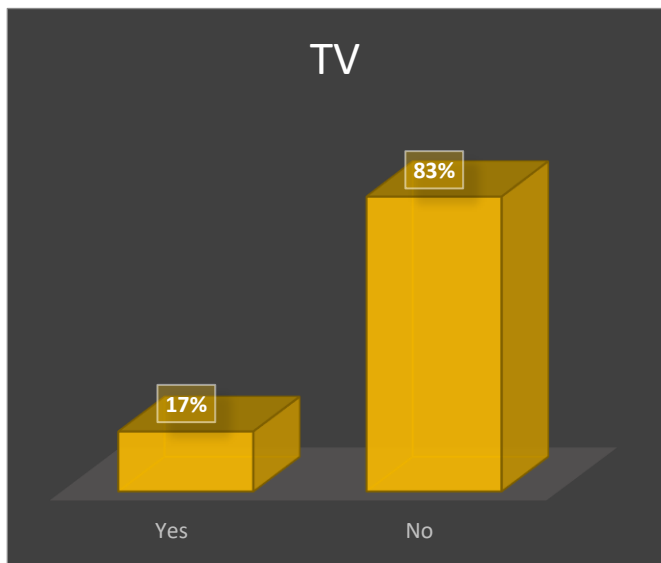
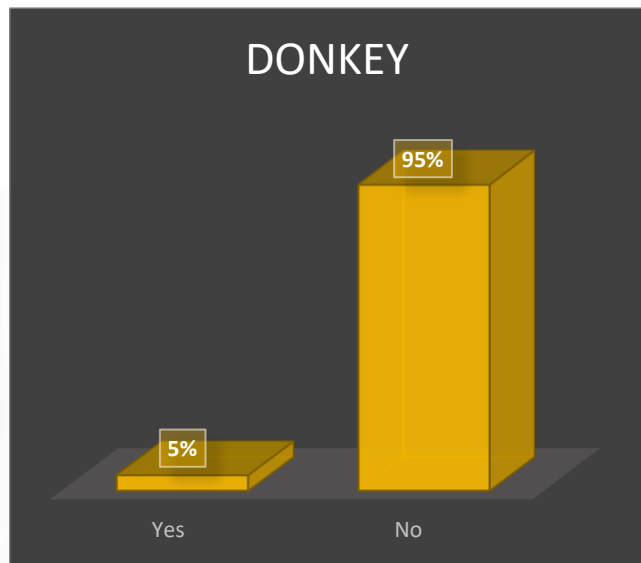
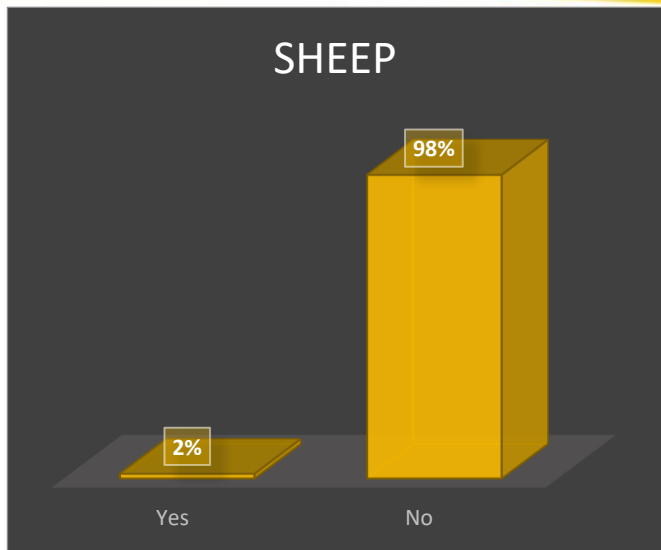
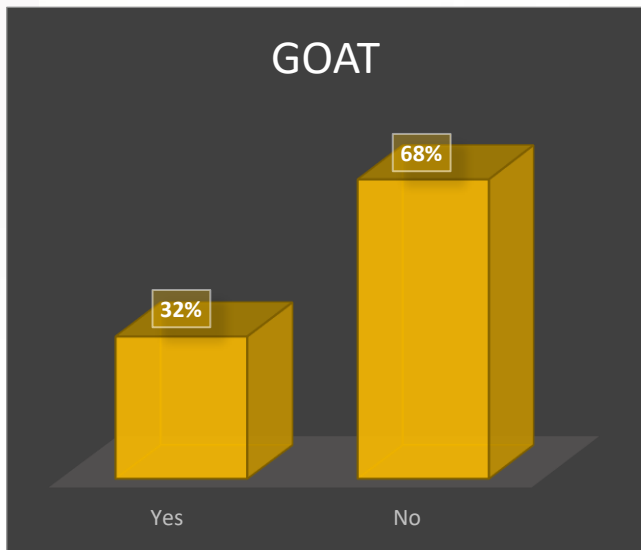
CELL PHONE



TRACTOR







E-UCBPRP Staff Recruitment and Selection Process

During this month, the different vacant positions candidates were selected after passing from a process. As this was the new Programme so the Recruitment and selection are important to the success of the Programme and it is important that they are carried out equitable and effectively to find the most suitable candidate for the posts that will be doing work in the field. So as of the approval from GoS and SRSO management, different vacant positions advertisement was done in previous dates for collection of detailed resumes for vacant positions.

RECRUITMENT Advertising: There was a detailed advertisement was done by SRSO to collect the resumes with the right skills and qualities to review their further particulars and apply for the

Sindh Rural Support Organization (SRSO)

HUMAN RESOURCES

VACANCY ANNOUNCEMENT

Sindh Rural Support Organization (SRSO) was incorporated on May 29, 2003 as a not-for-profit Organization and registered under Section 42 of the Companies Ordinance 1984 with a mission to reduce poverty. We are looking for result-oriented, dynamic and highly motivated candidates for the Expression of Union Council Based Poverty Reduction Program (EUCBPRP) in Districts Khairpur, Sanghar, Thatta, Badin, Mirpurkhas and Umerkot for the following positions:

Position	Qualification / Experience	Location	
District Manager	Master's Degree with minimum 8 years of managerial experience or Bachelor's degree with 10 years of managerial experience. The candidates must have experience of social mobilization with excellent communication, interpersonal, conflict & task management skills.	Khairpur, Sanghar, Thatta, Badin, Mirpurkhas & Umerkot	
Monitoring & Evaluation Officer	Bachelor's Degree with 3 years experience in monitoring, evaluation & reporting at a reputable organization. Preference will be given to candidates having experience of social mobilization.		
Finance Officer	Articledship with a firm of Chartered Accountants/M.Com with 3 years of experience as a Senior Accountant with internship in RSP.		
APD Admin	Bachelors in any discipline with 1 year experience in Social Mobilization. Sound knowledge of MS Office.		
District Engineer	B.E. (Civil) with 2 to 3 years of related experience/Diploma in Civil with 5 years experience at a reputable organization and responsible for developing the feasibility studies to prepare the cost and designing of infrastructure schemes.		
MIS Officer	MST/BSIT from a reputable University with 3 years experience in Networking/MIS. Having proficiency in MS Office.		
Program Officer (Admin & HR)	Master's Degree in Human Resource/Public Administration from an HEC recognized University with 3 years experience in Admin/HR or Bachelor's Degree with 5 years experience in Admin & HR.		
CIJ Professional	Master's Degree with 1 year experience or Bachelor with 5 years experience of Community Investment Fund/Financial Services.		
Unit Offices			
HRD Officer	Bachelor's Degree with 1 year experience in HRD/Social Mobilization/Community Trainings.		
Social Organizer	Bachelor's Degree/equivalent with minimum 3 years of experience in Social Mobilization.		
MIS - Assistant	B.CS/Diploma with 1 year experience and sound knowledge of MS Office.		
Finance and Admin Assistant	B.Com or equivalent degree with 2 years experience in Accounts/Admin.		

SRSO provides equal opportunity for all qualified male & female including the physically challenged candidates. Women & minorities are encouraged to apply & local candidates will be preferred. No TA/DA will be admissible. All positions are contract based. Only shortlisted candidates will be contacted. The competent authority reserves the right to reject any or all positions. Please send your CV to HR through courier/online, by 5th July, 2017. For more details, please visit our website mentioned below:

Address: Sindh Rural Support Organization (SRSO) Complex, near Taj Petrol Pump Shikarpur Road, Sukkur, Pakistan.
Website: www.srsso.org.pk | Email: career@srsso.org.pk
Phone: 071-56271820

vacancy. Advertising will be consist of written test and interview with reference to the Job Description and Person Specification and should state as concisely as possible.

Selection Process: Scrutiny of Resumes: An expert Panel for scrutiny of resumes as subjected positions in the advertisement was fostered by CEO-SRSO by issuing a notification. There were different teams were formed as per Job description and the field level.

Written Test: After scrutiny process, different candidates were shortlisted and called for Test at Head Office and For Field Level job at concern districts. On mentioned dates, all the candidates reached



destination. The HRD officers' interviews were conducted at Head office level from written test passed candidates. For MER officer Designation, 50 candidates' were called for written test at SRSO complex Taj Petroleum Shikarpur road Sukku



Interviews:The candidates that passed the written test of concern vacant position, they were called for Interview by an Interview panel at Head Office as well as Concern districts.



SRSO Office establishments

SRSO has now established the District and unit offices at projected areas for successful project implementation at field level and to reach the community freely and easily for their full access to serve the community at their door step. SRSO held different inauguration ceremonies from esteemed guests in concern districts: Deputy Commissioner Sanghar inaugurated the Ceremony, CEO SRSO Inaugurated the Office Building in Thatta with different Government officials and also visited the building of office.

SRSO MER (Monitoring Evaluation & Research) Sector Monitoring Visits of PSC Survey

MER sector is playing a significant role in real, remote, desk and participatory monitoring for tracking the performance and collection of data and dissemination of qualitative information of PSC survey at projected areas via different KPI (Key Performance Indicators) for a proper decision making.in connection to this, MER sector has focused on the flow of insight information of either in form of field monitoring reports, Field Monitors Reports, Compliance follow up of all the findings and the working on real criteria of PSC during Survey.In this Regards, SRSO MER Delegation of Head Office paid an official visit to Different Projected districts including Thatta, Badin, Mirpurkhas, Umer Kot and Sanghar for finalization of ongoing PSC survey by resolving all the challenges and issues at field as well as office level including Process monitoring and post-monitoring of surveyed households and villages at different locations. The special focus of MER team was to finalzie the PSC process by endorsement of PSC Union council certificates from Local GOvernemnt and covering the maximum refusals in concern districts by doing post monitoring through GIS (Geographical Information System) with the Google map by tracking the GPS positions that how much HHs are covered in a UC wither they have missed or not the covering HH.



Coordination Meeting with Deputy, Assistant Commissioner and Local Government Officials'

SRSO believes in three social pillars working relationships: Social, Political and administrative. SRSO E-UCBPRP team and team leader are in strong coordination with P&D, GoS-Secretary, Social Welfare Department, Election Commission of Pakistan, Local District Government, commissioners and elected UCs and district Chairman. SRSO DMs briefly shared the E-UCBPRP Objectives, Project Outcomes, and Interventions that will be exercised after the managing and organizing the local poor rural women into three tiers social mobilisation. The Sanghar DM (District Manager) Mr. Khadim Hussain Shar and Ahmed Khan Soomro from District Umer Kot, Shafique Agro, DM-Irshad Mallah and Bansi Malhi DM-Thatta also conducted different coordination meetings with DC, ADC and Government Line Departments. These meetings were held for future coordination about community and the registration of community institution at Social Welfare department and their linkages with different departments for strengthening the Community institution. All districts teams are now conducting the Meeting with a local government elected officials regarding signature of UC completion certificates that were surveyed during E-UCBPRP Survey.



Three-Tiers Social Mobilisation (CO/VO/LSO)

Social Mobilisation is the core concept of SRSO and E-UCBPRP Programme that entails the firm belief that if the lives and livelihoods of the poor households are to be improved, they need support to organise themselves into a network of people's own organizations' (Community Organizations', Village Organisations, and Local Support Organizations' – CO/VO/LSO), they need to generate and access capital for income generation activities as well as to build up their productive and non-productive assets, and to constantly improve their social, financial, and technical skills.

In E-UCBPRP, the CO comprises 15-20 households living in a close proximity sharing common socioeconomic conditions. COs are the foundation. COs focus on supporting households to improve their incomes and livelihoods. Cos Support each member household to prepare a Micro Investment Plan (MIP) in which the household identifies and prioritizes an income generating activity that the household members themselves can undertake. Forms of support needed to implement the income generating activity are also identified in MIP. These COs are participatory bodies where all members partake in meetings and in decision making process. COs then federate into VOs, with the VO having two representatives from each CO. VOs focus on larger village level issues, and formulate a Village Development Planning (VDP) to address them. The VO is also responsible for management of Community Investment Fund (CIF), community physical infrastructure (CPI), and social sector activities. Once a Union Council (UC) has several VOs, these are federated into LSO, with two representatives from each VO. VOs and LSOs are representative bodies.

LSOs' key roles and responsibilities are to support member VOs/COs, foster linkages with government line departments to extend their outreach to community households, mobilize local and external resources, and to undertake local advocacy activities on behalf of COs/VOs. When people have their own institutions, then they are strategically placed to generate and access capital for income generation

Activities, as well as to build up their productive and non-productive assets, and to constantly improve their social, financial, and technical skills. With organizations', capital and skills (OCS), the people begin to break the vicious cycle of poverty and at the same time begin to climb the virtuous ladder leading them out of poverty.



During this Month, in Khairpur District along with Social Mobilisation, in which **151** Programme introduction were conducted with different community at different villages by briefing them in detail about the Government initiative of UCBPRP programme and conveying the three tiers social mobilisation message that foster them at household level, village level and union council for community driven development at villages and union council level and SRSO and GOS will provide you the technical assistance under this programme through different Intervention. Community under this programme Fostered **135** cOs and saving was done by Cos. As the one month ago fostered Cos leaders were involved in **07** CMST (Community Managed Skills Training) to COS leaders. The training was conducted by IMSD.



PSC Field Activities'

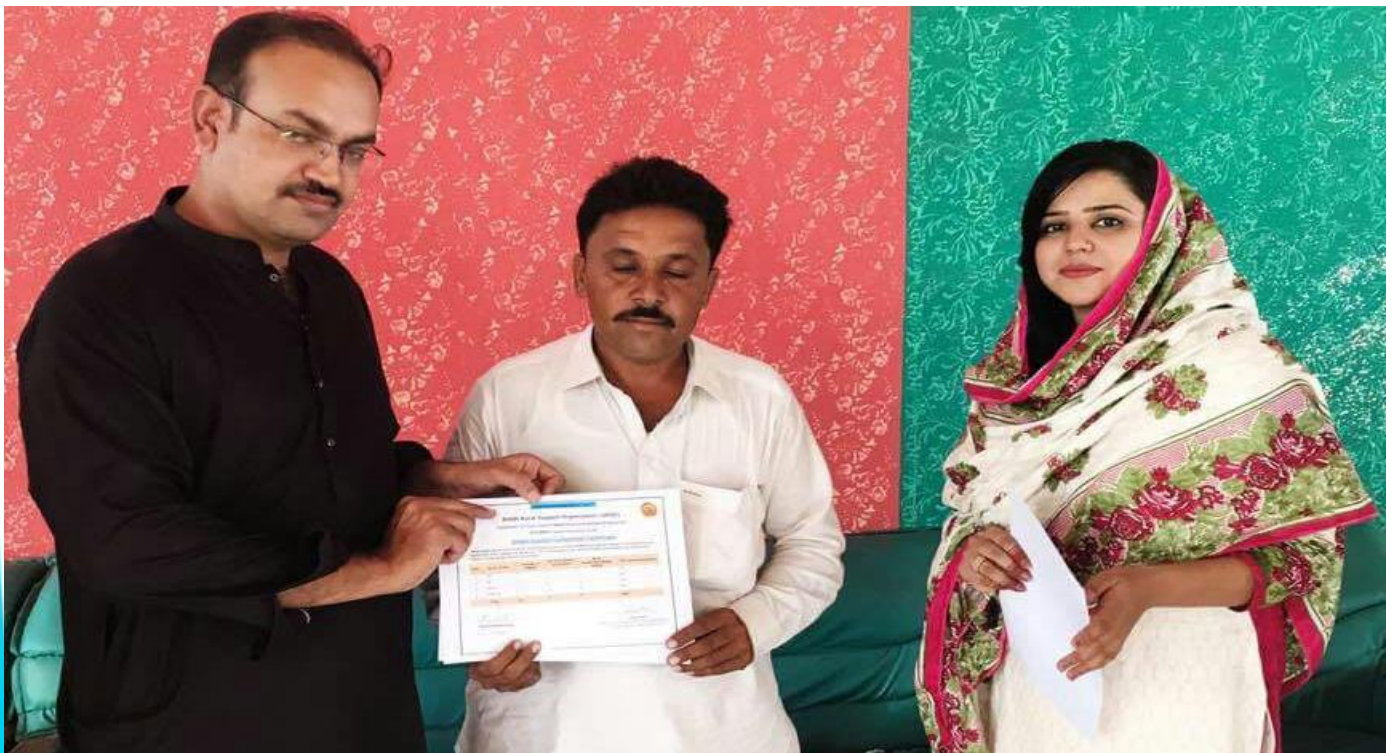
Household Survey was carried on during whole month in all districts and Enumeration activities of Poverty Score card (PSC) were carried on in 5 districts and all concern talukas to cover all the maximum and 100% complete Rural union councils to identify the poor to poorest community for future intervention and mostly they have successfully completed all the Union councils by endorsing form Government Line Departments'.

PSC Field Activity: Enumeration, ON going Spot Monitoring and Post monitoring from all concern departments' is carried on during whole process under which the Enumeration team is usually monitored by TL-EUCBPRP< MER HO-SRSO, DMS, FM and PSC Coordinators' and MEC cell by Government PMU. Supervisors are also carrying meeting with union council's chairmen to cover pending households and villages as well as receiving union council completion certificates.



Government Line Departments

After completion of PSC survey of all the households, villages in a union council, PSC coordinators are getting UC completion certificates' by endorsement from Local Government representatives': UC Chairman.



Picture Gallery

Social Mobilisation



District Sanghar Picture Galleries



Office Inauguration Ceremony by Deputy Commissioner Sanghar

Social Organizer Test & Interview at Sanghar



District Thatta



Thatta Office Inauguration by CEO-SRSO and TL-EUCBPRP at District Office Thatta



CEO-SRSO, During Social Organizer Test at SRSO Thatta Office along with E-UCBPRP District and TL-EUCBPRP



Rural women International Day celebration in Thatta CEO SRSO Participated and speech



Mirpurkhas Pictorial Activities' View



Mirpur Khas Office Inauguration by CEO-SRSO and TL-EUCBPRP at District Office Mirpur Khas



Different Activities' at Mirpurkhas District





Badin District Activities'



Union Council Completion Certificate Endorsements (6 districts)

