



Annual Report

2022 - 2023



Vision

An aware and Organized Society Capable of Realizing its Own Development



Mission

Enabling individuals and organizations to make more effective and efficient development efforts through the provision of Inclusive Gender Sensitive Community Programme.



Approach

CHIP's operations and strategic orientation is based on the experience that HID intervention have had in shaping current development perspectives.

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Acronyms

Acronym	Abbreviations
AEFI	Adverse Effects Following Immunization
ANC	Antenatal Care
BHU	Basic Health Unit
CHIP	Civil Society Human and Institutional Development Programme
COs	Community Organizations
CSO	Civil Society Organization
CRPs	Community Resource Persons
DPEC	District Polio Eradication committee
EOC	Emergency Operations Center
EPI	Expanded Programme on Immunization
FGDs	Focused Group Discussion
FJWU	Fatima Jinnah Women University
HBV	Hepatitis B virus
HCV	Hepatitis C virus
HSS	Health System Strengthening
IEC	Information, Education, and Communications
IGA	Income Generation Activity
JICA	Japan International Cooperation Agency
LHV	Lady Health Visitor
LHW	Lady Health Worker
LRBT	Layton Rehmat ullah Benevolent Trust
MC	Municipal Committees
MNCH	Maternal, Newborn and Child Health
O&M	Operations and Management
ODF	Open Defecation Free
OHS	Occupational Health Safety
OPD	Organization of Persons with Disabilities
PHED	Public Health Engineering Department
PNC	Post Natal Care
PPEs	Personal Protective Equipment
PWDs	Persons With Disabilities
RHC	Rural Health Center
QAU	Qaid e Azam University
TMA	Tehsil Municipal Administration
TEVTA	Technical Educational and Vocational Training Authority
THQ	Tehsil Headquarters
UPEC	Union Council Polio Eradication Committee
VDPs	Village Development Plan
VTCs	Vocational Training Centers
WASH	Water Sanitation and Hygiene
WAP	Water-Aid Pakistan
WFPs	Water Filtration Plants
WHO	World Health Organization
WOs	Women Organizations
YWDs	Youth With Disabilities

Foreword

Over the past year, we have explored how to best live our mission of enabling individuals and organizations to make more effective and efficient development efforts through provision of Inclusive gender sensitive CDPs. This facilitated us to achieve targets and objectives planned for the year and more. I am heartened to share that we have successfully managed projects falling in six out of the seven thematic areas.

Reflecting over the past year, we have expanded our work in the far-flung areas of the country to reach the most vulnerable communities (including women, children, youth and Persons with Disabilities) and launched some new projects in the areas of health, WASH, and Economic Empowerment. With continued commitment, we have our footprints in all the provinces of Pakistan. In the following pages, you will read about how we have broken down barriers to care for some of our most vulnerable communities and invested in sustainable processes.

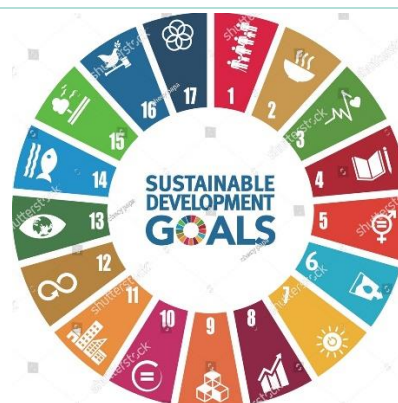
We are thankful to our donors for their continued trust and support in helping us achieve our mutual goals. Similarly, we appreciate and value our partnerships at provincial, community, and local levels, which were gateways in addressing the ground level hurdles more coherently and turning challenges into opportunities.

I am so deeply proud of our teams (both head office and field teams), who have worked tirelessly to contribute to thematic areas of CHIP and responded well to challenges for seamless program implementation. The next year will be yet another year of achievements for us through strategic partnerships and overcoming challenges. I am sure, with the commitment of our staff we will be able to continue improving the quality of life of vulnerable communities in Pakistan.

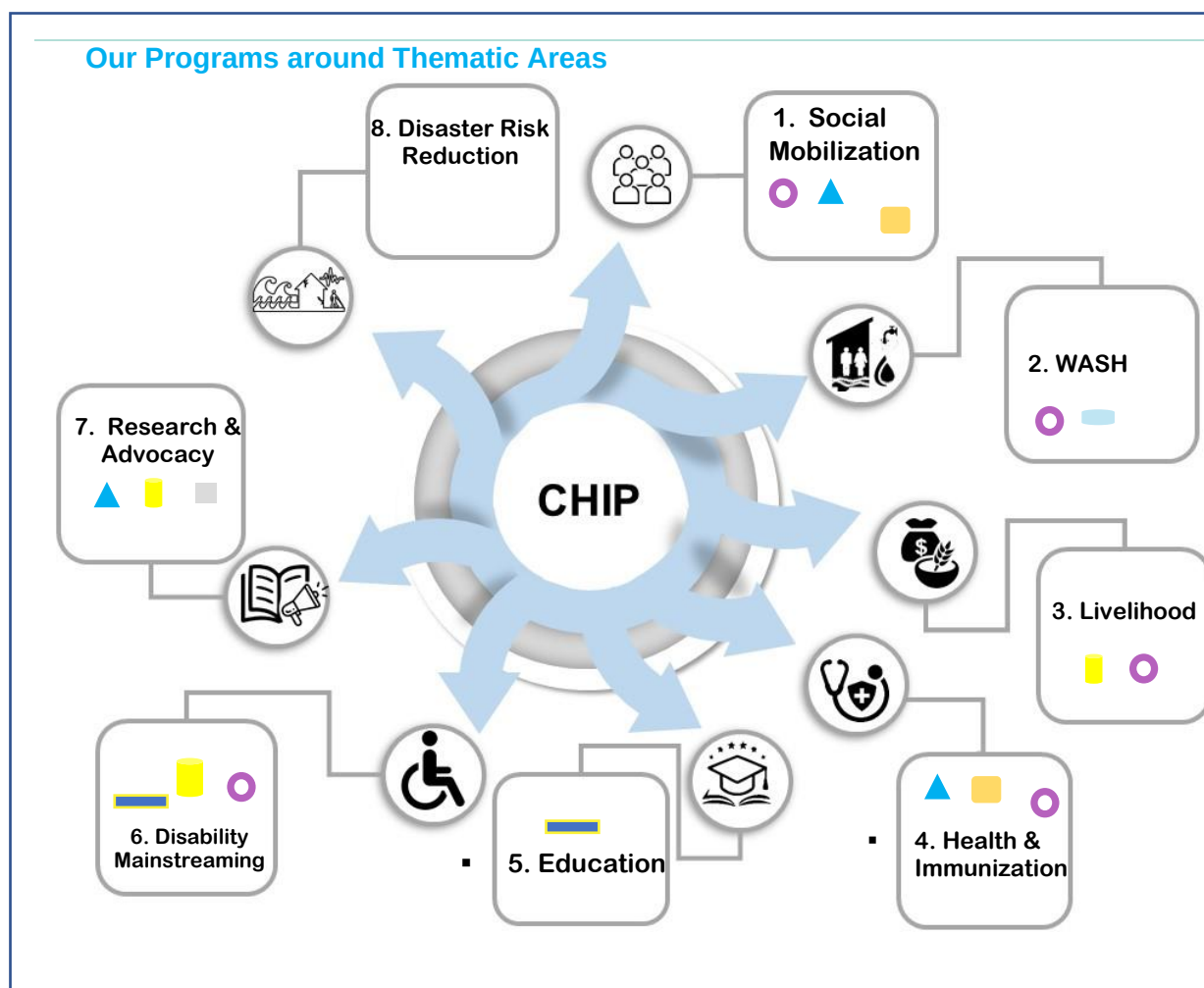


Durre Shahwar,
Chief Executive Officer

CHIP Program's Contribution to SDGs



1 GOOD HEALTH AND WELL-BEING 	- Community Led Engagement for Reducing Gender & Equity Gaps for Childhood Immunization - Improved Occupational Health and Safety and Improved Wash Services for Sanitation Workers in Punjab - Empowering Mothers-to-be in South Khyber Pakhtunkhwa Province of Pakistan Situation Analysis and Baseline Survey on Mothers Child Health Care
2 QUALITY EDUCATION 	- Future Makers in Sindh, Punjab and GB, Pakistan - Financial Assistance to students in FJWU
3 ZERO HUNGER 	Be the Change Makers: Unveil the Talent and Facilitate Utilization of Opportunities for Communal & Individual Development in Layyah
4 DECENT WORK AND ECONOMIC GROWTH 	- Be the Change Makers: Unveil the Talent and Facilitate Utilization of Opportunities for Communal & Individual Development in Layyah - Future Makers in Sindh, Punjab and GB, Pakistan
5 NO POVERTY 	- Be the Change Makers: Unveil the Talent and Facilitate Utilization of Opportunities for Communal & Individual Development in Layyah - Future Makers in Sindh, Punjab and GB, Pakistan
6 CLEAN WATER AND SANITATION 	- Be the Change Makers: Unveil the Talent and Facilitate Utilization of Opportunities for Communal & Individual Development in Layyah - Developing Muzaffargarh as WASH Secure District (Rural) - Improved Occupational Health and Safety and Improved Wash Services for Sanitation Workers in Punjab (Urban)
8 DECENT WORK AND ECONOMIC GROWTH 	The project Futuremakers focuses on employment (including both waged and self-employment) for youth with disabilities in Pakistan.



	Symbol
Empowering Mothers-to-be in South Khyber Pakhtunkhwa Province of Pakistan	▲
Community Led Engagement for Reducing Gender & Equity Gaps for Childhood Immunization	■
Future Makers in Sindh, Punjab and GB, Pakistan	■
Be the Change Makers: Unveil the Talent and Facilitate Utilization of Opportunities for Communal & Individual Development in Layyah.	○
Developing Muzaffargarh as WASH Secure District (Rural) Improved Occupational Health and Safety and Improved Wash Services for Sanitation Workers in Punjab (Urban)	▬
Situation Analysis and Baseline Survey on Mothers Child Health Care	■
Financial Assistance to students in FJWU	▬

Be the Change Makers: Unveil the Talent and Facilitate Utilization of Opportunities for Communal & Individual Development

Project Profile	
Name of Province	Punjab
Name of District	Layyah
Name of Funding Partner	Misereor
Time Frame	1 st July 2020 to 30 th June 2023
Present Status	Ongoing



The project aims to demonstrate designing and implementation of an integrated village development model for rural areas in close partnership with local communities, line departments and district administration.

The communities in the target area were trained on multiple themes such as resource management, disaster risk reduction, exit strategy development, formal linkages development, and entrepreneurship. A total of 10 enterprises were also developed through a combined financial contribution of CHIP amounting to PKR 1,460,000/- and communities' contribution amounting to PKR 375,000/-. In this way, 30 community organizations and 30 women organizations engaged in the implementation of village development activities. From these communities 270 women and 440 men were capacitated in organization management and local resource mobilization.

The respective Community organizations implemented community development projects amounting to PKR 1,200,000/- including communal toilets, street pavement and solid waste systems. 1630 community members are direct beneficiaries of these projects. Young girls improved their technical and vocational skills, through established vocational centers. 2000 children



vaccinated through outreach camps. 05 health relief camps are organized in the flood affected areas. 786 patients were treated in those camps including 182 men 328 women 244 children and 32 persons with disability.

Community Led Engagement for Reducing Gender & Equity Gaps for Childhood Immunization

Project Profile	
Name of Province	Khyber Pakhtunkhwa, Baluchistan, Sindh and Islamabad
Name of District	Peshawar, Lakki Marwat, Quetta, Karachi and Islamabad
Name of Funding Partner	GAVI, the Vaccine Alliance
Time Frame	
Present Status	Ongoing

Child Immunization in Peshawar, Lakki Marwat, Quetta, Karachi and Islamabad

CHIP continued its work on strengthening children's immunization and specially to reach out and cover zero-dose and drop-out children of the selected union councils from Sindh, Khyber Pakhtunkhwa, Baluchistan and Islamabad to improve the routine immunization coverage. The concept revolved around mobilizing communities and parents to improve vaccination coverage. Case studies were compiled from all the target locations with focus on key messages related to immunization initiatives and these case studies were disseminated to policy makers and stakeholders. In all provinces, door-to-door mobilization, outreach camps mobile miking awareness-raising campaigns were carried out. A total of 7515 zero dose and defaulter children were vaccinated and brought into the routine immunization cycle.



Engagement with PCCHI

CHIP continued its engagement with the Pakistan Civil Society Network for Health and Immunization and carried out a joint in-depth SWOT analysis. The finding of SWOT Analysis were used to delineate future recommendations for the network.

SWOT analysis exercise also conducted /organized in Islamabad. PCCHI network member's organization from Sindh, KPK, Punjab and Baluchistan participated in meeting. According to the finding of SWOT analysis a road map was developed for PCCHI as a network to continue working in different parts of the country.

Developing Muzaffargarh as WASH Secure District

Project Profile	
Name of Province	Punjab
Name of District	Muzaffargarh
Name of Funding Partner	WaterAid
Time Frame	
Present Status	Completed

CHIP continued its support to the community organizations and communities in the rural areas of District Muzaffargarh to enhance their access to safe and sustainable community managed water supply services; and to Improve access to WASH services in schools and healthcare facilities. Muzaffargarh is officially declared as ODF district and agreed certification and sustainability guidelines with clear roles, responsibilities are available to sustain the ODF environment in Muzaffargarh. Informed by an assessment, a UC level universal WASH coverage model is developed in Muzaffargarh.

During the current year, a total of 4 large scale water filtration plants and 3 small scale filtration plans were installed which were tested for water quality at an interval of 6 months throughout the project duration. The water quality was of the optimal levels. The plants were handed over to the community-based Operation & Management committee comprised on 44 men and 18 women.

Educational sessions were conducted with school girls about themes such as climate change, safe drinking water, menstrual hygiene and management. 07 schools having 2061 students, and one Basic health unit covering 8 villages were made WASH secured and inclusive. Furthermore, WASH secured girl friendly toilets were also constructed in all of the relevant educational facilities in target area and 400 hygiene kits distributed. A complete feasibility study was also conducted regarding completely making Muzaffargarh WASH secure district. The above mentioned interventions were carried out with the support of WaterAid.



Improved Occupational Health and Safety and Improved Wash Services for Sanitation Workers in Punjab

Project Profile	
Name of Province	Punjab

Name of District	Muzaffargarh
Name of Funding Partner	WaterAid
Time Frame	
Present Status	Completed

This initiative aimed to improve occupational health and safety (OHS) of the sanitation workers at their workplace, at their household and community level. CHIP worked with sanitation to improve their hygiene behavior to manage sewer cleaning and hygiene behaviors of sanitation workers and their community with enhanced knowledge on safe water, sanitation, and hygiene; and to improve access to clean drinking water and handwashing services for sanitation workers and their families at community level. The initiative was carried out with the support of WaterAid in urban areas of District Muzaffargarh.



Under this initiative, Occupational Health and Safety kits were distributed to all sanitation workers and awareness was done to improve its utilization. Consequently, 80% of the workers started using it. Based on their work ethics, efforts as well as commitment, 2 workers were given employee of the year award and 15 were acknowledged through shields.

Sanitary workers were also trained on the use of Personal Protective Equipment (PPE) and 400 PPE kits were provided to workers. Various sessions were conducted on the importance of hygiene and



improving dignity of sanitation workers and ceremonies were held to announce employees of the month, upon which the photo of such workers remained in the office for the respective month. Separate sessions were also held with families of sanitary workers to make them aware on the importance of personal hygiene and help them adopt WASH related practices.

Economic Empowerment of Youth with Disabilities (Futuremakers)

Table 4: Project Profile

Name of Province	Sindh, Punjab and Gilgit Baltistan
Name of District	Karachi, Lahore, Faisalabad and Gilgit
Name of Funding Partner	Sightsavers
Time Frame	January 22 – December 2023
Present Status	Ongoing

The project was focused on employment (including both waged and self-employment) for youth with disabilities in Pakistan. “Futuremakers” is a global initiative by Standard Chartered for economic empowerment of youth with disabilities. To make Futuremakers a success, CHIP and Sightsavers joins hands with Standard Chartered to enhance employability skills, self-confidence and job readiness of youth with disabilities by providing them professional skills which are required in the current job market.

Sightsavers and CHIP strategic partnership is built for the “Futuremakers” project focuses on employment, including waged and self-employment, for youth with disabilities in Pakistan.

A rapid assessment was conducted in the 04 cities (Lahore, Faisalabad, Karachi and Gilgit) in order to record the knowledge, attitude and practices of youth with disabilities towards acquiring soft and hard skills, their job readiness and formal employment. In Lahore, 168 Youth with disabilities were identified including 113 of men with disabilities and 55 of women with disabilities. In Faisalabad, 142 Youth with disabilities were identified including 92 men and 50 women. In Karachi, 123 Youth with disabilities were identified including 87 of men with disabilities and 36 of women with disabilities. In Gilgit, 278 Youth with disabilities were identified including 167 of men with disabilities and 111 of women with disabilities;

538 Youth with disabilities including 313 men and 225 women enrolled in the online learning exchange programme “Accenture and technical hard skills. 02 Job fairs were organized in Faisalabad and Lahore for men and women with collaboration of TEVTA management. More than 4000 youth including 90 youth with disabilities participated in the event. 78 Youth with disabilities including 45 men and 33 women have secured their jobs in banks, schools and private companies etc. Accessibility assessment of 06 TEVTA centers, four in Punjab, one in Sindh and one in Gilgit was conducted and the respective 06 centers made accessible through construction of Ramps, toilets, wash basins and designating parking area for youth with disabilities.



Pakistan Business Disability Network (PBDN) was formed under the umbrella of Employer Federation of Pakistan. Employers, OPDs, and CSOs became part of the network.

Project 5: Empowering Mothers to be South Khyber Pakhtunkhwa Province of Pakistan

Table 5: Project Profile	
Name of Province(s)	Khyber Pakhtunkhwa
Name of District(s)	Lakki Marwat
Name of Funding Partner	Bill and Melinda Gates Foundation
Time Frame	November 2021 -June 2023
Present Status	Completed

The project aimed to enhance services uptake for maternal and child health including routine immunization and institution development. The project was implemented in 48 villages in Laki City, Bagu Khail, Dera Tang of District Lakki Marwat.

The main focused of this project was periodic intensification of routine immunization which led to 20% increase in the coverage of Pentavalent-3 dose. Moreover, institutionalized deliveries were increased to 78% and 37% increase was observed in the coverage of BCG dose for newborns. A total of 528 zero dose, 307 defaulters were covered and 1981 children were fully immunized. Infrastructure refurbishment of the health facilities providing maternal and child health care services was also done to improve the service delivery.



Five hospitals were selected after consultation from the government authorities and these facilities were provided with essential medical and non-medical supplies such as water coolers, sitting setups for waiting rooms, infrastructure provision in staff rooms and delivery areas. These hospitals were District Headquarter hospital, City hospital, Maternal and Child health center, BUH Begu Khel, and BHU Landa Ahmat Khel. Consequently, maternal health outcomes were enhanced showing 1479 institutionalized deliveries, 353 ANC visits, 1088 PNC visits, and 1479 Tetanus toxoid injections to pregnant women.



Situational Analysis and Baseline Survey of Mothers and Child Health Services in four Districts of South Punjab

Table 7: Project Profile	
Name of Province	Punjab
Name of District	Khanewal, Vehari, Multan, and Bahawalnagar
Name of Funding Partner	JICA
Time Frame	July 2022 to June 2023 No Cost Extension (July-October 2023)
Present Status	Completed

The project was conducted as a pre requisite to the Japan International Cooperation Agency (JICA) funded project entitled “The Project for Strengthening Maternal and Newborn Healthcare in Punjab” which is being implemented in collaboration with the Primary and Secondary Healthcare Department of Punjab. The purpose of this project is to improve the different components of maternal and child healthcare service delivery in the under privileged districts of Punjab. It had two main components:

Component 1: Situational Analysis of all health facilities in every district at primary, secondary, and tertiary levels of healthcare.

Component 2: Baseline Survey regarding knowledge, attitudes, and practices of mothers, caregivers, and services providers in pursuing Maternal and Child health.

The project covered one teaching hospital, 4 district headquarter hospitals, and 11 tehsil headquarter hospitals, 41 rural health centers, 50 normal basic health units, and 101 on 24/7 basic health units. The recommendations based on this situational analysis were shared with JICA and are being implemented in the districts. The baseline survey included 1300 participants and the findings were also shared with JICA as per the agreement within due time.



Success Stories of CHIP

Case Study; 1. “The Key of Persistence Opens all Doors of Resistance”

Bibi Khatima, a 14-month-old child was living in a joint family which included her family and the families of two of her uncles in a rented house in UC Kharotabad-2, Quetta. She has three elder sisters and one brother. Her father, Hukamran Khan, worked as a small hawker selling rice and snacks.

It is noteworthy to mention that no child in her family had ever been vaccinated. The CHIP team conducted a baseline assessment and found that Bibi Khatima's family had been labelled as chronic refusals towards vaccination activities. During door-to-door mobilization, the Community Resource Persons (CRPs) visited their home and discovered that the family was strongly against vaccination, citing concerns about the safety of vaccines and its adverse reaction with child's hormones. The family consistently declined vaccinations even after strong warnings and repeated educational sessions.

Despite of earlier setbacks, the CRPs continued to visit the family regularly. During one of their visits, they found Bibi Khatima to be unwell with a severe fever. Her mother was visibly distressed and explained that their economic situation was dire, preventing them from affording medical treatment. The mother requested medicine to help with the fever of the child. The CRPs emphasized the importance of seeking medical attention and urged the family to take the child to a doctor. The CRPs also provided them with a syrup of Paracetamol and used this opportunity to educate the mother about the potential benefits of vaccination and how vaccination can be crucial in saving their child from diseases much dangerous than this fever.

Three days later, the CRPs visited Bibi Khatima's home again and were delighted to find her in better health. Her mother expressed gratitude for their prompt support and revealed that she had managed to obtain her husband's permission for the child's vaccination. The mother's change of heart stemmed from witnessing the child's illness and realizing the potential dangers of neglecting vaccination. This turning point was a significant breakthrough in Bibi Khatima's vaccination journey and the journey of all other children in her family.

The determination of mother of Bibi Khatima to protect her child culminated in her participation in the CHIP mobile vaccination camp. She is now a vocal advocate of vaccination within her family and community ensuring long term empowerment of community. As of now, Bibi Khatima is a fully vaccinated child.

“This narrative underscores the effectiveness of utilizing moments of crisis for trust building through empathic and effective support.”



Case Study; 2. “Be the Change Makers”

Welcoming the New Dawn- Delineating Steps to Abolish Modern Slavery

Situated 12 km from Layyah, Basti Kukkur is home to 216 families who migrated from River Indus in 2010 after being hit by heavy floods. Here, they were primarily employed as daily wage labor and used to work on their landlords' fields located in the riverine belt. After migration, these families settled near Layyah city to search for employment near brick kilns and eventually started working as brick kiln and daily wage labor. They belong to different social groups (Merani, Larr, Ilayani, Kharl, Munjotha and Mouchi) mostly the lower groups in the areas. The families working on brick kilns are an example of modern day slavery trapped in intergenerational debt cycle and labour bondage. Due to abject poverty and the inability to self-sustain, the kiln owner pays those cash in advance to meet their expenses on a condition to work on kilns. The advance is deducted from their daily wages that results in working of all family members to work on these kilns for long hours. Sometimes in absence of work, the owner takes money from their fellow kiln owner and provides them labour to work ensuring the development of a cycle linking debt to labour dependence. And since households face regular deductions as part of their repayments, they are often compelled to ask for additional advances resulting in spiraling debt. To add to this, many microfinance companies are also working in such areas providing loan on interest putting these communities in a vicious cycle of poverty and debt burden.

The kilns use coal as fuel which is locally produced in small wood ovens that produce black smoke inhaled by these families working and living on these kilns. The village lacks basic facilities, with schools being situated 3 km and hospitals 12 km away from the villages. Many children inheriting debts from parents work on these kilns and became bonded for a long time. The housing structure is mostly kucha and mixed. The drainage condition is poor and presents a flooding scene during the rainy season forcing people to stay inside their homes. Being poor, they did not have the chance to access local resources for community development.

12th October 2021 marked the day of hope for change when CHIP team visited Basti Kukkur during the

Basti Kukkur Achievements

Children Immunised: 217 (107 female, 110 male)
 PWDs Disability certificate: 11 (3 women, 8 men)
 Development Projects: 2 soling, 130 hand pumps, 2 drainage, 5 communal toilets
 Enterprises: 13 (4 women, 9 men)
 Vocational training: 25 learned tailoring skills
 School enrolment of bonded labour children: 57 children
 School Supplies: 130 children
 Plantation: 350

As a brick kiln worker, to sustain our daily living we seek interest from kiln owners but due to minimal pay, we are unable to pay back the amount in full. My wife and I both work on the kiln but it is very difficult to pay back all the interest imposed on us due to increasing debt amount”.

*Naeem, a Brick Kiln Worker
 Basti Kukar*

project areas demarcation and selection for implementation of inclusive development project. During initial meetings with community members and labor working on kilns, the team decided to organize the group and build their capacities to seek ways towards self-development. With continuous efforts and meetings, the group formed Sawaira Development Organization and registered it through the labor department. Looking at male groups, females also gained motivation and formed their group to play their role in the development process. They selected their executive bodies through democratic electoral process and listed the role and responsibility of each member of executive body and the general community member. The executive body is comprised of both the young and the old with the aim of bridging each other's capacities and learning from individual experiences.

Through consultative process, the CHIP team facilitated the community to articulate their organizational direction and identified their communal issues to develop a village development plan. The community was mobilized through consultation meeting and capacities were developed through provision of

training on record keeping, resource mobilization and networking, community development, rescue 1122. Community organization arranged several awareness raising campaigns on immunisation, health and hygiene, breast feeding, inclusion of persons with disabilities, livelihood, waste management and green communities.

Through capacity building and exposure meetings with different line departments, the communities built good relations and mobilized funds for the improvement of soling and drainage systems. They also collected communal funds of 25% to construct the development project and were able to construct 2 soling, 5 communal toilets, 2 drains and 130 hand pumps. They also freed 57 children from kiln hostage with the help of labor department and enrolled them in school. School supplies were provided to 130 primary school children. Community organization developed its linkages with health department and arranged free medical camp in which 150 patients were treated. With the help of lady health worker, the community organization arranged the vaccination record and identified 217 children under 23 months of age who missed out or defaulted on their routine immunization schedules. The community organization identified and trained 13 community members to establish enterprises. The executive committee media cell is very active and has its own Whatsapp group. It also shares its activities on local TV channels.

According to the President of the Community Organization

“Three years back, we started out with hope but little chances of success. In retrospect, this seems like an old midnight dream, since these passing years have strengthened our faith in group unity and how with sheer determination, the impossible can be turned into something possible. We have spent a difficult life ourselves but we are optimistic that our children will be able to escape the throes of modern day slavery and destitution.

The struggles and victories highlighted are only the beginning of a long journey of Basti Kukkur and Sawaira Development Organization. As their experiences demonstrate, in a climate of rampant poverty and high unemployment levels, they are striven to make efforts towards achieving self-sustainability and progress.



Case Study; 3. “Nothing is Impossible”

Basti Kallo Union is a small village situated 20 km away from Layyah city in Union Council Kotla Haji Shah. There are 82 households in the village, with its residents primarily working on daily wages. A significant proportion of the population is extremely poor and the housing structure is mainly katcha, with houses built in three main katchi streets. Most of the streets and pathways are unpaved giving rise to multiple health, hygiene and communication problems due to dust, shortage of rain, agriculture activities (communication of different heavy vehicles for agriculture purpose) and animal herds' movements, muddy and slippery and dirty path ways due to waste water standing in the streets. The village elders and the children are the most adversely affected as the result of these problems.



Since the household waste water did not have a permanent disposal point, it was a breeding ground for mosquitos which caused dengue and malaria to spread among the village population. Moreover, inadequate disposal of waste water also created community rifts as the dirty water traveled to low-lying areas, causing inconvenience to neighboring houses; or it stood in the streets, hampering walking during the rainy season. The water table is also very close and the dirty water caused contamination in the drinking water as well. Diarrhea was a major problem in children and the youth, with 44% of the children being severely malnourished.



Since very few houses had toilet facilities available, most people resorted to defecating in the open. This was a dire problem for all especially for females who could only defecate early morning and in the dark, thereby adversely impacting their health. People were well aware of their problems but due to lack of resources and burdened with daily work, they were unable to solve their problems. The school dropout was very high as the young children helped their parents in earning a livelihood.

CHIP visited Basti Kallo in April 2021 and discussed with the community members their issues. The team shared examples of model communities who were earlier facing

similar issues. Community member decided to organized their group and form a Wasabi Development Organization. Women group also organized themselves to play their role in community development. The community developed their village development plan to include all segments of communities highlighting all issues. CHIP team facilitated and trained the community in community mobilization, record keeping, first aid and emergency response, Importance of Birth & Disability Registration & Khidmatgar Card, Organizational Management, linkages development with different line department. Mass awareness campaigns were launched on health, hygiene, and nutrition with the help of health department. Health workers become the member of community organization.

Community organization hold meetings with local department and were successful in collecting funds for rehabilitation of the village drainage system. They also mobilized 25% funds from the community and implemented their development plan.

At present, all three streets are paved. The community organization has constructed 10 communal toilets to improve their situation. They are holding meetings with local authorities to improve their underground drainage system. The community launched green campaigns and planted more than 500 plants including shady and fruits trees. 4 waste management drums were installed in the village at important community places and in front of schools. 20 hand pumps are installed to get safe water with the help of local funds.

The community organization has good contacts with health workers and line departments. They have started mobilizing resources through their organized group. According to community mobiliser of the Wasaib development organization,

“We have mobilized resources and have improved our health

and hygiene situation. Our community health worker helps us to keep record of all child vaccination. No child is left behind. The streets are paved. Children do not get their uniforms dirty in the morning which used to be a great problem earlier. We initiate dengue campaigns by ourselves during the season. Our community fund helps in buying uniform and school supplies for children who leave school due to non-affordability. We have freed children from kiln owners and have mobilized parents to re-enroll them in school”

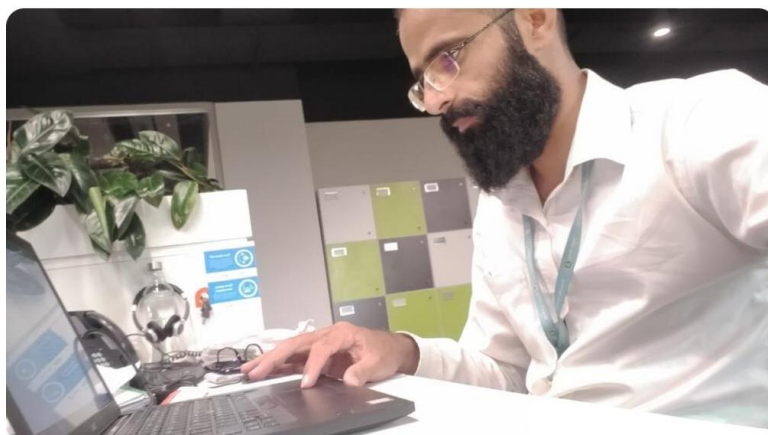
This is a good start but we have a long way to go so we can not only sustain ourselves but can pave the ways for others who are in a similar situation that we were in three years ago.



Case Study; 4. “Milestone internship leads” Bahar at Standard Chartered

A young man with physical disability who sought a job at a company that values diversity and inclusion has found it at Standard Chartered Bank after completing an internship in Pakistan.

Bahar's professional and personal life has turned around since an internship supported by the global community initiative Futuremakers by Standard Chartered led to a contractual position at the Bank.



Run by Sightsavers in Pakistan, the internship programme for people with disabilities provides a diverse pipeline of prospective employment candidates, improves young people's chances of getting a job, elevating their opportunities. Before Bahar joined the programme, he'd struggled to find a suitable job despite graduating with a Bachelor of Commerce degree in 2018. He put his difficulties down to his lack of work experience and basic computer skills, but employers did not provide the right support even when he got a job.

Workplace inaccessibility presents impossible challenges

The two jobs that Bahar found initially were unsafe and inaccessible. As a cashier at a large department store, he explains: *“I was not allowed to sit on a chair or stool. Because of my physical disability, I felt exhausted at the end of the day. Sometimes, I was asked to carry heavy things from one place to another, which was very difficult for me.”*

A second job as a motorbike delivery rider at an online transportation company was equally challenging. Bahar described it as his “toughest role” because the motorbike gave him severe back pain.

Bahar could not actively engage or advance without an empowering, inclusive environment, leaving him no choice but to resign. In addition, neither job gave him all he needed to feed, clothe and educate his family, so he often had to ask for financial support from his brother and father.

Internship gives Bahar the skills and confidence to succeed

Having enrolled in the Futuremakers' economic inclusion programme, Bahar applied for an internship with Standard Chartered Bank Pakistan. The Bank had created a safe environment for differently abled interns, including a wheelchair ramp, lift flooring and digital tools to ease accessibility. During his four months as an intern, Bahar joined the workforce, developed his professional capabilities and office and

computer skills, earned a healthy living and realized his full potential as a productive citizen. Although initially hesitant, Bahar found everyone to be hugely supportive, and the projects gave him vital professional exposure. Bahar says: “They helped me build my confidence and improve my



communication skills. I was assigned different tasks but mainly worked in the Consumer, Private and Business Banking departments during my internship. I also dealt with customer complaints, which improved my communication skills with members of the public.”

Yasir, his line manager says: “Bahar is an extremely hardworking individual who engaged in various projects and performed diligently during his internship.” The quality of Bahar’s performance and hard work led to the offer of a job as an analyst in the complaints department of Standard Chartered Bank.

Empowered to earn and grow for a better future

Bahar sees a clear difference in his situation since the internship and has accepted the job offer. He says:

“I now own full responsibility for my family. I plan to move my children to a good school. I do not want them to face the same challenges I have faced. I also want to work hard and grow professionally so my family and I can have a good life.”

Within two years, I foresee myself taking on a managerial role leading a diverse team through my team-building skills. Now I am fully contributing

to the financial needs of my family, which gives me happiness and satisfaction.

Bahar

Futuremakers participant from Pakistan.

(On August 23, 2024, this case study was showcased on the UK website of Standard Chartered Bank.)

Expression of Gratitude

“Civil Society Human and Institutions development Programme (CHIP) would like to extend their gratitude to the donors for their generous contribution to the initiatives of CHIP across the country. We thank all the donors for being very responsive to the issues affecting women, children, adolescents and Persons with Disabilities (PWDs).”



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