

PIDS Profile Year-2005

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1- VISION

A Healthy, Educated and Prosperous Society in Balochistan

2- Mission

PIDS mission is to facilitate the process of sustainable community development through a set of services in Community Physical Infrastructure, Human Resource Development, Education, Information Technology and Emergency Relief with special focus on women and children's.

3- Objectives:

- Access to basic community physical Infrastructure to support deserving communities through community participation process.
- Assist people towards hygienic and healthy living conditions through awareness, training and sanitation promotion.
- Develop human resources in CPI, Education, I.T and Emergency Relief sector.
- Provide support to communities in CPI, Education, I.T and Emergency Relief.
- Advocacy to generate greater support for program.
- To develop organizational capacity.
- To collaborate with other stakeholders on program development issues.

4- Values

- Participation of communities at all stages of the Development process.
- Transparency at all level.
- Respecting diversities.
- Trust.
- Gender equity.
- Sharing of knowledge, learning and skills with all partners in development.
- To practice and preach cleanliness.
- Organizational interest is supreme.
- Team culture.
- Cost Effectiveness.
- Commitment to quality.

5- Organizational History:

PIDS being a relatively new organization does not have a long history. It was established about six years back, on culmination of BRUWAS (Balochistan Rural Water Supply and Sanitation), a project supported by the Royal Netherlands Government that aimed to improve the water supply and sanitation situation in rural communities of Balochistan. The project remained functional for about seven years – from 1992 to 1999, when the Donor decided to pull off following Pakistan's nuclear explosion. At this stage, all stakeholders were weary of abandoning the project altogether and felt there should be some way of perpetuating the project benefits for the communities. Mr. Baber Shah Khan, a member of the Technical Team of BRUWAS decided to take up the challenge and establish an organization for this purpose with the help of some other experienced staff members of the project. The Royal Netherlands Embassy via BRUWAS extended cooperation and support for this venture, which is registered under the Society Registration Act in the name of Participatory Integrated Development Society – PIDS. Resultantly some of the project assets were transferred to this newly established organization as seed resources.



As one would expect, PIDS has remained predominantly focused on water supply and sanitation sector since its inception. The organization was quick to win credibility and stakeholders' confidence and has been selected for several projects by the Government of Balochistan as well as foreign donor agencies including UNICEF. But all has not been smooth and the organization has had its share of hardships and financial crises, primarily due to donor flight during this period. However, it is amazing to note that PIDS did manage to build some endowment and assets. This speaks a lot about the austerity and pragmatism of the PIDS leadership. For the PIDS' stakeholders, this small endowment offers a faint glimmer of hope for organizational continuity.



At the dawn of 2001, PIDS was still exclusively dependent on project funding for its functioning. Despite having some capital assets, the entire operations were being managed on project basis with hardly any organizational infrastructure and systems in place. Staff was hired at the start of a new project and routinely laid off on completion. Putting it bluntly, in terms of its management and operations, PIDS was an 'assortment of projects' instead of 'an organization'. Though the leadership had some sense of the direction that it wanted the organization to follow, clarity on the organizational mission and its understanding among all stakeholders were missing. Hence the projects were usually selected on the basis of availability and donor choice rather than organizational priorities.

This was the time when the PIDS' leadership realized that the project mode was seriously hampering organizational growth, employees' morale and sense of belonging and organization's long-term sustainability, and this needed to be changed.

The Chief Executive of PIDS and a few staff members had attended some of the NGO Resource Center's training workshops and thought that NGORC could help and guide PIDS through this change process. Thus a request was made to this effect by the PIDS management to the NGORC.

6-PIDS at a Glance:

<p>Registered under Societies Registration Act, 1860 Registration no 869</p>		
<p>Certified by PCP vide Certificate No. PCP-2004/009</p>		
<p>Certified by USAID under IMCP, Implemented by NGORC, A project of Agha Khan Foundation (Pakistan)</p>		
<p>National Tax Number Certified from Government of Pakistan Revenue Division Central Board of Revenue, Issued under section 20 of the Finance Act, 1999</p>		

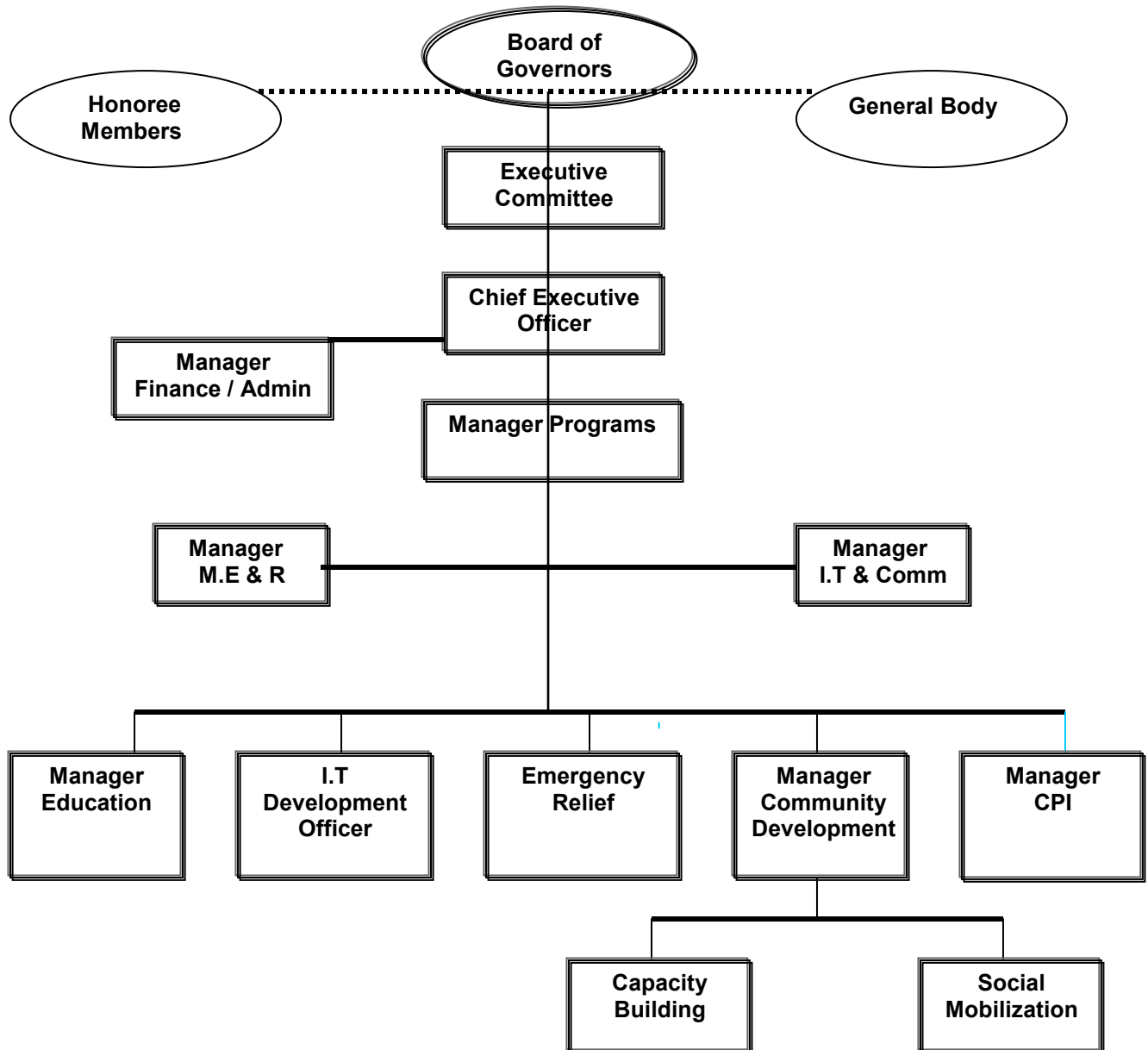
<p>Approved with income tax department as "NGO" under section 2(36) of the Income Tax Ordinance, 2002 read with Rules 211.</p>	
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<p>Approved for Work Status from Government of Pakistan, States & Frontier Regions Division</p>	
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7- Board of Governance Members

#	Name of person	Professional Occupation	Designation
1	Col (Retd) Mirza Anwar ul Haq	Civil Engineer	Chairman
2	M.Akhtar Khan	Secretary Population Welfare department, Balochistan Quetta.	Member
3	Col (Retd) Saadullah Khan	(Retd) Army Officer Store and Procurement Expert	Member
4	Haji M.A Rashid	(Retd) Chief Economist Govt. of Balochistan	Member
5	Mohammad Naeem	(Retd) Director Accounts Govt. of Balochistan	Member
6	Dr. Shakeel Babar	Livestock Expert	Member
7	Farida Nausherwani	Gender Expert	Member
8	Baber Shah Khan	Ceo (PIDS)	Secretary

8- ORGAZINATIONAL CHART



9- Core Units

One of PIDS' abiding strengths is the staff's commitment to the organization and its work. Through all challenges and troubles, the staff has stood the organization in good stead.

The organization has a very strong institutional set with all important support units viz

- Finance
- Admin
- Human Resource & Development
- Monitoring & Evaluation Research
- I.T & Communications
- All the departments is being functioning under their respective policies.

10 Programme Frame Work Of PIDS

The program approach of PIDS covers a large scale of integrated and area specific activities, to ensure creating desired impact on the livelihoods of the target communities. It is based on theme of 'development through participation'. Each of PIDS programmes directly or indirectly supports the sustainable development, poverty eradication and socio economic uplift of the masses.

PIDS has its focus on the following thematic areas,

- Community Physical Infrastructure (CPI)
- Human Resource Development (HRD)
- Education
- Community Development
- Information Technology Development
- Emergency Relief
- Social Mobilization and gender is the cross cutting theme of all the program components.

10.1 Community Physical Infrastructure (CPI)

Good Community physical infrastructure is a prerequisite for the development of a society and reducing poverty. In Balochistan Community Physical Infrastructure (CPI) is in deplorable condition and people particularly the rural community is deprived of basic facilities i.e. clean drinking water, Sanitation, agriculture modern techniques and means of communication. Realizing the gravity of the situation, PIDS focused on CPI right from its inception and making best possible efforts to improve Physical infrastructure in the province.



Programme Objectives:

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- Poverty alleviation.
- To raise the living standard of the people by providing them better Physical Infrastructure.

Programme Approaches:

- Formation of Community Organizations through Social Mobilization Process
- Capacity building of Community Organizations for Need Assessment, identification of Community Physical Infrastructure projects. Operation and maintenance of the scheme
- Implementation of CPI Projects Community Involvement right from need assessment, financial contribution, implementation and O&M.
- Create self-reliance of the community organizations for sustainable community development approach.

10.2 Human Resource Development (HRD)



Availability of adequate financial resources alone can never guarantee the development of a society unless qualified and skilled human resources are available. Pakistan is one of the most thickly populated countries of the world but unfortunately most of the people are unqualified and unskilled, which is a great hindrance to the development of the country. Lack of good governance is yet another serious issue. Most of CCBs and Community Based Organizations are deficient of governing ability. They do not have the capacity to manage issues skillfully as a result valuable time and resources are

get wasted. PIDS, through its Human resource development program will try to address such problems both at community and staff level.

Objectives:

- Capacity building of communities/ CBOs with prime focus of increasing their governing ability.
- Institutional development at organizational level.
- Build capacity of the staff for Implementation of organizational policies and procedures at organizational level.

Programme Approaches

- Need based community trainings will be conducted.
- Staff trainings will be identified through TNA and will be conducted accordingly.
- Devising and implementing policies with full protocol will streamline organization's function.

10.3 Education:

Illiteracy is one of the root causes of social backwardness. Balochistan is the least educated province of Pakistan where Literacy rate is only 10% and the situation is even worse in the rural areas.



Education is one of the core programs of PIDS. The organization is putting optimum efforts for the promotion of education focusing on primary education. For all the communities, access to primary education is not easy and possible as children are the major source of income. PIDS would try to impart quality education and enhance the literacy rate in Balochistan.

Programme Objectives:

- To increase literacy by imparting quality education.
- To increase enrolment of the students by providing healthy atmosphere in schools.

Programme Approaches

- PIDS will establish Model schools to impart quality education.
- Clean drinking water will be provided to schools by constructing water tanks and installation of Hand pumps.
- Sanitation conditions will be improved through construction and rehabilitation of latrines in the schools.
- Smooth functioning of schools will be made sure by establishing Parents Teacher school management committee (PTSMCs).

10.4 Community Development

Success of any community based development project depends upon the identification of apposite project, proper implementation strategy and well-defined planning, monitoring and evaluation processes.

Community development unit will look upon the program side of all the projects i.e. Right from the



beginning of identification of project, which should be well aligned with the organizational objective, and then formulate a proper implementation strategy, capacity building of community, well defined Monitoring and evaluation procedures, ensuring gender perspective and community

participation in all the projects. In the end impact evaluation of the project to assess the impact of the project and to make sure to achieve the ultimate goal of sustainable community development.

Program Objectives

- Sustainable community development.
- Gender mainstreaming.
- Rights based advocacy especially women, children and minority.
- Self-reliance

Program Approaches

- Formation of Community organization (male and female)
- Capacity building of Community organizations
- Networking of community organizations.
- Awareness rising of community on rights
- Advocacy on rights
- Linkages development with the stakeholders



10.5 Information Technology Development



Information technology revolution is rapidly changing the entire world. In the developed world IT is already reshaping the economy and affecting the life and work of almost every individual. IT has already become the single largest sector of economic activity worldwide.

Balochistan Being 43% of total area of the country lack behind in IT field, there are least opportunities available for the people in rural areas to get IT education.

PIDS aims to take leading role in providing IT facilities and IT education at community level to produce skilled human resource in the area.

Program Objectives

- Introduce IT Education in remote areas both for male and female.
- Access to information
- International linkages.

Program Approaches

- Establishment of IT centers and libraries in rural areas.
- IT trainings in schools both male and female.
- Providing Internet facilities.
- Establishment of IT Resource center at union council level.
- IT training to teachers.

10.6 Emergency Relief

Balochistan has a vast area which is always vulnerable to various hazards i.e. drought, natural disasters, Political situation etc. PIDS has expertise and has allocated funds for its Emergency relief which is operative within 48 hours in shape of logistics and human resource.

PIDS will provide support in water & sanitation, Health and hygiene education and capacity building of the communities in shape of skill development/income generation.



Program Objectives

- Supporting communities in water and sanitation facilities
- Awareness about Health and Hygiene
- Capacity building of the community regarding skill development

Program Approaches

- Provision of clean drinking water.
- Provision of sanitation facilities.(Tent latrine)
- Health and Hygiene Education.

11. PIDS Major Achievements

11.1 Water Sector

The major sources of drinking water in Balochistan are surface and ground water like channels, karezes, tube wells and dug wells. The current spell of drought has severely affected the life style of the community of Balochistan.

In order to improve the situation, following are the PIDS interventions in water sector;

- Installation of Afridev Hand Pumps
- Shallow Tube Well
- Deep Tube well
- Wind Mill
- Rehabilitation of karezes
- Water Supply



11.2 Sanitation

PIDS has vast experience in water and sanitation which is the major strength of the organization. Following interventions have been made in Sanitation sector since 1999.

- Laying of Lane Sewer
- Household Latrines



11.3 Hygiene Education

PIDS has made it obligatory to append the hygiene education promotion component in all its interventions with the communities. The major interventions in Hygiene Education are;

- "FLAAHE" Approach
- Development of Hygiene Education Material
- Formation and Training of School Sanitation Clubs

11.4 Education

11-A, Chman housing Scheme, Quetta . Ph:+92-81-2846224, Fax:+92-81-2831284
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There are numerous issues for lower literacy rate like inadequate water and sanitation facilities, poor infrastructure, physical access and lack of awareness among the parents for girl's education. To reduce this gap PIDS has also taken initiative to enhance education among children of needy communities. Interventions in education sector are as follows;



- Provision of Safe Drinking Water and Sanitation facilities in Schools
- Establishment of Community Schools

11.5 Emergency Relief

PIDS has expertise and has allocated funds for its Emergency relief which is operative within 48 hours in shape of logistics and human resource.

- Construction of Schools in Refugee Camps
- Washing Places
- Water Supply/Clean Drinking Water
- Food and Seed Distribution
- Provision of latrines

11.6 Research and Survey

- Base line survey
- Multiple Indicator Cluster Survey -MICS

11.7 Trainings:

PIDS has proven its expertise in training to communities level and field staff on different level for example (water supply, sanitation, health and hygiene.)

12- On going Projects

Donors

- PPAF
- MC
- UNICEF
- WFP | Funded by EAHLS |
- PIDS COMMUNITY SCHOOL KHAROTA-ABAD

13- Completed Projects

Donors of the Completed Projects		
<ul style="list-style-type: none"> • BRUWAS /RNE • UNICEF • UCD • PHED • Primary Education • CRS • OXFAM • IWT • RNE through PIEDAR 	<ul style="list-style-type: none"> • Govt. of Balochistan • PAIGE • Emergency Relief • ISRA • TVO • Rotary Club • Action Aid • ISLAMIC RELIEF • UNHCR 	<ul style="list-style-type: none"> • PIWT • ECHO/MCI • PPAF • USAID/ESRA • Rotary Club • PPAF • CIDA • MC-EC-391

14- SUMMARY OF COMPLETED PROJECTS

Year	Donor	District	Project
1999	BRUWAS /RNE	Kalat, Khuzdar, Loralai, Pishin, Quetta	HP, Sanitation, Hygiene Education.
1999	UNICEF	Quetta	Primary Health Care School
1999 2000	PHED	Kuchlak, Hub, Kharan, Mastung Towns.	Capacity Building
2000	UNICEF	Kharan	Emergency Relief
2000	Primary Education	Turbat and Kharan	Primary Health Care Schools.
2000	CRS	Haji Sher	Drought
2000	OXFAM	Khuzdar	Drought
2000 2001	IWT	Turbat, Panjur, Zhob, Killa Saifullah, Killa Abdullah	Drought
2000 2003	RNE through PIEDAR	Quetta	Quetta Katchi Abadies Environmental Management Project(QKAEMP).
2000	UNICEF	Lasbla	Water, Sanitation
2000	UNICEF	Turbat & Kharan	Water Sanitation
2000 2001	Govt. of Balochistan	Ziarat	Khushal Pakistan Project
2000 2001	Govt. of Balochistan	Awaran-I	Khushal Pakistan Project
2001	Govt. of Balochistan	Awaran-II	Khushal Pakistan Project
2001	Govt. of Balochistan	Kalat	Khushal Pakistan Project
2001	PAIGE	Killa Saifullah	Water
2001	UNICEF Emergency Relief	Quetta	Water, Sanitation School
2001	ISRA	Muslimbagh	Agriculture/drinking water
2001	TVO	Ziarat	Drinking water, sanitation and Hygiene Education
2001 2002	UNICEF	Mohammad khail Stage 1	Water, Sanitation, Hygiene Education
2002	UNICEF	Lasbella, Turbat Tehsil Bela & Tehsil Tump	Water, Sanitation and Primary Environmental Care

Year	Donor	District	Project
2002	UNICEF	Quetta, Killi Bashirabad	Water Sanitation School Improvement
2002	Rotary Club	KILLA ABDULLAH	Hand Pump
2002	Action Aid	Loralai	Water
Year	Donor	District	Project
2002 2003	UNICEF	Mohammad Khail and Chaman	Schools
2002	ISLAMIC RELIEF	Latifabad	Water, Sanitation, Hygiene Education
2002	UNHCR	Mohammad Khail Stage 2	Water, Sanitation, Hygiene Education
2003	PPAF I	Killa Abdullah	CPI
2003	CIDA	Quetta	School Improvement and Provision of water facilities for community
2003	UNICEF	Lasbela, Tehsil Bela & Tump.	School Water & Sanitation
2003	UNICEF	Turbat	School Water & Sanitation Improved Environment
2003	Through Zafar Zubairi	Turbat & Loralai	Hand Pumps
2003	Through Miss Sara	Turbat	Hand Pumps
2003 2004	UNICEF	Balochistan	MICS
2003	PIWT	Quetta	Community School
2003 2004	ECHO/MCI	Killa Abdullah, Pishin, Killa Saifullah, Loralai	Drought Relief
2004	PPAF-II	Killa Abdullah	CPI
2004 2005	USAID/ESRA	Killa Abdullah	Teachers Trainings
2004	UNICEF	Pishin	School WES
2005	Rotary Club	Kalat	Hand Pumps
2005	Mercy Corps	Pishin, Loralai	Support to Afghan Refugees
2005	UNICEF	Pishin	WES

15- PIDS Staff

S.#	Name of Employee	Designation
1.	Mr. Baber Shah Khan	CEO
2.	Mr. Asif Kasi	Program Manager
3.	Mr. Shafique Dar	Manager M & E
4.	Mr. Amir Nadeem	Manager CPI
5.	Ms. Yasmeen	Project Manager
6.	Ms. Batool	Manager H.R(F)
7.	Mr. Ranan Yameen	Manager Finance
8.	Mr. Javaid	Accountant Admin
9.	Mr. Abdul Ghafoor	Project Coordinator
10.	Mr. Nauman Shah	Consultant
11.	Mr. Abdul Salam	Ex-Manager MER
12.	Mr. Farrukh Nadeem	Manager IT & Communications
13.	Mr. Junaid Ahmed	System Analyst
14.	Mr. Anwar Zaman	Master Trainer
15.	Mr. Jamshaid Khan	Ex-Master Trainer
16.	Mr. Muhammad Asghar	Master Trainer
17.	Mr. Muhammad Subtain	Master Trainer
18.	Mr. Nadeem Shahzad	Master Trainer
19.	Mr. Shah Wali Tareen	Master Trainer
20.	Ms. Bibi Gul	Master Trainer (F)
21.	Ms. Surriyya Bugti	Master Trainer (F)
22.	Ms. Tania Raouf	Master Trainer (F)
23.	Ms. Zarina Khan	Master Trainer (F)
24.	Mr. Munir Ahmed	Field Engineer
25.	Mr. Tanveer Ahmed	Field Engineer
26.	Mr. Naseeb Ullah	Field Subervisor
27.	Mr. Aziz Ullah	Social Organizer
28.	Mr. Muhammad Sharif	Social Organizer
29.	Mr. Haji Nasir Tareen	Field Supervisor
30.	Mr. Saeed	Field Supervisor
31.	Mr. Shakeel Ahmed	Field Supervisor
32.	Ms. Nafisa Nutkani	Field Supervisor
33.	Ms. Aliya Tareen	School Teacher
34.	Ms. Ambreen Jaffar	School Teacher
35.	Mr. Asad Khan	Peon
36.	Mr. Moueen	Receptionist
37.	Mr. Misri Khan	Watchman
38.	Mr. Zahoor Ahmed	Driver
39.	Mr. Shah Muhammad	Driver
40.	Mr. Abdul Razaq	Driver