

# Annual Progress Report (Jan – Dec 2021)

*HUJRA village support organization*



## Contact:

### **Head office**

Near Allah-o-Akbar Masjid Saidu Sharif Swat  
Khyber Pakhtunkhwa, Pakistan  
Telephone: +92 0946 726799  
Email: hujraswat@yahoo.com

### **Regional Office Peshawar**

FLAT NO-8, Siyal Flats, Arbab Road, University Road Peshawar,  
Tel: 0915701206  
Email: finance@hujra.org

### **Liaison Office Islamabad**

Flat No. 1107, Khudadad Heights Main Double Road  
E – 11, Islamabad  
Tel: 051-8445686  
Email: kamran@hujra.org

[www.hujra.org](http://www.hujra.org)

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## Hujra at a Glance

HUJRA village support organization is a PCP certified not-for-profit, non-political, non-ethnic development oriented organization working in Khyber Pakhtunkhwa Province and Federally Administered Tribal Areas (FATA) of Pakistan. Established back in 1997 HUJRA is a professionally managed and committed Civil Society Organization (CSO) working with the marginalized, disadvantaged and vulnerable communities to alleviate poverty and human sufferings.

It works with a spirit to serve communities regardless of caste, gender and creed. The organization is committed to enable and build capacities of the local communities for collective decision-making regarding their sustainable socio-economic development. It works on the assumption that people have tremendous potential for their development therefore it uses social guidance approach to sensitize and motivate communities.

It promotes advocacy to create space for intellectual debate for societal transformation towards common goodness and through applied research enhances the knowledge base for sustainable utilization of the natural resources, development of education, health, sanitation, food security and livelihoods.

Over the years, due to its committed work, HUJRA has earned a lot of respect and recognition within the government circle and communities. The role of HUJRA has been phenomenal in organizing communities and empowering them for decision-making and raising voice for their rights. In certain areas like environment, agriculture, livestock, and forestry HUJRA has played a vital role. HUJRA has also proven its worth when Pakistan was shocked by conflict and flood disasters. It has run huge humanitarian assistance project in partnership with UN agencies to support the victims of manmade and natural disasters. It has taken a step forward by including disaster preparedness, response and recovery in its strategic plan to reduce the risk of future calamities.

### Vision

“A prosperous and just society”

### Mission

“Overcoming human sufferings and poverty through sustainable actions”

## Organizational Structure

To smoothly run the organizational processes and achieve its objectives, HUJRA has structured itself into a General Body, Executive Council, Management Team, dedicated cadre of experienced and highly qualified project teams and volunteers. HUJRA has the clear legal curricula to effectively and efficiently run HR, logistic, administrative IT and financial units. The Governing body of HUJRA is called **Executive Council** which consists of nine (09) members. This body provides strategic and policy level directions and guidelines to the Management of HUJRA. The **Chief Executive Officer** on the other hand practically leads the organization and ensures the realization of the organization’s vision, mission and objectives.

Keeping in view the current program and ensuring its effective delivery, HUJRA has an established set up of the following units.

The **research and development unit** is responsible for designing and conducting need assessments, feasibilities and researches with support from MEAL and implementation units. The MEAL unit provides support in designing data collection tools, data analysis while implementation unit provides human resources for data collection. Besides, the R&D unit also reviews secondary data, generate reports and proposals for the organization. The unit is entrusted with the responsibilities of developing new and review existing organizational strategies for improvement for instance: Fund Raising Strategy, MEAL strategy, Communication Strategy, Social Mobilization Strategy and strategic planning for the organization. SWOT analysis of the projects and organization on periodical basis. Concept notes

against solicited and non-solicited call for proposals/ EOIs are the core functions of the R&D unit. Mapping of donors and coordination with UN clusters networks at provincial and national is being carried out by the R&D unit.

**Program implantation Unit (PIU)** is responsible for the development of effective policies and strategies for program implementation unit. This unit ensures quality and timely delivery of the ongoing projects and efficient utilization and management of available budget. PIU ensures donor compliance in program delivery, organization and donor visibility at provincial and national level. Regular coordination and progress sharing with donor agencies, UN clusters and relevant stakeholders is also the responsibility of this unit. It timely report and assist other units in knowledge management through operationalization of an effective MIS system. PIU facilitates organizational assessment and due diligence. PIU develops pool of data/information used in programming and due diligence by consolidating project's activities and terminal reports, annual reports, annual plan, training manuals, M&E reports, organizational profile, Donor reference letters, registration copies of Hujra, audit reports, policy documents etc, BOD member's lists and Board members meeting minutes.

**MEAL Unit (Monitoring, Evaluation, Accountability and Learning)** headed by the Manager MEAL and supported by field monitoring staff of the projects, the core functions of the unit is Projects Monitoring, management of Complaint Response Mechanism (CRM), Impact Studies (Midterm Review, impact and evaluation study of completed projects) and providing support to Research & Development Unit by carrying out Rapid Assessments and Base line/ KAP surveys. MEAL unit directly reports to ED while keeping Program Manger implementation in the loop.

**Finance & Operations Unit** headed by Manager Finance and Operations is responsible for day-to-day financial operations, managing the organizations and project budget forecasting and planning and management, helping and creating organizational and program budgets in collaboration with the ED, R&D and implementation unit. The unit is also ensuring organizational effectiveness by providing leadership for the organizations financial and operations functions. The unit also contributes to the financial risk management, covering the financial part of the due diligence process, development and implementation of organizational strategies, policies and practices. For better organizational functions through standards operational manuals, Hujra with the support of operation units has developed a procurement policy /guidelines, administration manual, human resource management manual and an IT management manual. The unit headed by Manager Finance and Operations is the custodian of financial and non-financial resources of Hujra and is responsible for the financial management, handling procurements, managing Human Resource, supervising logistics & security functions of Organization. The section is guided in its functioning by the approved policies & procedures manuals and facilitates program planning and management in collaboration with the ED, R&D and implementation units.

**Internal Audit Unit** is an independent section managed by internal auditor that is guided by a philosophy of adding value to improve the operations of Hujra. It assists Hujra management and Executive Council in accomplishing its objectives by bringing a systematic and disciplined approach to evaluate and improve the effectiveness of the organization's governance, risk management, internal control.

## Program Sectors

Hujra has strategized it operations under the four programmatic themes;

- Food security, Livelihoods and DRR
- Education, Health and Nutrition
- WASH - Water Sanitation and Hygiene
- Governance and
- Humanitarian Response

## Sectorial Goals

The interventions of the organization contribute to the following five sectorial goals articulated in the strategic plan of the organization;

- Enhancing food security and livelihoods and promoting community resilience, disaster preparedness and climate change adaptation.
- Improving community based physical infrastructure for improved health, hygiene, sanitation, safe and clean drinking water among the marginalized and disadvantaged population.
- Improving the state of education, health and nutrition among the most vulnerable segments of the rural population.
- Improving democratic governance, legal and justice system through capacity development, awareness raising and networking.
- Assisting communities through humanitarian response and relief operations in disaster affected areas.

## Management Initiatives

### Renewal of PCP certification

Pakistan Center for Philanthropy awards accreditation to non-profit organizations (NPOs) that demonstrates excellence in three functional areas viz. 1) internal Governance and Organizational Capacity, 2) Financial Management and 3) Program Delivery. The purpose of this certification is to boost trust and credibility of the organizations and showcase that it is a well-functioning organization having sound structure and systems to deliver services effectively and efficiently. Certified organizations feel that the process has identified and reduced organizational risks and improved internal governance practices. HUIRA is among more than a 1,000 NPOs who have been chosen to be trusted. This certification was initially issued to HUIRA on 16th June 2014 which expired on 16th June 2017 after three years' period.

In order for renewal of the certification HUIRA as a prerequisite submitted online application to PCP, provided requested documents for review and deposited fee in the name of PCP. PCP after detailed review of the documents has scheduled evaluation survey of the organization to verify the provided documentation at field level. The process was completed in early 2018 and PCP once again certified HUIRA for the three years. The existing PCP certification will expire in April 2022, the renewal process will be conducted in 2022.

### Coordination at National and provincial level

HUIRA representative participated in a number of regional, provincial and national level coordination meetings during 2021 including coordination meetings with the humanitarian clusters, network, national and international NGOs, donors, government line departments and political administration. HUIRA teams participated in the workshops and seminars organized by deferent organizations. The clusters and networks with whom HUIRA interacted during the year include WASH Cluster, Food Security Cluster, Education Cluster, Economic Affairs Division (EAD), TDP Secretariat, FATA Disaster Management Authority (FDAM), National Humanitarian Network (NHN), Pakistan Humanitarian Forum (PHF), Pakistan Forum on Democratic Policing, ROZAN, United Nations Development Program (UNDP), United Nations High Commissioner for Refugees, Pakistan CSOs Coalition for Health and Immunization (PCCHI), Sustainable Development Policy Institute, Care International, DAI, Swiss Agency for Development Cooperation (SDC), European Union etc.

## Geographic Coverage 2021

During the fiscal year 2021 HUIRA reached 04 regions in KP, District Swat, District Khyber, Peshawar District and FR Peshawar, 01 Federal District Islamabad and 02 Districts of Punjab, Attock and Rawalpindi. District wise detail of the projects implemented during 2021 is given in the table.



**Table: District and Projects**

S. No.	District	Project	Donor
1	Islamabad	Distribution of Sehat Sahulat Cards (Extension)	SLIC
2	Rawalpindi	Distribution of Sehat Sahulat Cards (Extension)	SLIC
3	Attock	Distribution of Sehat Sahulat Cards (Extension)	SLIC
4	Swat	Empowering Vulnerable Population in District Swat	USAID
5	FR Peshawar	Unconditional life-saving cash assistance program (Extension)	WFP
6	District Khyber	Managing trainings of police and prosecution under UNDP Amn-o-Insaf Program	UNDP
07	District Peshawar	Managing trainings of police and prosecution under UNDP Amn-o-Insaf Program	UNDP

## Program Implementation

HUJRA implemented one new project and four different projects which continued from 2020 and extended to 2021 in KP under its program thematic area during the year 2021. These projects were managed by the implementation unit with support from MEAL and Operations Units under the direct supervision of the CEO- HUJRA. These projects were;

- Women NIC and Voters registration campaign in Buner District of KP
- Unconditional life-saving cash assistance programme to the extremely vulnerable communities in order to mitigate the humanitarian impact of recurrent shocks of COVID-19 in TSD Hassan Khel (FR Peshawar) of Peshawar District

The 01 project implemented in 02 districts of Punjab (Rawalpindi and Attock) and 01 federal district Islamabad was

- Distribution of Sehat Sahulat Cards

### Distribution of Sehat Sahulat Cards in Islamabad, Rawalpindi and Attock

**Donor:** State Life Incorporation Pakistan

**Duration:** July 2020 – March 2021

**Project Objective 1.** Community Mobilization for Health Card Distribution;

**Project Objective 2.** Enrollment of beneficiaries in State Life Corporation date base; and

**Project Objective 3.** Spreading awareness about the efficient use of Sehat Sahulat Cards.

## Project Background

Millions of people are pushed into extreme poverty due to health care expenditures all across the globe. The government of Pakistan has made universal health coverage (UHC) a priority in its health sector reforms. To achieve its UHC goals, a land mark social health protection initiative of Sehat Sahulat Programme (SSP) has been started by the federal government and the participating provincial and regional governments. The programme aims at providing free of cost health insurance initially to families living below the poverty line and subsequently to the remaining families.

The covered population includes vulnerable and marginalised groups, including persons with disabilities (PWDs) and trans-gender (TG) communities, which have previously been ignored by health policy makers. Qaumi Sehat Card, Sehat Insaf Card and Sehat Card Plus are the brand names for health cards being provided by Sehat Sahulat Programme to target families in the Punjab, Azad Jammu and Kashmir (AJK), Gilgit-Baltistan (GB), Tharparker, Islamabad Capital Territory (ICT) and Khyber Pakhtunkhwa (KP), respectively.

Khyber Pakhtunkhwa, Azad Jammu and Kashmir and Tharparker district in Sindh are the programme areas where all permanent resident families, according to NADRA records, have been provided the health cards. In these districts, more than 8 million permanent resident families (43 million lives) are covered for universal health insurance coverage. In the Punjab, Gilgit-Baltistan (GB) and Islamabad Capital Territory (ICT) the programme is so far covering 6 million families (32 million lives) living below the poverty line.

## Key Accomplishments in terms of results, outcomes including outreach (in bulleted form)

The project aimed to identify the beneficiaries for distribution of Sehat Sahulat Card and mobilize the community for efficient use of the Sehat Sahulat Cards. In Islamabad, HUIRA Village Support Organization reached 10299 beneficiaries, in Rawalpindi total number of 40375 cards were distributed between beneficiaries while in Attock, 14956 Sehat Sahulat Cards were distributed by HUIRA Village Support Organization among different beneficiaries.

## Unconditional life-saving cash assistance programme to the extremely vulnerable communities in order to mitigate the humanitarian impact of recurrent shocks of COVID-19 in Peshawar District of KP

**Donor:** WFP

**Duration:** September 2020 to March 2021

**Project Objective 1.** Provide unconditional relief assistance to support 4937 households, each for six months, affected by the impact of COVID-19 to address their food needs in targeted villages of Peshawar district.

**Project Objective 2.** Increase community/beneficiaries awareness against COVID-19 key precautionary measures through sensitization sessions in order to prevent and contain COVID-19 transmission.

## Project Background



The COVID 19 outbreak turned into a Pandemic and the world population was confined to the houses. All the world was put to a Lockdown. Similarly, in Pakistan, with whole country at lockdown the poor and needy people especially daily wagers. Mostly impacted by this lockdown are labor working in the non-formal sector, smallholder farmers affected by recurrent disasters and IDPs/returnees as they do not have enough of food, and are totally relying charities etc. These families are passing through extremely hard times and the livelihoods and food security of majority of low-income groups is badly affected.

The targeted households largely depend on unstable and variable sources of income such as non-agricultural, unskilled daily labor, which don't support resilience and leaves them vulnerable. It is imperative to keep an eye on the food security situation and to safeguard food security situation in these marginalized communities.

The Government of Pakistan under Ehsas program started the unconditional cash support the poor communities affect by the lock down. Other national and international organizations are also working on humanitarian basis to respond to the situation. But the scale of disaster is high and there are people affected by the COVID 19 pandemic need to be reached.

Unconditional relief assistance to the households affected by the impact of COVID-19 will address their food needs and it will contribute towards stabilization of the food security situation among the most vulnerable people in targeted area.

## Objectives

This is a critical time for residents of Peshawar district as it still carries the burden of TDPs that were displaced as result of military operation X-FATA region. Keeping in view the current food insecurity and disrupted livelihoods due to current pandemic, the coming few months will be very harsh for the vulnerable communities. People of the targeted area are in dire need of assistance to address their basic needs of food as well as livelihood in order to lead them towards safety, security and dignity.

Supporting communities through "Unconditional Cash Assistance" modality will have multiple effects. On one hand it will enabling them to fulfill their food and other pressing needs while on the other hand it will help them fight the pandemics.

Sensitization messages sessions increase community/beneficiaries awareness in COVID-19 key precautionary measures in order to prevent and contain COVID-19 transmission. Sessions on precautionary measures and how to deal with infection and exposure to patients are the most important steps to cope with COVID-19. Timely identification and taking right steps will not only saves lives but also contained the widespread outbreak of the virus.

## Key Accomplishments in terms of results, outcomes including outreach (in bulleted form)

The project aims to identify and deliver cash to 4937 most vulnerable families. This cash is provided by the WFP as a donor to HUIRA. The identification of the targeted families is completed and cash assistance is in progress. Below are the key accomplishments of the project;

- Formation of Village Development Committees in target area
- Identification of potential beneficiary families with the support of VDCs
- Verification of most deserving families by HUIRA monitoring team supported by VDCs and the WFP monitoring team

- Registration of 4937 beneficiaries as Heads of deserving families and an alternate recipient for each beneficiary
- Handing over PKR 7500/- cash to each registered beneficiary in each cycle for 04 cycles
- Awareness sessions conducted in the target area regarding SOPs of COVID 19 as preventive measures
- Awareness sessions conducted in the target area to sensitize beneficiaries on Hand Hygiene and hand washing steps
- Awareness sessions conducted in the target area to educate locals about safe food consumption and storage



## Empowering Vulnerable Population in District Swat of KP

**Donor:** U.S. DEPARTMENT OF STATE

**Duration:** October 2020 to March 2021

**Project Objective 1.** Provide unconditional relief assistance to support 4937 households, each for six months, affected by the impact of COVID-19 to address their food needs in targeted villages of Peshawar district.

**Project Objective 2.** Increase community/beneficiaries awareness against COVID-19 key precautionary measures through sensitization sessions in order to prevent and contain COVID-19 transmission.

### Project Background

Disabled people face a multitude of barriers that limit their access to education, employment, housing transportation, health care, rehabilitation and recreation. They are among the poorest of the poor. According to the World Bank estimates, one in five of the world's poorest people are disabled, and many of them live in low and

middle income groups. Due to the lack of opportunities, many of them are forced to remain confined to their houses. On the other hand, due to inadequate awareness in societies, persons with disabilities are not accepted as a useful human resource in economic development. The available data, which makes rather conservative estimates, tells us that, one in eight households in Pakistan is inhabited by a person with disabilities. It is a poverty issue: only 28 percent of persons with disabilities are literate and only 14 percent are actually working (with 5 percent looking for work). Nearly 70 percent of persons with disabilities are dependent on their families for complete financial support. These statistics aside, the stigma of disability remains the greatest impediment to changing the way towards empowerment of persons with disabilities. The major barrier to employment and other socioeconomic benefits for Persons with Disabilities in our society continues to be attitudinal barriers; stereotypical thinking and assumption about what people with disabilities can and can't do. The truth is that, the range of abilities of persons with in any disabilities group is enormous. We need to get rid of our stereotypical images and view each "individual" as just that "an individual". (Disability Framework in Pakistan – Sight savers International).

Around 30 shopkeepers exist in Mingora market who deal in finished products. These dealers/ wholesalers supply their products not only to retail shopkeepers situated in different parts of Swat like Khwazakhela, Madyan, Bahrain, Kalam, and Barikot etc., but also to other big and small whole sale and retail shops of Mardan, Abotabad, Peshawar, Mansehra, Nowshera, Banu, and D I Khan, within Khyber Pakhtunkhwa. The products are also supplied to whole sale and retail outlets in Attock, Muree, Natyagaly, and Rawalpindi, mainly Punjab markets. Islamabad is a very lucrative market for Swati embroidery where a good proportion of the products are channeled by the shopkeepers. The retailer gets 30% of the final price of the product. There are also some exporters sitting in Mingora Markets like Swastu Art Gallery and Mingora Handicrafts who supply their embroidery to Gulf and European countries either directly, or through export agents.

Keeping in view the high potential for value chain promotion in embellished fabrics, Swat will be targeted for 300 disabled women/ girls beneficiaries. Female Sale Agents (FSAs) will be selected from among the disabled women embroiders, who have limited or no restriction on mobility, have good knowledge of the supply shops, retailers, wholesalers. Women with disabilities will be provided trainings in business skills, product development, costing and pricing etc. Practical skill enhancement will also be focused in which trainings on stitching, tracing and color combination will be provided. Needy disabled women who can't afford startup capital for embroidery will be supported in provision of embroidery kits. Linking disabled women to competitive markets, market exposure and test marketing trials will also be the solid outputs of the project.

By strengthening the disabled women embroiders groups around the value chain, these women in particular will be empowered to take decisions and proactively contribute to the development of the area. All the ethnic groups including the marginalized groups will be given due space to avoid potential conflicts. By involving the community in all steps of project cycle management sense of ownership and belonging will be produced that will result in cohesiveness and integration of the social groups.

## Objectives

This six (06) month project is exclusively designed for uplifting the socio-economic status of the most vulnerable segment of the society i.e. persons with disabilities (PWDs) hence this project will contribute to the goal "Economic Empowerment and Entrepreneurship".

It is evident from available data that majority of the disabled people in Swat are burden on the shoulders of their families. Even the educated PWDs in Swat are deprived of jobs. The special quota for persons with disabilities is on

papers only as no government department practically implements it. There is no institution in Swat valley to provide educational facilities to the physically challenged people or to build their capacity in skills that are relevant to the current labor market demands.

In order for PWDs to lead towards a dignified life, self-sufficiency, improved living condition and self-employment is indispensable by enabling them to acquire skills that are relevant to the current labor market demands.

Keeping in view the high potential for value chain promotion in embellished fabrics and its relevance to the current labor market demands, the project will work on building capacity of the disabled women and girls in “Swati Embroidery on fabrics” and effective marketing of the finished products. Disable women and girls already registered with the district Social Welfare Department and the government owned “Kohsar Special Education Center” will be selected as beneficiaries of the project. The project will target 300 most deserving disabled women and girls for skill enhancement in (a) market oriented and contemporary methods of stitching, tracing and color combination (b) product development, innovation, design, costing, pricing and negotiation skills and business management. Embroidery inputs will be distributed among 300 selected women. The input package will include frames 2, Tracing paper, thread, Shawls, Needles, Color palettes/design booklet, color for tracing etc. 12 training events for each type of training will be conducted by engaging locally available consultant master trainers for which they will be paid. Female sales agents will be identified for marketing and supply of products. Market orientation and exposure visits for female sales agents will be conducted in order for them to learn how markets and market actors operate. Meetings with retailers/wholesalers, the buyer-seller meetings will be part of the market exposure. In order to motivate women embroiders (WEs) and female sales agents (FSAs) and make them aware of the big market potential test marketing trials of high quality and value added products will be conducted. Besides the test marketing trials the value added products will be displayed at handicraft outlets in Peshawar and Islamabad with promotional messages. Capable and proficient female sales agents will be supported in establishing small, home based input supply shops. The activity will be conducted on cost sharing basis, in which 30% cost will be contributed by FSAs. These FSAs and WEs will be linked with Women Business Development Centre (WBDC) in Swat, KP, for further grooming and guidance.

All these interventions are expected to increase income level of disabled women working in the embroidery value chain by 30%. Moreover, it will enhance productivity and access of the disabled WEs and FSAs to alternative markets. Hence, the intervention will lead disabled women and girls towards a dignified life, self-sufficiency and improved living condition.

### **Key Accomplishments in terms of results, outcomes including outreach (in bulleted form)**

The project has to target the deserving families having one or more disable family members. Any female member of such families having embroidery skill will be registered as a beneficiary. The beneficiary’s embroidery capacity will be enhanced and trained to make her familiar with the contemporary trends, designs and fashion. Below are the key accomplishments of the project;

- Identification of 125 females in families having disable members
- Procurement of training materials
- Formation of groups with 25 female in each group
- Distribution of training materials among selected beneficiaries
- Training of 50 beneficiaries (2 groups) in 1<sup>st</sup> months of the project since inception





# Managing trainings of police and prosecution under UNDP Amn-o-Insaf Program

## Prosecution Trainings

### Project Background

UNDP Supporting Rule of Law for Peaceful, Just, and Inclusive Societies (Amn-o-Insaf) aims to promote an enabling environment to support the Government and rule of law institutions in its ongoing efforts to secure peace and stability in Pakistan. Under this program and the support of government and international development partners, assistance is provided for institutional development and capacity building to the rule of law institutions to ensure effective and timely delivery of justice services.

In Khyber Pakhtunkhwa province, the Program has been engaged with key stakeholders including the Judiciary, Police, Prisons, Local Government, Prosecution, Bar Council, and Community Based Organizations, the Program seeks to enhance confidence and trust between local communities and the rule of law institutions. Strengthening Prosecution Service is one of the priority areas of the Program. The need for a Prosecution Training Academy is highlighted in the Khyber Pakhtunkhwa Rule of Law Roadmap.

The Program intends to develop a robust monitoring and evaluation system and a training database to ensure proper implementation of training strategy and timely delivery of training. The M&E plan will ensure the collection of gender-disaggregated data, provide reporting and monitoring tools, and assess the impact of the training.

### Training Objective

The specific objective of the training event is

- a) Familiarize participants from prosecution department on already developed training management system
- b) Highlight the importance of developed database management system to monitor and evaluate training programs accordingly and efficiently
- c) Training the participants on how to use and access the system database step by step and its alternate modes of operation, covering both technical and operational aspects.

## DOCUMENTATION

The training event was divided into two days having three sessions in each day. The presentations were the principal starting points for deliberations which, together with the working interactive discussions, resulted in conclusions leading to shared understating of the importance of training management system and database importance. Essentially, the presentations were not designed in terms of specific modules and packages but their structures and contents ensured that the end result would give a clear understanding of importance and its effectiveness of database system. Practical demonstration was also given on the database and how it works and also demo assignment was carried out during the session. The operational manual for the database were also provided to each participants to get a clear overview of the training and developed database.

## TRAINING EFFECTIVENESS

To evaluate the effectiveness of the training whether the training was effective or not for this purpose analysis of pre-test and post-test was carried out and paired sample t-test was used to know the effectiveness of the training. Marks are continuous (scale) data, continuous data are often summarized by giving their average and standard deviation (SD), and the paired t-test is used to compare the means of the two data sets. The paired t-test compares the mean difference of the values to zero.

### Hypotheses:

**Null hypothesis:** **H0:** There is no difference in mean pre- and post-marks

**Alternative hypothesis:** **H1:** There is a difference in mean pre- and post-marks

The paired t test was conducted on the dataset with confidence interval of 95% and having margin of error 5%,  $\alpha=0.05$ .

### Results

	<b>Obtained Marks Pre Test</b>	<b>Obtained Marks Post Test</b>
Mean	5.076923077	7.384615385
Variance	4.576923077	2.756410256
Observations	13	13
Pooled Variance	3.666666667	
Hypothesized Mean Difference	0	
df	24	
t Stat	-3.072549339	
<b>P(T&lt;=t) one-tail</b>	<b>0.002609921</b>	
t Critical one-tail	1.71088208	
P(T<=t) two-tail	0.005219842	
t Critical two-tail	2.063898562	

### Criteria

Sig-t $\leq \alpha$	Reject H0
Sig-t $\geq \alpha$	Fail to reject H0

### Decision

Since sig-t (0.002) < 0.05 therefore we reject the null hypotheses and accept the alternate hypotheses.

### Conclusion

From the above calculation there is significant evidence to conclude that there is significant increase in knowledge of the training participants. Thus the training program is significantly effective to improve participant's knowledge at 0.05 level of significance on monitoring and evaluation system and training management system.





## Police Trainings

### Project Background

UNDP Supporting Rule of Law for Peaceful, Just, and Inclusive Societies (Amn-o-Insaf) aims to promote an enabling environment to support the Government and rule of law institutions in its ongoing efforts to secure peace and stability in Pakistan. Under this program and the support of government and international development partners, assistance is provided for institutional development and capacity building to the rule of law institutions to ensure effective and timely delivery of justice services.

For many years, Pakistan has been affected by instability, political unrest and acts of terrorism. Rising crime rates, particularly organized crime, in commercial and cultural hubs are adding to the citizens' daily worries. Despite their ongoing efforts to improve the situation, the provincial and federal governments appear to be struggling to win the fight against crime and terrorism.

Law enforcement officials are often perceived as lacking investigation skills and professionalism. Systematic trainings in modern methods and techniques of investigation evidence collection are missing. Investigative agencies are in dire need of institutional modernization and reform. There is little cooperation and coordination between police and prosecutors at the investigation stage. This often leads to unsuccessful arrests and failed convictions. The general public seems to have lost confidence in the ability of investigation and prosecution agencies to solve and prosecute crimes. People also doubt the justice of the outcomes in many criminal cases, questioning their adherence to the rule of law and human rights.

Efficient and strategic approaches to criminal investigations and to the subsequent prosecution of criminals are of paramount importance for lasting stability and peace in Pakistan and the wider region. It is important to build up the capacities of relevant actors and institutions in the criminal investigation sector, and to improve the legal framework.

### Training Objectives

The main objectives of the training were

- To enhance the strengths of police officials for the collection and preservation of evidence and use modern investigation skills to find the culprits and bring them to the court of justice.
- To find the evidence using modern techniques that is admissibility in court.
- Public confidence in the efficacy of the criminal justice system has been rebuilt.

### DOCUMENTATION

The training event was divided into 10 days having three sessions in each day. The presentations were the principal starting points for deliberations which, together with the working interactive discussions, resulted in conclusions leading to shared understating of the crime scene management and basic investigation skills. Essentially, the presentations were not designed in terms of specific modules and packages but their structures and contents ensured that the end result would give a clear understanding of importance and its effectiveness of investigation skills. Practical demonstration was also given on how to narrate FIR and how investigate the crime scene; demo assignment was carried out during the session. The operational manual for the basic investigation skills and crime scene management were also provided to each participant to get a clear overview of the training.